

REGENERATIVE PRODUCTION MANAGER

Reporting to : Operations Director

To be filled : As soon as possible

Position Overview:

We are seeking a skilled and passionate Regenerative Production Manager to lead our efforts in promoting sustainable and regenerative practices within our poultry and fish production operations. This role involves overseeing farmer training, managing incentive programs, conducting quality checks, identifying strategic partnerships with farmers, and leading both the teams. Additionally, the Regenerative Production Manager will play a pivotal role in farm extension services and monitoring and evaluation efforts, ensuring the success and sustainability of our mission to reduce post-harvest losses.

Key Responsibilities

1. Farmer Training and Extension Services:

- Design and implement training programs for farmers on regenerative practices in poultry and fish production.
- Provide ongoing technical support and farm extension services to address farmer needs and challenges.
- Promote the adoption of sustainable farming practices that enhance productivity and reduce post-harvest losses.

2. Incentive Program Development:

- Develop and manage farmer incentive programs to encourage the use of regenerative and sustainable practices.
- Track and evaluate the effectiveness of incentive programs, making adjustments based on results.
- Develop financial inclusion/support programs i.e. working capital, farm inputs

3. Quality Assurance

- Oversee quality assurance processes across the production cycle, ensuring compliance with industry standards.
- Work closely with the Quality Assurance team to identify and address areas for improvement.
- Conduct regular quality assessments of both inputs and outputs to maintain high standards.

4. Monitoring and Evaluation (M&E):

- Collaborate with the Impact team to design and implement M&E frameworks to assess the effectiveness of production initiatives.
- Analyze data collected from M&E activities to inform strategic decisions and improve programs.

- Prepare detailed reports on the social, environmental, and economic impacts of the company's initiatives.
- 5. Farmer Partnerships:**
- Identify and onboard new farmers to partner with the organization, prioritizing those who align with the company's mission.
 - Build and maintain strong relationships with farming communities to ensure long-term collaboration.
 - Serve as the primary liaison between the company and its farmer partners.
- 6. Team Leadership**
- Lead the Impact and Quality Assurance teams, providing mentorship, direction, and performance management.
 - Foster a collaborative and innovative work environment, aligning team efforts with organizational goals.
- 7. Strategic Contributions**
- Develop strategies to enhance the adoption of regenerative practices within the farming community.
 - Contribute to the company's broader mission of reducing post-harvest losses and promoting sustainability.

Qualifications and Skills:

- Bachelor's degree in Agriculture, Animal Science, Environmental Science, or a related field; a Master's degree is a plus.
- At least 5 years of experience in agricultural production, farm extension services, or similar roles, preferably with poultry and fish.
- Demonstrated experience in quality assurance, monitoring and evaluation, and team leadership.
- Strong knowledge of regenerative agriculture principles and sustainable farming practices.
- Excellent communication and interpersonal skills, with the ability to inspire and engage farming communities.
- Strong analytical and problem-solving skills, particularly in program evaluation and data-driven decision-making.
- Passionate about social enterprise, sustainability, and reducing post-harvest losses.
- Experience working in the Northern Kenya Region is a plus

Work Environment:

This position requires frequent travel to farms and production sites. The ideal candidate will be comfortable working in field environments and engaging with diverse stakeholders.

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How to apply:

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