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POSITION	<b>ENTOMOLOGIST</b>
CATEGORY	<b>PROJECT SUPPORT STAFF</b>
STATUS	<b>FULL TIME</b>
HOURS OF SERVICE	<b>8.00am to 5.00PM Monday to Friday and 9.00am to 1.00pm Saturdays</b>
CLASSIFICATION	<b>MIDDLE LEVEL</b>
OCCUPANT	<b>VACANT</b>
ADVERT CODE	<b>HA-AB-EN/ENT/QT2-P03-022-002</b>
LOCATIONS	<b>Buikwe with field work in Jinja and Mukono</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 Chief Executive Officer, Company Manager, Project manager and direct supervision of BSF Project Expert, the entomologist is responsible of assisting the company in field activity planning, maintenance of black soldier fly colonies design and implementation of entomological experiments, Supervising BSF Field Extension Workers team and Train and work closely with the community. He is therefore expected to have excellent attention to details, good leadership and Management skills, communication and capacity building skills.

The Entomologist will ensure high quality production and observation of bio-security measures, standards of Hatches Ltd and timely outputs in a cost-effective manner. He/She works in close collaboration with Projects Manager, Extension Workers, communities and partner teams specially to provide technical guidance and management support as well as an honest and fair

collaboration to M&E and Auditors.

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

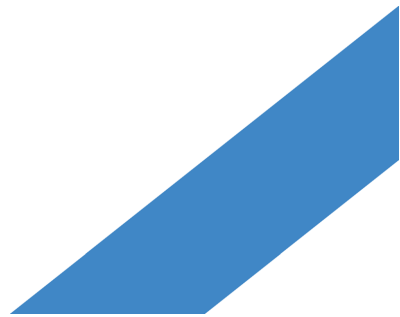
The Entomologist will have the following duties and responsibilities:

#### **3.2.1 Insectary management**

- Rear and maintain the black soldier fly colony
- Source insect feed and materials for their activities
- Measure key insect performance indicators
- Follow and adhere to Hatches Ltd and its partner guidance and strictly observe bio-security
- Keep a clean and well-organised workspace
- Assist in the organisation of planned activities, trials and procurement of materials required for their execution
- Providing technical and professional support to insectary workers
- Designing research/ experiments/technology geared towards improving insect productivity
- Producing technical reports on activities undertaken
- Working towards improving insect performance in terms of growth and survival
- Identifying the feed resources and developing feed formula for insects
- Conduct quality assessment and quality optimization of the BSF products such as the wet and dry larvae, frass, oil and any other value-added products

#### **3.2.2. Leadership and Management**

- Ensure that the BSF extension worker team is aware of the schedule and job expectations on a daily basis
- Involve the BSF extension worker team in regular meetings to communicate information intended for them
- Ensure communication to the BSF extension worker team on any changes in policies/ processes by the company through required verbal/ written mechanisms
- Ensure participation of the BSF extension worker team in various engagement initiatives

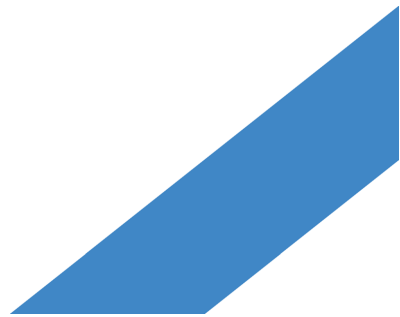


organized by the company

- Counsel and address issues among the team for any work-related issues
- Support in deployment of the BSF extension worker team as per production schedule and the organizational norms and guidelines
- Ensure periodic training of the BSF extension worker team and support the team by delivering trainings especially in the field of latest, BSF production, machinery and equipment
- Share knowledge of processes, techniques and products with the team to enhance their skill levels
- Provide feedback to the manager pertaining to performance of the team
- Assist with data collection and keep detailed and well-organised records
- Assist with literature research and administrative activities
- Ensure that the accommodation/rearing area for the birds is well maintained and not prone to diseases such as bird flu
- Ensure that materials and supplies are replenished as and when required
- Comply with waste disposal regulations
- Check the requirements of different resources like chicks, feed, equipments, water, litter material etc.
- Plan and participate in community training activities

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

- Planning efficiency and timely
- Preparation of weekly, monthly and activity reports;
- Assist the Project Manager in preparing other relevant reports concerning his farm;
- Timely deliverable
- Flexibility
- Risk prevention and reporting as well as mitigation measures suggested and action taken



## 4. COMPETENCIES

### 4.1. Corporate Competencies

- Demonstrates integrity by modelling the Hatches Ltd and its partners 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

### 4.2. Functional Competencies:

- Organises 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 organises 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. Diploma or Bachelor Degree preferably in Entomology, Agriculture, Food Security or related field;
- 5.2. At least 2 years of experience in the design and implementation of BSF (Black Soldier Fly)

- 5.3. Understanding of poultry farming is an added advantage
- 5.4. Experience in Management is a considerable advantage
- 5.5. Proven ICT skills,
- 5.6. Expertise in M&E, Community Mobilization and Sensitization
- 5.7. Strong training & facilitation skills.
- 5.8. Fluency in written and spoken English.
- 5.9. A commitment to ongoing personal and professional development.
- 5.10. Knowledge of or experience in using a MIS would be advantageous

### **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 21<sup>st</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. Only complete applications will be reviewed. All materials should be submitted via email. We regret that owing to the volume in applications only shortlisted applicants will be contacted.

