



JOB ANNOUNCEMENT

NAFAKA – KILIMO is a local Non-Governmental Organization (NGO) working with both public and private actors in the food systems with the objectives of expanding market opportunities for agricultural development. NAFKA – KILIMO fosters to generate efficiencies between various agricultural value chain actors, avoid redundancy while optimizing government and donor investments that strengthen economic growth and returns for business and optimizing agricultural production for farmers, micro, small, medium, and large agricultural producers and processors.

NAFAKA KILIMO is looking for personnel to cover for the open vacancies as detailed below

1. Business Development Officers: 3 Posts: (Morogoro Urban & Morogoro Rural) - 1, (Gairo DC & Kilosa DC)- 1 and (Chemba DC & Kondoa DC) -1

As the **Business Development Officer**, generally will be responsible with identification, mapping, coaching, mentoring and linking youth farmer service centers to various value chain actors for the purpose of job creation and last mile delivery of services demanded by farmers.

The **Business Development Officer (BDO)** will report directly to the Project Coordinator with the following roles:

- Identify, profile and onboard new potential youth-led FSCs (MSMEs, AMCOS/youth groups, Lead farmer, VBAA).
- Carry out business capacity needs assessment, including financial maturity assessment and develop BCAT report, FSCs tie ring and develop customized capacity development plans.
- Facilitate business development and entrepreneurship training, mentorship, and coaching (BDEC) for FSCs based on business and entrepreneurial skills.
- Create business opportunities in the value chain to attract youth, particularly young women to engage and realize income growth and employment through strengthening of MSMEs and financial inclusion while Facilitating youth access to relevant regulatory bodies-such as TFRA, SIDO, TBS, and TOSCI, to obtain necessary permits, enroll in accredited training programs, and meet compliance requirements for launching and sustaining agribusiness and service ventures.
- Identify, profile and perform due diligence to public and private sector partners to be engaged in provision of inputs, finance, aggregation, off taking, mechanization, marketing and other services to FSCs and youth.
- Link and coordinate service providers both public and private sector partners with FSCs, and facilitate access to demand driven products, services (aggregated) and information, through B2B and B2C meeting at regional/ village level and collaborate with them to integrate youth FSCs into the supply chain as commission-based aggregators, strengthening last-mile delivery of agricultural inputs and creating income-generating opportunities for youth.



- Support full participation of women and youth in the project through participatory approaches and Identify strategies to attract youth in agriculture and their engagement with new and existing Fos.
- Support FSCs, esp. small and medium enterprises (SMEs) in value addition (agro processing, produce grading, standardization of produce, and by products utilization) of the value chain to enhance market linkages.
- Provide youth with tailored training and support in agribusiness models such as brooding, poultry fattening, tree nurseries, QDS production, and spraying services, and connect them with strategic partners to secure production resources and market access.
- Collaborate with LGAs to strengthen the capacity of youth groups in development of viable business plans, effectively leverage the 4-4-2 loan scheme and other funding opportunities.
- Conduct training in financial literacy and management to youth-led FSCs and Build the financial literacy and operational efficiency of VSLA and VICOBA structures, while supporting their integration into formal financial systems to unlock funding and investment potential.
- Enhancing marketing activities for agricultural produce at the aggregation or collection centers/warehouses and strengthening relationships between buyers/traders and farmers to maintain reliable markets.
- Facilitate linkage meeting between farmers and FSCs with marketable surplus to local and regional markets to ensure access to profitable market opportunities.
- Provide TOT FSCs and support cascading program on marketing strategies, including collective market approaches, identification of market channels, negotiation of offtake agreements, and adoption of proactive techniques for engaging with buyers and expanding market reach.

Other Activities

- Prepare monthly, quarterly and yearly reports
- Prepare success stories

Qualification Requirements:

- Bachelor in Agribusiness, Agricultural Economics Agriculture, Agronomy are more preferred)
- At least 3 years' working experience with Smallholder farmers (especially female youth) in creating jobs and facilitation to access inputs, markets, finance and mechanization
- Must have excellent knowledge in cereals sunflower, horticulture and poultry production, as well as possess strong leadership skills and have a proven track record in agribusiness development projects.
- Excellent writing skills and oral communication skills
- Ability to work independently and produce quality communications under tight deadlines. Fluency in oral and written Kiswahili and English Computer knowledge in Microsoft word, Excel, zoom/Google meeting



2. Monitoring, Evaluation and Learning Specialist. (Post 1)

Position Summary:

The MEL Specialist is responsible for all monitoring, evaluation and learning activities. The MEL SPECIALIST must ensure that all activities are in line with NAFKA KILIMO's MEL plan and the donor's requirements. The MEL specialist will also be responsible for designing, developing and implementing an effective system to monitor progress, impacts and successes of project activities and performance at all levels. S/he gathers, analyses, and processes complex information related to all aspects of project activity implementation. S/he will conduct impact assessments, baseline studies, surveys and need assessments to identify necessary changes and future project opportunities. The MEL specialist will ensure that the project complies with donor performance reporting requirements. The MEL specialist will work closely with the Project coordinator and CEO on adaptive management and applying lessons learned to implementation.

Primary Responsibilities:

- Develop and update the Project MEL Plan, including review of its theory of change, results framework, indicators, relevant and applicable baseline data collection strategies and methodologies, and the financial and human resources needed to successfully implement the MEL strategy.
- Organize and implement learning events and processes, including 'pause and reflect' events and resulting adaptive management analysis, decision-making, program/ approach adjustments, training and follow-through.
- Establish and maintain relationships and continuous engagement with WFP, other donors, peer organizations, research and other institutions. Ensure appropriate and continued coordination and joint planning with donor activities, Tanzanian government initiatives, and private sector engagement.
- Encourage the participation of youth and women stakeholders in M&E tools and approaches and ensuring a beneficiary feedback mechanism.
- Develop tools for data collection and protocols (quantitative and qualitative) for performance monitoring as well as baseline, midline and end line and other assessments as needed.
- Conduct field visits, as necessary, to develop monitoring / performance management plans with and train technical teams and partners.
- Ensure regular communication of MEL activities to all key stakeholders and contribute to the quarterly, annual report and project reporting to the donor.
- Manage MEL resources and ensure that M&E information and resources are up-to-date, available to staff and widely disseminated; and
- Other related duties as assigned.



Required Skills & Qualifications:

- Bachelor's degree in Monitoring & Evaluation, Economics, International development, Computer Science, statistics, social sciences, or other related field required;
- Minimum of five years' experience of Monitoring and Evaluation international development program, including five years implementing MEL
- Experience integrating youth and women in project activities, experience in working in M4P or CMSD or FtMA related projects.
- Strong quantitative and qualitative skills and demonstrated capacity and experience in data analysis, data collection; statistical analysis; and reporting; including experience with computer-based statistical packages and databases (, ACCESS, SPSS, etc.) required.
- Computer proficiency in word processing, PowerPoint, database, spreadsheet and graphics presentations (including one or more of the following programs: Excel, Access, Power BI, SPSS, ODK), and other internet applications.
- Experience with WFP's rules and regulations required, including recent MEL guidance, strongly preferred.
- Excellent organizational skills, attention to detail, and ability to establish priorities and meet deadlines and to initiate and implement activities with minimal oversight and supervision required.
- Excellent interpersonal skills and teamwork. Effective communication skills, able to make formal and informal presentations both orally and in writing and produce professional and analytical reports and program documents; and
- Proficiency in written and spoken English and Kiswahili required.

APPLY:

Please send your cover letter and updated resume to info@nafakakilimo.or.tz Copy to operations@nafakakilimo.or.tz NOT later than **5th October 2025**. The subject line of the email should include the job title and location.