The global mandate of the Food and Agriculture Organization of the United Nations (FAO) is to improve nutrition, increase agricultural productivity, raise the standard of living in rural populations and contribute to global economic growth. Achieving food security for all is at the heart of FAO's efforts – to make sure people have regular access to enough high-quality food to lead active, healthy lives. The FAO Representation in Uganda needs to fill various positions as detailed below;

**Vacancy Announcement No:** FRUGA/05/SPGS3/17

**Post Title:** Senior Plantation Officer - SPO

**Duty Station:** Northern Uganda (Specific District to be determined)

**Type of contract:** SC

**Duration of the assignment:** 12 months (with a possibility of extension)

**Job Purpose, Duties and Responsibilities**

Under the general supervision of FAO Representative in Uganda, and the direct technical supervision of International Projector Coordinator and Project LTO, and in close cooperation with Assistant National Project Coordinator, the Senior Plantation Officer will provide technical assistance to support effective implementation, delivery and future programming for commercial forestry plantation development in some clusters located in the northern part of Uganda.

**Specifically, the SPO will be responsible for:**

1) Provide on-site technical advice to clients (small, medium and large scale planters) and their staff to improve planting and plantation management standards;

2) Participate in planning and/or facilitating SPGS’s practical training courses whenever required in close collaboration with plantation officers and the FAO – SPGS programme officer in charge of training;

3) Lead in routine field inspections of SPGS clients to determine their planting performance and whether they qualify for grant payments;

4) Prepare accurate and timely field inspection reports with clear and concise recommendations on clients, including woodlot and community plantation standards;

5) Inspect SPGS woodlots to recommend payments to contractors and advise beneficiaries on woodlot and plantation maintenance;

6) Inspect SPGS community woodlots and provide on-site technical advice on plantation standards;

7) Inspect and approve sites of potential new SPGS clients and recommend them to the Grant Management Agency;

8) Respond to enquiries from clients / beneficiaries ;

9) Participate in developing SPGS tree planting guidelines including brochures and manuals;

10) Supervise assigned Plantation officers to achieve project objectives;

11) Undertake any other activities related to the project as required.
Required Competencies or experience

- Bachelor’s Degree in forestry, natural resource management, environment management, or any other related field.
- Minimum of 5 years’ experience in forestry environment notably in plantation establishment. Knowledge and understanding of the commercial forestry industry / value chain in Uganda/Est Africa would be an important advantage.
- Passion and experience in working and supervising work with communities, contractors and wide range of stakeholders
- Ability to work under pressure and on tight deadlines
- Good interpersonal skills and ability to work amicably with diverse stakeholders.

Vacancy Announcement No: FRUGA/01/FMM/17

Post Title: Consultant to Undertake OSH risk assessment in Agriculture and develop a visual guide focusing on the main risks

Duty Station: Kampala

Duration of the assignment: 60 days (When Actually Employed)

Job Purpose, Duties and Responsibilities

FAO Uganda in collaboration with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) and the Ministry of Gender, Labour and Social Development (MGLSD) wishes to recruit a consultant to undertake an assessment of occupational and health hazards in Agriculture. Under the Overall guidance of the FAO Representative in Uganda, and the direct supervision of the Technical officer in charge of FMM project, the consultant will support the following;

(i) Organize a national workshop with representative from different regions and agricultural subsectors, as well as both agricultural and labour stakeholders, to serve two purposes: i) identify main hazards that will be addressed in a risk assessment visual tool (looking specific at key hazards); ii) through a broader approach, identify value chains and tasks that are more hazardous as well as risks by specific populations groups to set the basis for a broader risk assessment;
(ii) Develop a plan for a risk assessment tool and supervise its development with a contracted graphic designer;
(iii) Finalize the in-depth assessment of hazardous work in agriculture by priority and key agricultural value chains through regional field visits and meetings in-depth interviews, group discussions, desk research and missions to the field/regions etc.
(iv) The consultant will be required to organize and facilitate workshops, collect data in collaboration with FAO, conduct desk review, carry out meetings and focus groups with different stakeholders and conduct field missions. Further, the assignment will require the consultant to work with the technical committee comprised of the Ministry of Agriculture (MAAIF), Ministry of Gender Labour and Social Development (MGLSD), ILO, FAO, private labour organisations, CSOs and NGOs.
(v) The consultant will be required to periodically give a weekly update on the progress to the Technical Working Group comprised of the ICA project team and the 15-17 FMM and where necessary make presentations to meetings and validation workshops.
**Required Competencies**

**Academic Qualifications:**

Minimum possession of a Master’s degree in Occupational Health and Safety, Natural Resources and Environmental Law or related fields with at least 10 years of relevant work experience. A PhD in similar fields is an added advantage.

**Experience and Skills**

- Experience working on similar assignments for international organisations or the public sector; previous work experience for the ILO, FAO or on labour market studies is an advantage;
- Demonstrated knowledge on International Labor Standards on OSH and social protection is a requirement;
- Demonstrated knowledge of social protection and informal labour force issues;
- Diverse understanding & clear knowledge of the legal regulation of workplace safety, especially in the agriculture sector;
- Experience in occupational health and safety laws of agricultural production and challenges among youth in Uganda context;
- Clear understanding of OSH standards under ILO;
- Successful previous management or consultancy experience with donor funded projects like World Bank, African Development Bank, DANIDA, DFID will be an added advantage;
- Practical knowledge and experience in development training manuals and visual guides is an advantage;
- Relevant experience in handling work related to youth and general gender aspects including women and men;
- Proficient skills in the use of participatory tools and techniques;
- Documented knowledge in data management and analysis;
- Good research, analytical, report writing and presentation skills;
- Excellent communication and writing skills;
- Highly developed self-management skills;
- A highly flexible and dynamic individual;
Vacancy Announcement No: FRUGA/02/FMM/17

Post Title: Consultant to undertake an in-depth OSH assessment in Agriculture and Develop OSH and Safeguards Inspections Guidelines and Checklist in Agriculture

Duty Station: Kampala

Duration of the assignment: 60 days (When Actually Employed)

Job Purpose, Duties and Responsibilities
FAO Uganda in collaboration with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) and the Ministry of Gender, Labour and Social Development (MGLSD) wishes to recruit a consultant to develop Occupational safety and Health (OSH) Safeguard Guidelines and Checklists as well as the development of capacity development tools and training sessions accordingly. The Consultant will;

(i) Develop OSH and Safeguards Inspections Guidelines and Checklist in Agriculture
(ii) Share the Safeguards Inspections Guidelines and Checklist with a key technical team comprised of MGLSD, MAAIF, FAO, ILO, labor organisations and experts at the validation study workshop for their views; Incorporate comments and finalize the Inspections Guidelines and Checklist.
(iii) Prepare training materials on OSH based on the assessment conducted;
(iv) Provide a training for the groups of Farmers' Unions, trainers/extensionists/inspectors
(v) Collect data in collaboration with FAO Uganda, conduct desk review, and carry out meetings and focus groups with different stakeholders. Further, the assignment will require the consultant to work with the technical committee comprised of the Ministry of Agriculture (MAAIF), Ministry of Gender Labour and Social Development (MGLSD), ILO, FAO, private Labour Organisations, CSOs and NGOs.

The assignment will take place between April and July, 2017.

REQUIRED COMPETENCIES

Academic Qualifications:
Minimum possession of a Master's degree in Occupational Health and Safety, Natural Resources and Environmental Law or related fields with at least 10 years of relevant work experience. A PhD in similar fields is an added advantage.

Experience and skills
- Experience working on similar assignments for international organisations or public sector; previous work experience for the ILO and FAO or on labour market studies is an advantage.
- Knowledge about International Labour Standards on OSH and social protection is a requirement
- Diverse understanding & clear knowledge the legal regulation of workplace safety, especially in the agriculture sector;
- Experience in occupational health and safety laws of agricultural production and challenges among youth in Uganda context;
- Clear understanding of OSH standards under ILO;
- Successful previous consultancy with UN Agencies preferably FAO will be a distinct advantage;
- Proficient skills in the use of participatory tools and techniques
- Practical knowledge and experience of development training manuals and guides
- Successful previous management or consultancy experience with donor funded projects like World Bank, African Development Bank, DANIDA, DFID will be an added advantage;
- Successful previous consultancy with UN Agencies preferably FAO will be a distinct advantage;
- High degree of independence, flexibility and ability to meet strict deadlines;
- Excellent communication and writing skills;
- A highly flexible and dynamic individual;
- Good research, analytical, report writing and presentation skills.
Vacancy Announcement No: FRUGA/0/NAPS/17

Post Title: Cost Benefit Analysis Trainer
Duty Station: Kampala
Duration of the assignment: 42 working days; spread over the period March to June 2017

Job Purpose, Duties and Responsibilities

To enhance the process of National Adaptation Planning for the agriculture sector in Uganda, Food and Agriculture Organisation (FAO), UNDP, the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Climate Change Department (CCD) of the Ministry of Water and Environment; and other partners are implementing a project that will bring together different actors to guide the process of integrating climate change concerns related to agricultural-based livelihoods within existing national planning and budgeting mechanisms. This project, entitled “Supporting Developing Countries to Integrate Agriculture Sectors into National Adaptation Plans (NAPs)”, responds to the United Nations Framework Convention for Climate Change (UNFCCC) draft conclusions, inviting UN organizations, specialized agencies, and bilateral organizations to enhance financial and technical support to the NAP process for developing countries. The overall goal of the NAP-Ag project is to contribute to the sustainable improvement of livelihoods and food security for the rural population in Uganda.

Under the overall supervision of the FAO Representative (FAOR) in Uganda, and the direct technical supervision of the GCCA Programme Manager and in close collaboration with NAPs Coordinator: the consultant will support implementation of interventions of the NAP-Ag project’s activities related to Cost-Benefit Analysis (CBA) applied to climate change (CC) adaptation in agriculture in Uganda.

The consultant will specifically carry out the following tasks:

- Conduct a literature review (academic and grey literature, e.g. journal articles, project reports, working papers) looking for information related to the economics of CC adaptation and building resilience in agriculture (crops, livestock, fishery and forestry) sector. This includes a list of ongoing and previously implemented projects focusing on CC adaptation in the agriculture sector;

- Investigate and collect secondary data from existing sources related to economic benefits and costs of key ongoing (or recent) CC adaptation intervention options (e.g., Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Uganda Bureau of Statistics (UBOS), specific CC adaptation projects in the agriculture sector and key climate change actors in the country), with specific attention to the treatment of uncertainty related to CC (sensitivity analysis with climate scenarios);

- Carry out a Capacity Needs Assessment for different institutions on CBA and IE;

- Work with the International Consultant to prepare training materials for CBA and Impact Evaluation (IE);

- Work with the International Consultant to coordinate and facilitate training sessions on CBA and impact evaluation of agriculture adaptation options to trainees previously identified;

- Conduct analytical work on CBA of agriculture adaptation options together with the trainees (case study work). This includes collection of data related to the case study, empirical application and reporting;

- Prepare and submit a comprehensive training report.
Key Outputs;

- Prepare a draft capacity needs assessment with initial findings of the literature review and of secondary data collection: description of the key ongoing CC agriculture adaptation activities in Uganda and related economic benefits and costs; list of key CC adaptation projects in the crop, livestock, forestry and fishery sub-sectors of Ugandan agriculture; list of references (preliminary stocktaking report);
- Identifying priority teams to be trained and produce elected list of training participants (list of trainees), including completed information about their background with topics
- Liaise with the Gender National and Global teams, consultant and prepare for the trainings; development of training materials and pre-testing the same and draft of the pre-training questionnaire
- Conduct Two (2) training for the Central Government officials, and the District Local Government staff on selected topics; Prepare and submit a training comprehensive report
- Final report with completed findings of the literature review and of secondary data collection (final stocktaking report). This will include the results of in-country training sessions.
- Draft report on CBA of agriculture adaptation options in Uganda (resulting of case study work)
- Final report on CBA of agriculture adaptation options in Uganda (resulting of case study work)

REQUIRED COMPETENCIES

- Postgraduate degree in Agriculture Economics
- Experience in the field of climate change in the agriculture sector
- Analytical experience in conducting CBA and impact evaluation
- Experience in training technical officers and policy makers
- Over 12 years experiences in a related field.

Ugandan nationals who meet the requirements above are requested to submit applications together with detailed curriculum vitae (CV), copies of their academic certificates and a completed FAO Personal Profile Form that can be accessed via http://www.fao.org/employment/irecruitment-access/en/ in a sealed envelope, quoting Vacancy Announcement no. addressed to The Country Representative, Food and Agriculture Organization of the United Nations (FAO) in Uganda. Envelopes should be registered at the reception of the FAO offices at Plot 88 Buganda Road, Wandegeya, Kampala or via email at HR-Uganda@fao.org not later than 2.00 pm on the closing date of application. Closing date: 15th March 2017

Incomplete applications or applications received after the closing date will not be considered. Only shortlisted candidates will be contacted.

Note: FAO does not charge applicants any fees at any stage in the recruitment process.