

Regional Hub Manager for Good Nature Agro

About Good Nature Agro

Good Nature Argo (formerly Zasaka) is a fast-growing social enterprise that works with small-scale farmers in Zambia to generate lasting income. We train farmers to develop skills to manage their fields for long-term productivity and profitability while growing our guaranteed market. Our multifaceted model includes a loan program for specific crops, a farmer-to-farmer training program, comprehensive tracking of practices and results, and a guaranteed market. Our seed brand called Good Nature Seed delivers the output of our farmer-partners' efforts to farmers around the region, thus ensuring that all smallholders have access to quality, affordable seed.

Good Nature was founded in 2014. Although we are young, we are growing rapidly, with the goal of increasing 50,000 farm family incomes by \$600 each by 2020. This posting solicits highly motivated individuals who share that vision AND possess the creativity and initiative to help us get there.

About the Job

No member of the Good Nature team is a passive implementer, but the Regional Hub Manager must be exceptionally driven. An RM oversees every area in which Good Nature works. You will be responsible for managing all operations for a unit of between 400 and 4,000 contracted farmers. Site selection, staffing, community sensitization, building the capacity of extension staff, dispersing the loan package, training farmers, monitoring practices and results, and ensuring quality production will all be under your roof. Done well, the farmers under your supervision and the company will thrive.

The role of an RM requires an autonomous and entrepreneurial individual. A significant component of compensation is tied to performance of your unit and the benefit realized by farmers under your direction. Each RM can grow their unit and their own compensation over time by delivering positive results for the company and its farmer partners.

The position will primarily be located in the Eastern Province of Zambia (District TBD).

Duties and Responsibilities

The principal duties are as follows:

1. Select and oversee training of all extension staff including Field Supervisors and Private Extension Agents (as many as 100)
2. Work with Good Nature management and partner organizations (where applicable) to set priorities for the region
3. Sensitize the community to Good Nature and Good Nature Seed, culminating in positive stakeholder relations and the enrollment of effective farmers for production
4. Manage delivery of year-round field-based training using the strategies and materials provided by Good Nature
5. Monitor and consistently work to improve the quality of training delivery and farmer adoption of

practices

6. Manage all aspects of farmers' input loans within the region – from logistics to loan distribution and recovery
7. Monitor all producers to encourage strong performers and continuously improve the producer base
8. Consistently develop Field Supervisors as middle managers – capable of supervising 10 or more PEAs and devoted to consistently growing the ability of those PEAs to handle in-field issues and deliver quality training
9. Coordinate with Good Nature HQ and selected partner on crop production strategies customizing the implementation per region
10. Adapt to changing market conditions and prepare farmers to deliver crops that can improve their incomes and long-term productivity
11. Oversee all quality control activities including field inspections, seed production protocols, and regional liaison with the Seed Control and Certification Institute (SCCI)
12. Coordinate post-harvest and purchasing activities to ensure delivery of quality seed
13. Strategically evaluate opportunities for next enrollment and help set strategic direction of growth
14. Help foster research of new crops and in-field strategies
15. Identify and assist in coordinating relevant workshops for Field Supervisors, PEAs and farmers
16. Coordinate with agro-dealers within the region to ensure quality legume seed is available for sale to farmers outside Good Nature's program
17. Identify challenges as they arise and assist the company in ensuring swift and equitable resolution

Experience and Qualifications

1. Minimum of a Diploma from an accredited college or University in Agronomy, Management or a related field. Degrees and higher may be regarded as advantage
2. At least three (3) years' experience in management of farmer groups or extension outreach and training
3. Knowledge and passion for rural livelihoods - especially small-holder farmer households
4. Understanding and or experience in African community etiquette
5. Ability to learn or speak the local language
6. Ability to plan and budget at least 18 months ahead and communicate Good Nature's plans and goals to a variety of stakeholders including farmers and external partners
7. Knowledge of crop production and general agricultural business operations
8. Skilled in conflict resolution and able to identify downstream challenges early
9. Comfortable transitioning leadership of project components to staff
10. Ability to communicate clearly and fluently in English
11. Ability to write professional, legible reports

How to Apply

Please send a CV and cover letter to info@zasaka.com and IDIN at idin-opportunities@mit.edu. The application will be on a rolling basis, so the deadline for submissions will depend on when the best candidate is selected. The email should have the subject 'Regional Hub Manager Application'.