



VACANCY ANNOUNCEMENT

SUSTAINING GAINS AND CONTINUING SERVICES FOR SMALLHOLDER FARMERS PROJECT (SGCF)

01 PROJECT COORDINATOR Fort Portal	05 FIELD OFFICERS 2 Kabarole 3 Kasese	CONTRACT PERIOD OCT 2026 – AUG 2027 Extension subject to performance and funding availability
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About Albertine Interventions for Development (AID)

Albertine Interventions for Development (AID) is a grassroots, multisectoral development partner and a national development organisation founded in 2007. AID provides transformative and sustainable solutions to the multidimensional challenges facing vulnerable communities in Uganda. It is registered with the Uganda Registration Services Bureau (Reg. No. 227181) and the Uganda National NGO Bureau (Reg. No. S.5914/12791). AID uses community-driven approaches to deliver programmes in rural and peri-urban settings.

AID's work is rooted in locally led solutions. Its six thematic areas are climate-smart agriculture and enterprise development; environmental protection and natural resources management; water, sanitation and hygiene; community health and nutrition; orphans and vulnerable children empowerment; and entrepreneurship and skills development.

AID's vision is "Improved quality of life for vulnerable communities in Uganda." Its mission is "to improve the livelihoods of poor and vulnerable households through promotion of sustainable development interventions."

About the SGCF Project

AID, in partnership with GOAL Uganda and Agriterro, with funding from the Embassy of the Kingdom of the Netherlands (EKN), is implementing a project titled "**Sustaining Gains and Continuing Services for Smallholder Farmers (SGCF)** by consolidating results, relationships and delivery structures established under **CommonGround (CG)** and **BRIGHT** projects in the Rwenzori Region." The project will ensure continuity of support to smallholder farmers, farmer organisations, cooperatives and other local actors in Rwenzori, working with district local governments, private-sector partners and financial service providers, including banks, SACCOs and VSLAs.

Project Coordinator

Position Summary

Lead coordination and implementation of project activities in line with the SGCF project design.

POSITIONS	One (1)
REPORTS TO	Country Coordinator
DUTY STATION	AID Regional Coordination Office, Boma, Fort Portal; with frequent field travel

CONTRACT

October 2026 to August 2027; with possibility of extension subject to satisfactory performance and donor funding

Key roles and responsibilities

- Take the lead in coordination and implementation of the project activities as spelt out in the SGCF project design.
- Coordinate Field officers in the mobilization of communities and undertake participatory review of household PIPs, Community Visions, and CAPs
- Coordinate Field officers in the mobilization of communities to organize PIP harvesting workshops and seasonal PIP/CAP reviews
- Coordinate field officers to document community priorities, lessons, and follow-up actions
- Coordinate with government technical officers and lower local government structures on project activities.
- Take the lead in organizing district coordination meetings, reflection workshops, and joint monitoring visits.
- Provide technical guidance and support to project staff in the implementation of project activities in line with the SGCF project design, AID mandate, and strategic plan.
- Train and provide refresher training to project staff to enable them to offer technical support to smallholder farmers to achieve higher income and resilient livelihoods to climate and market deficiencies.
- Develop project operational work plans/ budgets and write progress reports in line with SGCF project design and objectives.
- Contribute to the development of project newsletters, magazines & articles
- Develop and maintain an updated database of the project activities.
- Conduct midterm and annual project staff performance appraisals in line with the AID Human Resource Manual.

Qualifications and working experience

- Preferably a Master's degree in Agricultural Sciences, Agricultural Rural Innovation, Agricultural Land Use Management, Environment and Natural Resources Management, Agroforestry, Agribusiness Management, or Community and Rural Development.
- At least four years' experience in sustainable agriculture and livelihood programmes, providing technical assistance in implementing diverse or integrated crop and land-management practices.
- Experience working in a rural highland environment using bottom-up, participatory approaches.
- Ability to develop training manuals and train farmers.
- Experience with participatory research and evaluating farming-system performance.
- Knowledge and experience in implementing the Participatory Integrated Planning (PIP) approach is an added advantage.
- Ability to establish networks and coordinate and collaborate with organisations and partners.

Caring for people & Planet

- Demonstrated capacity to support, advise and guide institutional networking with Local Government and other stakeholders.
- Strong leadership and interpersonal skills, commitment to teamwork and working across disciplines, and ability to work independently with minimal supervision.
- Ability to ride a motorcycle and possession of Class A and Class B driving licences are added advantages.
- Excellent written and spoken English. Knowledge of Runyakitara and Lukonzho is an added advantage.
- Flexible approach to taking on additional responsibilities as assigned or delegated.
- Willingness to travel to remote project locations.

Field Officers

Position Summary

Mobilise and support farmer groups and communities, deliver training, coordinate project activities, link farmers to services and markets, and report on results.

POSITIONS	Five (5): two (2) in Kabarole and three (3) in Kasese
REPORTS TO	Project Coordinator
DUTY STATION	Kabarole and Kasese Districts
CONTRACT	October 2026 to August 2027; with possible extension subject to satisfactory performance and donor funding

Key roles and responsibilities

- Develop and train farmer groups and clusters through mobilisation, profiling and validation.
- Mobilise communities and undertake participatory reviews of household PIPs, Community Visions and CAPs.
- Mobilise communities and organise PIP harvesting workshops and seasonal PIP/CAP reviews.
- Document community priorities, lessons and follow-up actions.
- Support the identification and follow-up of feasible CAP priorities.
- Ensure inclusive participation of women, youth, persons with disabilities and vulnerable groups.
- Capture relevant data using MEAL-approved tools.
- Mobilise farmers and organise technical trainings and Learning Group sessions.
- Identify and support the implementation and follow-up of selected restoration activities.
- Engage government technical officers and lower local government structures on project activities.
- Participate in district coordination, reflection workshops and joint monitoring visits.
- Mobilise, support and, where required, facilitate and follow up farmer groups, VSLAs, Entrepreneurial Groups and market-oriented groups on market-related activities.
- Support VSLAs and market-oriented groups (MoGs) to access funding to grow their businesses.
- Document group participation, emerging market issues, service gaps and follow-up needs.
- Link farmer groups to financial institutions, and support the formation and training of VSLA groups and SACCOs.
- Identify and register beneficiaries.
- Support the establishment of demonstration plots (gardens) using a hands-on approach, and collect demonstration yield data.

- Support the adoption and application of recommended production and management practices.
- Prepare weekly, monthly and quarterly reports.
- Coordinate the work of Community-Based Trainers assigned to the area of coverage.
- Guide farmers on viable enterprise selection and business-plan development.
- Support the development of local seed businesses.
- Link farmer groups to seed breeders and quality input dealers.
- Facilitate linkages between farmers and service providers, markets, cooperatives, farmer organisations and financial institutions.
- Support project surveys, assessments, evaluations, studies and learning activities as requested.
- Identify, document and share success stories, lessons learned and best practices from the field.
- Maintain positive working relationships with all project stakeholders.
- Perform any other duties assigned by the Project Coordinator.

Desired qualifications, skills and competencies

- A minimum qualification of a National Diploma in crop production and management, agriculture and rural innovation, agroforestry management, environmental sciences, conservation, agribusiness management or a related field.
- A Bachelor of Science in Agriculture, Agribusiness Management, Agricultural Rural Innovation, Agricultural Extension, Environmental Sciences, Agroforestry, Community Forestry, Biodiversity Conservation or a related discipline is an added advantage.
- A minimum of three (3) years of practical experience working directly with rural communities and smallholder farmers.
- Proven experience in farmer training, community facilitation, agricultural extension and mobilisation.
- Demonstrated understanding of farming systems and climate-smart agriculture.
- Strong communication, facilitation, coaching and interpersonal skills.
- Good report-writing and documentation skills.
- Fluency in spoken and written English, Runyakitara and Lukonzho.
- Knowledge of local government structures and agricultural extension systems.
- A basic understanding of gender equality, social inclusion and safeguarding principles.
- Ability to work independently with minimal supervision, and willingness to spend considerable time in rural communities.
- High levels of integrity, professionalism, accountability and cultural sensitivity.

Added advantage

- Prior experience with Participatory Integrated Planning (PIP) methodology.
- Experience in agriculture value-chain development projects.
- Residence within or near Kabarole or Kasese Districts.
- A valid Class A driving permit.

Application procedure:

Interested and qualified candidates should submit the following documents as a **single PDF file** not exceeding 10 MBs;

- Signed application letter.

- Detailed CV, including three professional referees.
- Copies of academic certificates and transcripts.
- Copy of National Identification Card.
- Copy of a valid driving permit or licence.

Address the application to the Human Resource Manager, Albertine Interventions for Development (AID), and email it to hr@aid.ug , copying coordinator.aid@gmail.com. **Use the position applied for as the email subject line.**

APPLICATION DEADLINE Monday, 12 October 2026 by 5:00 PM EAT

Only shortlisted candidates will be contacted. If you do not hear from AID within four (4) weeks after the closing date, please consider your application unsuccessful.

Equal opportunity safeguarding statement

Albertine Interventions for Development (AID) is an Equal Opportunity Employer. Women, youth and persons with disabilities who meet the minimum requirements are strongly encouraged to apply.

AID is committed to a safe, fair and respectful recruitment process. Applicants who experience or witness exploitation, abuse, harassment, discrimination or any concern during this process may report it to safeguarding@aid.ug. Any offer of employment is subject to satisfactory references and appropriate background checks. Successful candidates must comply with AID's Code of Conduct and safeguarding policies, including requirements to protect children and adults at risk and prevent sexual exploitation, abuse and harassment.