

AFRICA SAND DAM FOUNDATION

FIELD OFFICER - JOB DESCRIPTION

Job title:	Field Officer
Reports to:	Field Manager
Responsible to:	Self Help Group Committee

Dimensions: Africa Sand Dam Foundation works in Kenya within various sites of Makueni, Machakos & Kitui Counties with a current staff complement of approximately 45 staff and current spend of approximately KES 100 million in 2015.

Overall job purpose: To provide technical assistant and training to community groups and farmers upon their requests to increase food, water, income and health security for their families in a specific area of jurisdiction.

Key responsibility areas and associated tasks:

- Make regular visits to community groups and individual farmers fields in their area of jurisdiction
- Assist community groups in achieving their planned and agreed objectives supported by ASDF
- Facilitate community mobilization to assist Dam Coordinators and Artisans in the construction of sand dams and other water harvesting projects by ensuring that local materials for sand dam/water tanks/rock catchments construction are ready one month prior to the planned construction date.
- Ensure community groups terrace land for soil and water conservation at sand dam sites and farms
- Coordinate setting up of tree nurseries and tree planting projects within the community
- Assist farmers in beneficial crop management practices including increased use of seed varieties, intercropping, fertilizer trees, fertilizer crops, ground cover/mulch, and zero grazing practices
- Assist community groups with other projects such as bee keeping, fish farming, dairy cattle and goat projects as requested by community groups
- Collect data from community groups and farmers for output, outcome and impact evaluation
- Ensure that all stock items and ASDF equipment are properly kept and secured
- Ensure good communication and public relations between community groups and ASDF in the area of operation
- Training farmers on sustainable farming methods among other trainings
- Attend periodic meetings at ASDF Offices in Mtito Andei at the request of the Field Manager
- Training farmers on sustainable farming methods among other trainings
- Other duties as assigned by the supervisor

SKILLS AND BEHAVIOURS (our Values in Practice)

Accountability:

- Holds self accountable for making decisions, managing resources efficiently, achieving and role modeling Africa Sand Dam Foundation values.

Ambition:

- Sets ambitious and challenging goals for themselves (and their team), takes responsibility for their own personal development and encourages others to do the same.
- Widely shares their personal vision for Africa Sand Dam Foundation, engages and motivates others
- Future orientated, thinks strategically.

Collaboration:

- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters.
- Values diversity sees it as a source of competitive strength.
- Approachable, good listener, easy to talk to.

Creativity:

- Develops and encourages new and innovative solutions.
- Willing to take disciplined risks.

Qualifications and Experience

1. In addition to the above skills and behaviors, the right candidate will have a certificate or diploma in general agriculture
2. Have at least 2 years demonstrable experience in a similar position.
3. Any other related training will be an added advantage
4. Have the ability to communicate in the local (Kamba) Language