



EUROPEAN UNION

MINISTRY OF AGRICULTURE, ANIMAL INDUSTRY AND FISHERIES

EMPLOYMENT OPPORTUNITIES

Background

Uganda Vision 2040 has the primary aim of seeing Uganda become a middle income country by 2040. To bring about this Vision the Government of Uganda (GoU) has developed a number of supporting plans, policies and strategies, but all fall within the National Development Plan II (NDP2). The NDP2 mentions a number of strategic agricultural commodity options which it believes, if supported and grown, can help move Uganda towards its Vision 2040. One of the commodity sectors mentioned is the livestock sector, and in particular Uganda's ability to produce some of the best beef in Africa. However, for this to be achieved a number of sector challenges need to be addressed including; outdated and non-enforced policies, poor production, productivity and quality assurance practices, and marketing and processing facilities which do not meet current international standards.

The European Union (EU) identified the opportunity of the beef sector within its National Indicative Plan (NIP) for Uganda and agreed to fund a 5 year project, implemented by the Ministry of Agriculture, Animal Industries and Fisheries (MAAIF), to support the development of the beef sector such that it could realize its full potential. The project is called **"Developing a Market-Oriented and Environmentally Sustainable Beef Meat Industry in Uganda"**.

The main objective of the project is to use a holistic value chain approach in the targeted geographical areas, to leverage an increase in the overall performance (in terms of production volume, quality, value addition, increased employment and environmental sustainability) of the Ugandan meat value-chain.

The Ministry of Agriculture, Animal Industry and Fisheries wishes to invite suitably qualified individuals, with qualifications and experience to apply for the following positions:

Environmental and Range Management Expert

Job Title:	Environmental and Range Management Expert
Number of Positions:	(1)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Project area, Entebbe and Kampala, Uganda (Field travel required)

Duties and Responsibilities:

Under the overall supervision of the National Programme Coordinator (NPC) deputized by the Deputy National Project Coordinator at MAAIF and in close consultation with the Chief Technical Advisor (CTA) of the Technical Advisory Team (TAT), the Head of sector of animal health and diseases control in DAR, MAAIF, , in collaboration with responsible public and research institutions, and the private sector, will:

1. Coordinate and support the implementation of the Environmental and social Impact Assessments in support to the endeavour of the National Environmental Management Authority (NEMA) operating within the project framework. Specific terms of reference shall be prepared for the implementation of the work in line with the Environmental Impact Assessment Regulation. The environmental and Social Impact Assessment (ESIA) shall be prepared for the various infrastructure/facilities proposed by the project and to be cleared by NEMA.
2. Coordinate and support the development of an Environmental and Social Management Plan (ESMP) that will be developed in collaboration with and also cleared by NEMA and includes a number of mitigation measures to minimize and limit possible environmental risks for the various infrastructure/facilities proposed by the project
3. Support, coordinate and participate in the study on the socio-economic benefits of rangeland rehabilitation to contribute to the design of appropriate strategies for rehabilitation and maintenance of the resource to be used to more precisely target optimal management and access systems of using the rangelands.
4. Coordinate and technically backstop the dedicated research group will lead in the research work for the identification of the appropriate rangeland management approaches and status of feedlot management. This work will be done in a participatory manner with the farmers and also in collaboration with NARO.
5. Coordinate and contribute in the delivery of a package of intervention aimed at increasing the capacity of communities, private farms/ranches and district staff on rangeland management and rehabilitation. The objective is to increase the number of technologies and good practices available for rangeland/pasture improvement, rehabilitation and utilization through enhanced demonstrations, and promotion, as well as dissemination/scaling up of best practices.
6. Coordinate and contribute to the promotion and scale up the best practices in range and pasture management
7. Support the project in promoting supplementary feeding and coordinate and contribute to the promotion and scale up the best practices in supplementary feeding and specifically to improve the nutritive value of the feed.

Key accountabilities

- Directly coordinate and supervise the end-to-end development and delivery of deliverables under NEMA responsibilities, including Quality assurance of benchmarks and deliverables in line with MAAIF standards, project expectation and EUD rules and regulation.
- Deliver expert input into project work and broader programmes to support the effective development of project's initiatives specifically in regards to environmental and feeding components.
- Develop, maintain and influence strategic partnerships with internal and external stakeholders, for example by disseminating good practices in environmental monitoring and conservation and strategic use of crops for alternative feeding.
- Produce briefings and papers for consideration by NPC, TAT and other MAAIF senior staff to support and influence policies and intervention in the feeding thematic areas and in regards to environmental management
- Collaborate with communications, research and strategic engagement of colleagues to consult with the public and private stakeholders to ensure environmental issues are informed by their views.
- Use and contribute to the development of the MAAIF's environmental approach to livestock and livestock production.

Qualifications and Experience:

The successful candidates should have a Bachelor's degree in range management/agricultural sciences and/or a related degree with at least 10 years of practice and a postgraduate degree in environmental management and conservation with specific focus on crop and livestock feeding or another related field.

The candidate should have:

- At least 7 years' experience in environmental management and livestock feeding development in Africa and especially in the East African region but more so in Uganda,
- Proven experience in environmental protection programme, alternative and sustainable feeding, development of strategies and national /regional policies on support to the livestock sector in developing countries

Competencies:

- Developing strategies, programmes and specific interventions in the areas of environment, livestock support and feeding, conservation and forestry management policies, and laws with specific focus on livestock industry development
- Seasoned in working with public and private sector and especially value chain actors like groups or cooperatives/ association in the meat sector in support to the establishment of alternative feeding programmes and environmental protection actions.

Meat Hygiene Expert

Job Title:	Meat Hygiene Expert
Number of Positions:	(1)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Project area, Entebbe and Kampala, Uganda (Field travel required)

Duties and Responsibilities:

Under the overall supervision of the National Programme Coordinator (NPC) at MAAIF and in close consultation with the Chief Technical Advisor (CTA) of the Technical Advisory Team (TAT), the Meat Hygiene Officer, in collaboration with responsible public and research institutions, and the private sector, will:

- i. Support the review and update of the policy, legal, regulatory and institutional framework, including standards, guidelines and best practices along the beef value chain with a particular focus on hygiene, generic standards and specific SOP and SSOP in all segments of the value chain for beef production.
- ii. Promote beef meat production, productivity and quality assurance for hygiene in the targeted areas giving priority to climate smart, environmentally-sustainable, locally-developed practices including smallholder agriculture and attention to rural livelihoods and formation of producer groups, including women's groups when available.
- iii. Facilitate improved hygiene, marketing, transportation and value addition for beef meat from the targeted area, aiming to promote local meat consumption to stimulate the market, stimulating the demand for processed meat products, increasing safer meat processing and ensuring animal welfare practices during transportation.
- iv. Develop and lead the delivery of specific trainings in meat and meat products hygiene, processing, packaging and transportation and generally handling for all actors along the value chain
- v. Strengthen smallholder livestock farmer associations to improve the position and weight of the smallholders in the beef/meat value chain, and ensure traceability in the value chain regarding social and environmental requirements for markets.
- vi. Technically backstop either the building of a new regional abattoir (and of the existing ones) in one of the target areas through a Public-Private Partnership (PPP) approach with strong capital participation from the private sector, and/or facilitate rehabilitation of existing slaughter facilities (slaughter houses, slabs, etc.) at local levels focusing on improving meat hygiene standards and waste management practices.
- vii. Promote commercialization of cooked beef products by urban women's groups in compliance with national standards and regulations focusing on upgrading their businesses into meat processing units, through direct support and linkage with financial institutions.
- viii. Offer technical support to implementing partners including government institutions, the private sector, and non-governmental organizations for sustainable management of public utility infrastructure being put in place or rehabilitated by the programme for small and medium scale enterprises along the livestock value chain.
- ix. Compile progress, annual and final technical reports according to European Union (EU) and Government of Uganda (GoU) rules.
- x. Carry out any other assignment deemed necessary for the project by the NPC.

Qualifications and Experience:

The successful candidates should have a University degree in Veterinary Medicine/ animal sciences and/or related field with at least 10 years of practice and preferably with a postgraduate degree in veterinary public health.

The candidate should have:

- i. At least 10 years' experience in livestock sector development in Africa and especially in the East African region but more so in Uganda,
- ii. Proven experience in veterinary public health, animal disease control and prevention programmes, policy formulation processes, development of strategies and national /regional policies

Competencies:

At least ten years' practical experience and knowledge in:

- a) Developing tailored training materials in meat hygiene practices, training of meat sector stakeholders, establishment of quality assurance systems such as standard operating procedures in the meat sector
- b) In the development and implementation of livestock traceability systems
- c) Seasoned in working with small holder groups or cooperatives/ association in the meat sector.
- d) Supported review of policies and national laws involving all stakeholders along the meat value chain or other relevant sectors
- e) Practical experience of carrying out assignments for international organizations or development agencies will be an added advantage,
- f) Knowledge and working experience in pastoral and agropastoral livestock production systems is desirable.

Policy Expert

Job Title:	Policy Expert
Number of Positions:	(1)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Project area, Entebbe and Kampala, Uganda (Field travel required)

Purpose of the Position:

To support the NPC to lead the development of strategic policies to inform and enhance the MAAIF's regulatory functions, this will be done through operational policy, acts and bills development to support standards development, legislative development.

Duties and Responsibilities:

Under the overall supervision of the National Programme Coordinator (NPC) at MAAIF and in close consultation with the Chief Technical Advisor (CTA) of the Technical Advisory Team (TAT), the MAAIF Policy development department within the Directorate of Planning at MAAIF, the Head of sector of policy development in DAR, MAAIF, the office of the Uganda solicitor General under the Ministry of Justice and Constitutional Affairs, the Policy development officer, in collaboration with responsible public and research institutions, and the private sector, will:

1. Coordinate, supervise and facilitate the development, review and support the implementation of policies, acts and bills that enhance the regulatory and coordination capacity of the Ministry of Agriculture, Fisheries and Animal Industry (MAAIF) with the purpose to support the Beef industry in Uganda, promoting safe and healthy production of meat in an environmentally sustainable and gender oriented manner to protect the public health.
2. Provide expert internal strategic briefing and intelligence based on analysis of relevant legislation and the wider livestock sector environment with specific focus on Beef industry development.
3. Support and coordinate the activities foreseen for each Policy/Act/Bill development such as:
4. Directly coordinate and supervise the end-to-end development and delivery of policies and guidelines to agreed timelines and in line with best practice, ensuring that they align with the MAAIF's strategic priorities.
5. Deliver expert policy input into project work and broader programmes to support the effective development of project's initiatives.
6. Develop, maintain and influence strategic partnerships with internal and external stakeholders,
7. Work with the strategic engagement teams in MAAIF and with Office of the Solicitor General in Uganda to anticipate and respond to different policy drivers, for example by responding to external and internal consultations that are relevant to the MAAIF's regulatory responsibility.
8. Produce briefings and papers for consideration by NPC, TAT and other MAAIF senior staff.
9. Collaborate with communications, research and strategic engagement colleagues, to consult with the public, private, registrants and stakeholders to ensure policy development is informed by their views.
10. Maintain and support the development of regulatory legislations, and ensure that policies and guidelines are aligned with regulatory frameworks of neighbouring countries in the region and to the OIE standards
11. Use and contribute to the development of the MAAIF's policy development methodology.

Qualifications and Experience:

The successful candidates should have a Bachelor's degree in range management/agricultural sciences and/or a related degree with at least 10 years of practice and a postgraduate degree in policy or another related field.

The candidate should have:

- iii. At least 10 years' experience in livestock sector development in Africa and especially in the East African region but more so in Uganda,
- iv. Proven experience in policy formulation processes, development of strategies and national /regional policies

Competencies:

At least ten years' practical experience and knowledge in:

- Developing tailored policies, Bills and Acts with the livestock sector with specific focus on beef industry development
- In the development policies aimed at the implementation of livestock traceability systems
- Seasoned in working with public and private sector and especially value chain actors like groups or cooperatives/ association in the meat sector in support to the review of policies and national laws involving all stakeholders along the meat value chain or other relevant sectors

Animal Health Expert

Job Title:	Animal Health Expert
Number of Positions:	(1)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Project area, Entebbe and Kampala, Uganda (Field travel required)

Purpose of the Position:

To coordinate and technically support in the targeted areas, the local authorities and private animal health services in the areas of vaccination, livestock movement control and vector control, through renovation and installation of vector control infrastructure, certification and issuance of veterinary health certificates, imposing hygiene measures and protection equipment within the production units and proper disposal of biohazard/chemical waste (syringes, spray and dip chemicals, etc.).

Duties and Responsibilities:

Under the overall supervision of the National Programme Coordinator (NPC) deputized by the Deputy National Project Coordinator at MAAIF and in close consultation with the Chief Technical Advisor (CTA) of the Technical Advisory Team (TAT), the Head of sector of animal health and diseases control in DAR, MAAIF, in collaboration with responsible public and research institutions, and the private sector, will:

1. Support the NPC in the Coordination and Development of the Animal Health Masterplan. The masterplan will be reviewed, updated and validated through a participatory process involving the private sector through 1) updating and drafting the masterplan, 2) Review of masterplan, 3) Stakeholder consultations, 4) Validation meeting
2. Coordinate and contribute to the continuous sensitization of stakeholders about FMD and other trade sensitive diseases will be done through print, audio media and village meetings
3. Coordinate activities and support local authorities, MAAIF personnel and private sector actors along the Value Chain in the establishment of the Disease Control Buffer Zones and compartments.
4. Support and coordinate local and central governments to establish the prevalence of ticks and tick-borne diseases and acaricides resistance within the target districts, the establishment or renovation of tick control infrastructure and the dissemination of guidelines on good farming practices to the farmers
5. Support the project and coordinate activities in regards to the biohazard management and disposal of biohazards through developing guidelines/best practices for biohazard disposal, infrastructure provision, and safe transportation from farm level to specialised livestock holding centres.

Key accountabilities

- Directly coordinate and supervise the end-to-end development and delivery of Animal Health Masterplan ensuring that it aligns with the MAAIF's strategic priorities.
- Deliver technical input into project work and broader programmes to support the effective development of project's initiatives.
- Develop, maintain and influence strategic partnerships with internal and external stakeholders.
- Work with the animal health Head of sector in MAAIF to provide alignment of the project activities and deliverables with the overall animal health strategy and operational modalities of the DAR and MAAIF.
- Produce briefings and papers for consideration by NPC, TAT and other MAAIF senior staff on animal health, diseases control and compartment establishment.
- Collaborate with communications, research and strategic engagement colleagues to consult with the public, private, registrants and stakeholders to ensure animal health related activities are properly shared and acknowledged.

Qualifications and Experience:

The successful candidates should have a University degree in Veterinary Medicine with at least 10 years of practice and a postgraduate degree in fields related to animal health. The candidate should have at least 10 years' experience in livestock epidemiology in Africa and especially in the East African region but more so in Uganda with proved knowledge in control of FMD other trade related diseases.

Competencies:

At least ten years' practical experience and knowledge in:

- Developing tailored programmes within the livestock sector with specific focus on animal diseases control and cross border livestock movement control and management.
- Proven experience in the management of diseases control and prevention programmes
- Seasoned in working with public and private sector and especially with diseases control units and value chain actors along the meat sector.
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Data Entrant

Job Title:	Data Entrant
Number of Positions:	(3)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Project area and Entebbe

Duties and Responsibilities:

Coordinates and performs the collection, coding, entry and storage of data collected from the field, maintains efficient data and information flow. Operates as a primary source of information on specialized technical data files and records. Performs minor data analysis and prepares various reports. Under the overall supervision of the National Programme Coordinator (NPC) at MAAIF and in close consultation with the Chief Technical Advisor (CTA) of the Technical Advisory Team (TAT), the Data entrant, in collaboration with the component in charge of Animal Health, will:

- i. Receive code and clean data received from the field
- ii. Perform data entry into a system in use at the epidemiology unit
- iii. Ensure proper storage of data collected using an appropriate system
- iv. Perform minor analysis on the data collected
- v. Monitor and ensure that data is submitted from the field teams
- vi. Participate in field data collection.
- vii. Compile progress, annual and final technical reports according to European Union (EU) and Government of Uganda (GoU) rules.
- xi. Carry out any other assignment deemed necessary for the project by the NPC.

Qualifications and Experience:

The successful candidates should have

- A diploma and at least three years' experience in performing related duties and knowledge of computer especially in Microsoft, word and excel office packages and internet usage
- Familiarity with the use of epidemiological data systems including animal resource systems is an added advantage

Competencies:

- Ability to communicate effectively both orally and in writing
- Ability to perform duties in time with minimum supervision
- Knowledge of efficient document flow procedures

Office Attendant

Job Title:	Office Attendant
Number of Positions:	(1)
Reports to:	National Project Coordinator
Remuneration:	Attractive
Employment Period:	One year, renewable, subject to satisfactory performance
Duty Stations:	Entebbe and Kampala

Job Purpose: To provide support to technical staff in day to day office management.

Key Duties and responsibilities

- Cleaning of offices, carrying mail and other correspondences;
- Receiving and delivering documents or items, including correspondence, memorandum, publications, records, files, packages, and other similar materials within office
- Operating duplicating, photocopying machines and paper cutter;
- Preparing and serving tea and going on errands;
- Ensuring that offices are properly locked at the end of the day; and
- Performing any other duties as assigned by the supervisor from time to time
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Minimum Qualifications

The applicant should be a Ugandan in possession of an Ordinary Level Certificate of Education (UCE), with a credit in English.

DRIVER

Job Title:	Driver
Number of Positions:	One (3)
Reports to:	The National Project Coordinator
Remuneration:	Attractive
Duty Station:	Project area and Entebbe, Uganda

Duties and responsibilities:

- a) Ensuring safe custody of the vehicle.
- b) Ensuring that the vehicle is regularly cleaned.
- c) Obeying all traffic regulations.
- d) Drive the Project vehicle during assigned official duties.
- e) Make requests for service of the vehicle when required.
- f) On a daily basis, update and maintain the vehicle log book.
- g) Routinely report any defects, accidents and mechanical defaults to relevant authorities.
- h) Perform other related duties as required by the Project Coordinator.

Qualification and Experience

- a) A Uganda Certificate of Education (UCE) with at least a pass in English Language.
- b) Clean driving license with CM classes.
- c) At least minimum of five years of driving experience in a reputable organization.
- d) Must have passed competency driving test by Ministry of Works and Transport.
- e) Training motor vehicle mechanics is an added advantage.

Competencies:

- a) Time Management.
- b) Fluency in English.
- c) Good interpersonal skills.
- d) High degree of integrity and honesty.
- e) Ability to work long hours.

Applications: Interested candidates should submit their applications accompanied by a detailed CV, copies of both academic and professional certificates and testimonials, names and addresses of three reputable referees, contact details (e-mail, telephone) should be addressed to the Permanent Secretary, Ministry of Agriculture, Animal Industry and Fisheries, P.O. Box 102, Entebbe, and delivered to the Security Registry of the Ministry, not later than 18 February 2019. MAAIF will only respond to successful applicants.