



Social Entrepreneurial Specialist's Job description

Title : Social Entrepreneurial Specialist

Reports to : Membership Sustainability Manager

Job Role:

The Social Entrepreneurial Specialist will provide overall guidance, technical expertise and capacity building on social entrepreneurship with keen focus on family business management and succession planning development to provide social protection or business security for youth, women and farmers in general. This also involves aggressive support to strengthen family businesses within our membership for coffee sustainability, developing and supporting all initiatives that scale-up the social entrepreneurial participation of youth and women in the coffee value chain. The expert will also lead the preparation of environmental policies in line with NUCAFE's coffee value chain greening initiatives

Key Result Areas, Duties and responsibilities

KRA.1 Mainstreaming of Social entrepreneurship

- Provide support in the development and mainstreaming of social entrepreneurship throughout NUCAFE departments and membership. This also involves developing of policies and eventually a curriculum and syllabus for social entrepreneurship development at the Center of Agribusiness and Farmer Entrepreneurship Excellence.
- Under take full leadership in the establishment and development of a training center for coffee careers and social entrepreneurial development

KRA.2 Gender mainstreaming and advocacy

- Monitor and analyze developments on gender equity and equality all through

NUCAFE , right from the secretariat to the associations

- Distil and document lessons, gender related queries from NUCAFE member farmers for policy dialogue, public advocacy
- Manage gender specific programmes in accordance with agreed MoUs with key strategic partners. Using a Project Cycle Management approach; Monitor programme expenditure against agreed budget lines and timeframes and ensure the financial resources are effectively used.
- Provide technical assistance to partners in assessing the strength of their approach to gender mainstreaming
- Provide advice on appropriate gender sensitive indicators in the performance measurement framework and support colleagues in the monitoring and reporting of programme results/outputs and objectives against agreed indicators.
- Monitor and report on the implementation of the gender action plan
- Develop and maintain positive working relations with a wide network of partners, including Government, development partners etc.

KRA.3 Environmental Management

- Periodically assess document and recommend the best environmental conservational practices at the CAFÉ.
- Develop environmental guiding principles for NUCAFE
- Take lead in developing and implementing all initiatives that are stirred towards conserving the at NUCAFE
- Participate in developing and implementing a waste management plan in accordance to the environmental conservation principles
- Updating and delivering employee training programs related to environmental management
- Provide affordable alternative cook fuel options to coffee farmers in order to encourage agro forestry on coffee farms.
- Support research for climate smart agricultural practices and technologies

- Encourage the maintenance required buffer zones by planting native trees and grasses in order to prevent soil erosion, and protect waterways, plants and animals at the site
- Coordination with regulatory agencies such as NEMA etc.

KRA.4 Family Business Management and succession planning

- Develop family business succession plans for nucafe member farmers at the association's levels to encourage coffee business sustainability.
- Work closely with other departments to empower programme clientele that includes but is not limited to Farm families, Farmer Associations, Schools and Universities to integrate coffee business management and family business management
- Strategically take leadership in sourcing for partnerships with schools to engage students about the relevancies of picking up coffee farming as family business for better livelihoods.
- Work closely with the line managers to train and integrate youth and women specific skill and knowledge requirements in coffee business management.
- Take leadership in organizing and facilitating family business management and succession planning workshops and trainings across NUCAFE and its membership.
- Aggressively source and participate in the development of projects that are oriented towards involving youth and women in the coffee value chain

KRA.5 Improved Leadership and governance within NUCAFE member associations/ cooperatives or Hubs.

- Periodically organize field visits to NUCAFE member associations, hubs or cooperatives in order to collect and report on the different governance issues
- Take leadership in organizing business management workshops or trainings for hub managers, business managers and member farmers.
- Any other duties as assigned by the Membership Sustainability Manager

Core Competencies

Organizational core Values

- Coffee knowledge
- Integrity
- Exceptional Time management

- Professionalism

Functional Competencies, skills and Knowledge

- Exceptional interpersonal skills
- Ability to travel for long distances
- Ability to understand government environmental regulations
- Proficient verbal and written communication skills
- Excellent planning and organization skills
- Strong analytical skills (should pay strong attention to detail)
- Excellent IT skills

Essential educational background

- Bachelor's Degree in Agriculture, or Agribusiness management or development studies, environmental studies, Gender, Social development studies and /or any other related studies.
- Master's degree in Agriculture, or Agribusiness management or development studies, environmental studies, Gender, Social development studies and /or any other related studies will be an added advantage.

Essential attributes

- self motivated
- Highly innovative
- Has initiative
- Highly flexible
- Compassionate

Working environment

Work station: Namanve Kiwanga

Work tools: computer, working desk and office