

<b>1.0</b>	
POSITION	<b>FIELD EXTENSION WORKER</b>
CATEGORY	<b>PROJECT SUPPORT STAFF</b>
STATUS	<b>FULL TIME</b>
DUTY STATION AND HOURS OF SERVICE	<b>Mukono, Buikwe or Jinja. 8.00am to 5.00PM Monday to Friday and 9.00am to 1.00am Saturdays</b>
CLASSIFICATION	<b>THIRD LEVEL</b>
OCCUPANT	<b>VACANT</b>
DATE	<b>15.11.2021</b>
ADVERT CODE	<b>HA-AB-EN/PFEW/QT2-P01-022-004</b>
LOCATION	<b>MUKONO, BUIKWE and Jinja</b>

## 2.0 POSITION CONTEXT & OBJECTIVE(S):

Hatches Ltd in partnership with Agricultural Business Initiative (aBi) and other partners is implementing a project titled “Increasing Market Access and Productivity of the Poultry Value Chain through effective and environmentally efficient Inputs in Central and Eastern Uganda”. The project objectives are: i. Provision of high-quality Day-old chicks to both model farmers and open market poultry farmers ii. Promote the use of Black Soldier Flies (BSF) as an alternative to traditional protein sources for quality poultry feeds at fair and stable prices iii. Establish sustainable market linkage options for farmers with off takers and to iv. Enhance farmer knowledge on modern poultry farming through training and demonstration.

### About Hatches Ltd:

Hatches Ltd is a Poultry breeding, inputs supply company established and registered in 2003 as a private limited company. With a goal of **“Addressing our client needs and nature people’s dreams of living a better and decent life”** and a mission of **“Providing the best quality agro-inputs, products and services that address our clients’ needs and nature people’s dreams of living a better and decent life”**; Hatches Ltd’s vision is **“To be the most reliable, valued and client centric green growth company in Uganda”**.

### About aBi

The Agricultural Business Initiative (aBi) is a multi-donor entity devoted to private sector agribusiness development. It follows a long-term commitment by being both a catalyst in support of the Ugandan agricultural sector and a conduit through which development partners and investors can build the capacity of the agricultural sector. aBi was jointly founded by the Governments of Denmark and Uganda in 2010. Other aBi’s Development Partners are; USAID,

SIDA, UKAid, and KfW. The Company is supporting agribusiness development in the private sector to achieve the objective of the Government of Uganda's Competitiveness and Investment Climate Strategy (CICS). It provides both financing and technical support in selected agricultural value chains and offers an integrated approach on value chain development, to improved profitability, income and employment of Ugandan farmers and agribusinesses

Hatches Ltd as Implementing Partner; is seeking to establish a strong Management system, Administration and Technical Units with emphasis on providing professional support to the company in Project Implementation.

### **3.0 KEY RESPONSIBILITIES AND DUTIES:**

#### **3.1. Background**

Under the overall guidance of the CEO, Company Manager, and the Project Manager; and direct supervision of Assistant Poultry Specialist; The PField Extension Worker (PFEW) is responsible for ensuring timely and quality implementation of the planned project activities in his/her area of operation, integration of best poultry farming practices using BSF for market-oriented farming, and farmer skills development. The PFEW is responsible for farmer-led agribusiness groups into the Poultry value chain using the guidance from the Poultry Specialist and Assistant Poultry Specialist, to enhance productivity of market-oriented poultry farming using BSF as source of protein for animals.

The Extension Worker will ensure high quality production and observation of bio-security measures, standards of Hatches Ltd at modal farm's level, timely outputs in a cost-effective manner. He/She works in close collaboration with Assistant Poultry Specialist and communities with the purpose of providing poultry farming extension services, hands on capacity building training and follow up on poultry and BSF farmer's projects performance as well as connecting them to the market.

#### **3.2. Duties and Responsibilities**

The Extension Worker will have the following duties and responsibilities:

##### **3.2.1 Capacity Building**

- Mobilisation of 120 poultry and BSF farmers for each supervised Model farm
- Training at least 400 poultry and BSF farmers in best production techniques through model farm
- Supervising all activities at the poultry and BSF Model Farms
- Ensure periodic training of the Model farmers and support the team by delivering

trainings especially in the poultry and BSF farming production and post-harvest management

- Ensuring improvement of poultry and BSF farming performance at the Model farms in terms of growth and survival
- Follow and adhere to Hatches guidance and strictly observe bio-security
- Keep a clean and well-organised workspace
- Providing technical and professional support to model farmers
- Provide Technical guidance on poultry and BSF environment impact assessment to the model farms
- Provide massive mobilisation and sensitization on the impact of poultry and BSF production on the environment to the model farms
- Perform as sells and marketing agent of Hatches Feeds Ltd products, including: animal feeds, grains, chicken products, chicks and BSF products
- Outsource and link chicken feed inputs suppliers (Maize and Soybean Grains) to Hatches Ltd
- Assist with data collection and keep detailed and well-organised records
- Comply with waste disposal regulations
- Participate and facilitate community training activities
- Production of inputs reports on activities undertaken

### **3.2.2 Business Development**

- Support the Establishment and operationalization of 10 poultry model farms
- Market support and development for commercialization of poultry feed production using BSF larva as an alternative protein source
- Support business financing efforts for chicken commercialization
- Support market linkages of poultry farmers to reliable market
- Establish and Operationalize Aggregation centres for chicken

### **3.2.3 Leadership and Management**

- Be aware of the Field schedule and job expectations on a daily basis
- Participate in regular meetings and communicate information intended to poultry farmers
- Ensure participation in various engagement initiatives organized by the company
- Provide feedback to his supervisor about the performance of the Model farms and poultry farmer's Project

### **3.3. Measurable Outputs and Performance Indicators**

- Delivering efficiently and timely
- Preparation of weekly workplan;
- Preparation of weekly, monthly and activity reports;
- Preparing other relevant reports concerning the project;
- Flexibility
- Risk prevention and reporting as well as mitigation measures suggested and action taken

## **4. COMPETENCIES**

### **Corporate Competencies**

- Demonstrates integrity by modelling the Hatches Ltd values and ethical standards in his operational area;
- Promotes the vision, mission, and strategic goals of Hatches Ltd;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

### **4.1. Functional Competencies:**

- Organizes and accurately completes multiple tasks by establishing priorities while taking into consideration special assignments, frequent interruptions, deadlines, available resources and multiple reporting relationships
- Plans, coordinates and organizes workload while remaining aware of changing Priorities and competing deadlines
- Establishes, builds and maintains effective working relationships with staff and community and local authorities to facilitate the provision of support

## **5. QUALIFICATIONS AND EXPERIENCE :**

The following qualifications and experience are required for this position:

- 5.1. Bachelor Degree or Diploma preferably in Agro-Vet, Agriculture, Food Security or related field;
- 5.2. At least 2 years of experience in providing Poultry Extension Services preferably with NGOs;
- 5.3. Proven ICT skills (Word and Excel);
- 5.4. Proven M&E skills (Reporting);
- 5.5. Community mobilization and sensitization skills;
- 5.6. Strong training & facilitation skills;

5.7. Fluency in written and spoken English;

5.8. A commitment to ongoing personal and professional development.

### **How to Apply**

All applicants should submit the following documents in a single submission (one PDF file): Letter of motivation, CV including three references.

E-mail your application to [recruitments@hatchesltd.com](mailto:recruitments@hatchesltd.com), before 05<sup>th</sup> February, 2022.

NB:

- Please do not attach copies of qualifications/diploma at this stage.
- Mention the position applied for and the advert code in the email subject.
- Mention Your favourite duty station in your application
- Only complete applications will be reviewed.
- All applications should be submitted via email.
- We regret that owing to the volume in applications only shortlisted applicants will be contacted.