

Advisor (Agribusiness REALMS Project)



Typical reporting line(s)	
Hierarchical	Functional
Sector Leader	Project Manager

Manager to	
Hierarchical	Functional
	Project Field Officer, Project Assistant

Job level
17

Duty Station
Kigali

Background and Purpose of the Job

SNV Rwanda is seeking a professional with experience and expertise in agribusiness development. The position holder will be responsible for formulation and implementation of business models, providing business development support and the capacity building of farmers and agro-enterprises with the goal of improving inclusiveness and competitiveness of targeted value chains. S/he will facilitate access to markets and develop strong partnerships with financial institutions and relevant service providers to ensure the success of the target farmers and agro-enterprises. S/he will support farmer-led enterprises and their groups to improve business planning and in entrepreneurial skills.

The function holder reports to the REALMS Project Manager and will utilize Local Service Providers to assist with service delivery and the growth and expansion of marketed products of farmers and agribusinesses that are involved in regenerative agricultural production.

Result areas	
Key activities	Results / KPI's
<p>Advisory Services</p> <ul style="list-style-type: none"> Lead market research and value chain analysis to guide develop business strategies and identify opportunities for investments in targeted value chains and markets. Provide technical support to farmer-led enterprises in terms of leveraging their capacities to become business enterprises by providing business advisory services and identifying possible directions and tools to strengthen the enterprises and support relevant market players. Provide advice on business planning, financial management, governance and day-to-day management of agro-enterprises. 	<p>REALMS Project is supported by given advice.</p>
<p>Knowledge Development</p> <ul style="list-style-type: none"> -Build capacity of farmers through training, coaching and mentorship other extension providers, ensuring the integration of best production and post-harvest practices for enhancing value of their products. -Develop and maintain positive working relationships with SNV staff, national and local authorities, international and national organizations as well as technical focal points in agriculture. -Support formulation of appropriate policies that create and enabling environment for adoption of regenerative and circular agriculture. 	<p>Knowledge sharing is reached and shared both internally as externally.</p>

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<p>Project and Process Development</p> <ul style="list-style-type: none"> -Provide primary technical direction to the REALMS project business components that aim to incentivize the uptake of regenerative and circular agricultural production. -Coordinate all planned activities with the Agronomist, Policy and Advocacy advisor and M&E expert, and donors and other development agencies to ensure consistency with sector priorities. 	<p>Continuous improvement of effectiveness and efficiency of project operations.</p>
<p>People Management</p> <ul style="list-style-type: none"> -Steers direct reports and coaches associated partners/ external stakeholders on quality within the context of project assignments. -Acts as a technical expert in the content area, applies process improvements in projects and coaches colleagues and associated partners both professionally as operationally on quality of context within projects. 	<p>Direct staff (Project Officers and Project Assistant) are qualified and motivated</p>
<p>Positioning</p> <ul style="list-style-type: none"> -Identifies and analyses market opportunities and threats and channels communication accordingly. -Actively participates in strategic positioning meetings and acts as a knowledgeable face of the SNV organisation to the client. -Analyses, understands and develops (local) networks with relevant stakeholders, identifies new clients. 	<p>Opportunities are timely utilised and threats are timely recognised and countered.</p>
<p>Business Development</p> <ul style="list-style-type: none"> -Builds, maintains and utilises relationships with relevant stakeholders, represents SNV and identifies opportunities for Business Development policies and procedures. -Initiates assignments on a local/(sub)national level, supports proposals and develops technical processes during the inception phase of projects. 	<p>SNV is known as trusted development partner with relevant stakeholders and has an overview of all funding opportunities/partnerships</p>

Level indicators	
	level 17
Know how	Well-seasoned level of technical professional (expert in particular thematic area(s)), with strong experience in thematic area project implementation and profound knowledge of project cycle management. Act as discussion/sparring partner to project manager. Advice improvements on overall project implementation.
Complexity	Gives input to the development of thematic area for business development proposals, can be a technical lead for a proposal. Understands global sectoral products and innovation areas. Acts as sparring partner to the project manager and/or sector leader and advises them on business development and proposal development matters. Gives independent and high-level expertise to the country on thematic area(s). If required, can replace a Project Manager. Assignments are detailed and complex in nature and require originality and ingenuity.
Supervision	Work is not supervised and requires incumbents to exercise independence and discretion (works independently).
Impact	Direct impact through the provision of activities that require thematic proficiency and expertise. Provides insights and advises to influence mid and long-term performance as a sparring partner, has a contributory impact on the overall project.

SNV requirements

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	level 17
Basic requirements	<ul style="list-style-type: none"> -Bachelor's degree in Agricultural Economics, Agribusiness Management, Rural Development -At least 5 years of experience working on international development programs to improve production and incomes through agribusiness model -Demonstrated experience of successfully linking farmers and agribusinesses to markets -Demonstrated experience in building the capacity of farmers, and business -Proficiency in English is required.
Competencies	
	level 17
	<p>Conceptual thinking <i>Having and gaining insight into situations, problems and processes. Deconstructing problems and systematically investigating the various components. Having a complete picture of the context and overview of the whole problem.</i></p>
	<p>Coaching <i>Encouraging and guiding employees in order to make their performance more effective and to enhance their self-perception and problem-solving skills.</i></p>
	<p>Focus on quality <ul style="list-style-type: none"> -Familiarity with results chains and monitoring and evaluation frameworks. -Familiarity with inclusive business models and application to resource constrained small holder farmers. </p>
	<p>Result orientation <i>The ability to take direct action in order to attain or exceed objectives.</i></p>
	<p>Persuasiveness <i>The ambition to win over other people for one's views and ideas and to generate support.</i></p>