



## Associate Expert Enterprise and value chain strengthening

*ASSOCIATE EXPERT SUPPORTED BY THE GOVERNMENT OF THE NETHERLANDS*

- Position:** Associate Expert, Enterprise and value chain strengthening  
**Sector:** Agriculture / Biodiversity  
**Location:** Kampala, Uganda  
**Duration:** Three year duration, contract renewed annually  
**Eligibility:** The post is open to:
- candidates who have Dutch nationality or a permanent residence status in the Netherlands; or candidates who have the nationality of another EU Member State; or
  - candidates from eligible developing countries;

### General information:

Bioversity International is the world's largest international research organization dedicated to the conservation and use of agricultural biodiversity. It is non-profit and independently operated. Bioversity's work is motivated by a vision in which people enjoy greater well-being through increased incomes, sustainable improved food security and nutrition, and greater environmental health, made possible by conservation and the deployment of agricultural biodiversity on farms and in forests. Bioversity International has its headquarters in Rome, Italy and offices in more than 20 countries worldwide, including 4 regional offices for Sub-Saharan Africa (Nairobi, Kenya), the Americas (Cali, Colombia), Asia, Pacific and Oceania (Serdang, Malaysia) and Europe (Rome, Italy). Bioversity is supported by the Consultative Group on International Agricultural Research (CGIAR), which is funded by over 60 national and international donor agencies. The research is implemented through four Programmes (Diversity for Livelihoods, Understanding and Managing Biodiversity, Commodities for Livelihoods, and Global Partnerships) and three Research and Support Units (Policy and Law, Capacity Development and Public Awareness).

### Position Overview:

By their perishable nature, bananas must be sold as quickly as they are mature. This coupled with the lack of a reliable source of market information and with limited value-addition capacity, forces individual small scale farmers to sell their banana at any price offered by vendors. This has resulted in a stagnation of income and living conditions and increased poverty in small-scale farming communities in the great lakes region of east Africa. A frequently proposed alternative is for farmer organizations to improve understanding of markets and prices, to strengthen local negotiating power and to consolidate greater volumes of production. The implementation of such strategies is incipient and has often been based specialty crops such as cocoa, essential oils and natural medicinal products. The opportunities for refocusing value-chains for food crops towards greater farmer participation and greater value are abundant, but have not been the focus of most research projects. Bioversity International is undertaking new research grants with components focused on the marketing of banana biodiversity for increased added value to small-scale farmers and their rural community enterprises.

In these new grants, the proposed associate expert would work to integrate production technology testing and promotion with value addition and marketing initiatives in banana producing communities in six countries in the region. The associate expert will collaborate with Bioversity staff, external consultants and national counterparts in the development of strategies to improve the contribution of banana production and marketing to rural development and to the reduction of rural poverty.

Bioversity is seeking candidates prepared to make a three-year commitment with an anticipated start date by 1 October 2010.

### Specific duties and responsibilities:

The associate expert would carry out the following activities:

- Review relevant methods and experiences on value chain analysis and governance, farmer organization strengthening and market identification and development in east Africa;
- Conduct applied and action research directly and in collaboration with students and collaborators to understand livelihood strategies of banana producing households, to describe current market channels, to identify alternative differentiated and niche markets for banana and banana products, to develop strategies for improving value chain governance mechanisms to the benefit of rural communities and to develop strategies for establishing and strengthening farmer organizations to the benefit of poor households;

- Prepare and carry out training activities based on methods adapted from other projects and incorporating research results in the project directed towards farm households and incipient farmer organizations, actors in value chains and service providers linked to improving chain governance;
- Link project staff and counterparts from national partners to the growing body of experience on value chains, technology generators, marketing strategists, farmer organizations, credit finance organizations entrepreneurship and rural development organizations;
- Participate in other activities contributing to the success of the projects.

The workplan should address important global questions (food security, income, nutrition, gender and environment protection), while at the same time contributing to the specific needs of banana households in the on-going projects.

#### Minimum qualifications, skills and experience:

- Qualifications:** ▪ University Degree at an MSc level in small business management, entrepreneurial development, rural development and innovation.
- Experience:** ▪ *Academic and/ or field experience among the following:* Small enterprise development, rural livelihood and gender analysis, new product development and market segmentation, value-chain analysis, analysis of business services and innovation systems, field surveys.
- Experience with rural community enterprise development; small and medium enterprise business planning
  - Relevant working experience, preferably in multicultural teams, including residence in Africa
- Skills:** ▪ Ability to set up and maintain databases with relevant software
- Socio-economic data analysis;
  - Well developed analytical and writing skills:
- Competencies:** ▪ Knowledge of small-holder agricultural systems in Africa
- Ability to develop markets and market structures for staple food crops in rural Africa
- Languages** ▪ Fluent in English (written, spoken); working knowledge of French is considered an advantage.

#### Duty Station:

The Associate Expert will be located at Bioversity International's office in Kampala, Uganda, but operating in Burundi, Democratic Republic of Congo, Kenya, Rwanda, Tanzania and Uganda, in association with the Banana Research Network of Eastern and Southern Africa (BARNESA). Kampala is a large urban capital with access to medical facilities and amenities. Numerous international organisations are based in Kampala. The city is situated at mid-altitude in the East African highlands with pleasant temperatures throughout the year.

**Terms and conditions:** Bioversity International offers an attractive remuneration package including a competitive salary, non-contributory retirement plan, housing allowance, medical insurance and leave provisions. All benefits are denominated and paid in US Dollars.

**Further information:** on Bioversity can be found at: <http://www.bioversityinternational.org/> or about the vacancy by request to [bioversityvacancy@cgiar.org](mailto:bioversityvacancy@cgiar.org)

For further information on *eligibility criteria* and the list of eligible developing countries see: [http://www.minbuza.nl/en/Key\\_Topics/Development\\_Cooperation/Associate\\_Experts\\_Programme](http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme)

**Applications:** Please apply online through the following link: [Bioversity Employment Opportunities Webpage](#) by clicking the "Apply" button. Alternatively, via e-mail to: [bioversityvacancy@cgiar.org](mailto:bioversityvacancy@cgiar.org) including a letter of application, curriculum vitae in English indicating 'Associate Expert, Uganda' in the subject line; or via mail to: Human Resources Office, Bioversity International, Via de Tre Denari, 472/a, 00057 Maccarese, Rome, Italy; or via Fax to (39) 06 6118 341. Please quote the source of advertisement.

The *curriculum vitae* should include applicant's date of birth, nationality, marital status (if married with spouse and children details); contact details; summary of secondary education; detailed description of higher education including degree courses undertaken and special assignments/projects; consultant contracts; work experience; recreational interests; language capabilities; details of three referees including telephone and fax numbers and e-mail address.

**Deadline for applications:** 30 June 2010

*All received applications will be acknowledged, but only short listed applicants will be further contacted.*