

In-country Coordinator, Sierra Leone and The Gambia

Consultant positions

October 20th, 2022



The World Poultry Foundation (WPF) is seeking 2 highly motivated individuals to oversee the in-country implementation of WPF programs, one each in Sierra Leone and The Gambia. These positions are dependent on funding awarded.

Locations: Sierra Leone and The Gambia

Consultancy Description: *This position would likely require ~3 weeks per month during the first six months and then scale back to 2 weeks per month of ongoing support.*

Anticipated Start: January / February 2023

About the World Poultry Foundation

The WPF is a U.S. based non-profit organization that creates access to poultry inputs for rural households with a focus on women and youth. We work through private companies to develop small poultry enterprises that generate income and provide protein for rural households. We also build capacity through educational programs and training workshops for farmers across the globe with an emphasis on technical training, nutrition, and gender programs for women. **Our mission is to be a catalyst for improving lives globally through the sustainable production of poultry while empowering farmers in developing regions.**

Program Overview - Africa Poultry Multiplication Initiative (APMI)

The African Poultry Multiplication Initiative (APMI) is a unique poultry value chain model that has been implemented in several African countries to catalyze a transformation of rural poultry production by helping to scale private sector delivery efforts, with a special focus on productivity and income growth for rural households. This program empowers rural women to improve the health, nutrition, and the overall livelihood of their households. The APMI also significantly increases overall household income through increased production.

The World Poultry Foundation (WPF) provides technical assistance and guidance to private companies and their partners to: (a) establish a supply of improved genetics of low-input, dual-purpose chicken breeds; (b) scale rearing, multiplication, and day-old

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chick production systems to service rural communities; (c) establish brooding/mother units (BU's) to properly rear, feed, and vaccinate day-old chicks to reduce early stress and mortality and improve the performance of the birds in the hands of small scale producers; (d) help the companies to recruit and train a network of technical support specialists to support the BUs; (e) enable networks of women smallholder farmer groups to purchase 28-day old chicks (DOCs) from the BU's to raise them for meat and eggs, ultimately benefiting their households.

Poultry constitutes an important economic activity for rural farmers even at the subsistence levels. However, while most programs have initially focused on commercial poultry systems – which have largely failed to meet the demand and access needs of the population – the rural poultry activities have been largely ignored and sidelined. This means that rural poultry production operations, which are the ones that would benefit the most, are sidelined. Efforts by governments to increase the importation of poultry products from more productive countries like Brazil and the US is possible, but many do not have the foreign exchange resources to make it adequate, affordable, and accessible for the average household. Even with increased supply, the lack of reliable cold chain distribution systems prevents many of these rural areas from even having access to the products.

The APMI is focused on five main outcomes:

1. **Increased poultry production and productivity** through dual purpose breeds that act and behave similar to local indigenous breeds yet achieve higher outputs (meat and eggs). For example, local breeds will lay on average 45 eggs per year whereby the dual-purpose breeds will lay 160 -180 eggs under the same foraging conditions.
2. **Increased rural household income:** through the increase in productivity, the rural households can monetize the excess production, increasing household income.
3. **Improved household nutrition** through the consumption of high-quality protein (meat and eggs) and consumption of a more diverse diet, (from increased income, #2).
4. **Empower women and youth** – The goal of the APMI is that 75% of the beneficiaries of the program are women and youth (under the age of 24).
5. **Rigorously monitor and improve** – WPF has a robust M&E system to deploy in each country to help track progress towards these outcomes and provide insight on how to improve along the way.

Position Summary

This Program Coordinator would oversee the day-to-day operations of the Africa Poultry Multiplication Initiative (APMI) rollout in each respective country. This person would be the eyes and ears of WPF on the ground, train newly hired field staff (FSR) on proper poultry care and chick sales, support the market development at brooder unit level (BU), support ongoing data collection and program monitoring efforts. This person would work closely with our subgrantee partners, acting as a consultant for the companies to help as they problem-solve. This position would report to the Africa Senior Project Director.

Job Responsibilities

- Support the training of field staff on poultry care, sales, market development for BU's and other relevant topics.
- Take responsibility first months for FSR's training and activities in line with company strategy
- Conduct targeted spot checks, visits to BU's and SSP's to assess poultry care knowledge, behavior and generally improve our understanding of in-country program rollout.
- Attend company meetings, retreats, and workshops as is relevant and report back to the WPF team.
- Keep abreast of monitoring dashboard to ensure the company is meeting targets appropriately. Help address issues as they arise.
- Understanding of process to achieve import licenses for eggs, chicks, vaccines or equipment. Support company where needed in these processes.
- Visit the parent farm, hatchery, feed mill, or other sites if/when issues arise.
- Periodically re-train staff and/or upskill new hires as is relevant.
- Support ongoing data collection through CommCare to help troubleshoot MAA field challenges, reset passwords, and address user questions.
- Attend regular calls with WPF to report on new developments as well as share a monthly review of activities.
- Work closely with WPF team to set priorities and develop a work plan each month.
- Conduct periodic reporting to WPF team.

Skills

- Oral communication
- Fluent in English + other locally relevant languages
- Ability to work with people from different cultural backgrounds
- Ability to work independently
- Written communication

- Proficient in Excel, Word, and PowerPoint

Qualifications

- Local national in the country of hire
- Understanding of rural dynamics in the country of hire
- Understanding of the poultry value chain
- Understanding of poultry farm business management and knowledge of poultry production
- Ability to travel up to 60% of time
- Willingness to travel in rural areas
- 5-7 years of relevant experience working in the country of hire
- Completion of A Level or high school equivalent education
- Strong problem-solving skills
- Strong organizational and interpersonal skills
- University degree in animal production (preferably poultry), ag finance, ag marketing or agriculture business is desired
- Passionate about positively impacting small scale farmers in rural areas
- Ability to effectively communicate across a wide range of management levels (senior management of subgrantee partners, field staff, CEO, Board of Directors, Ministry/Government officials, donors)

How to apply

All interested candidates should send a copy of their CV and a cover letter to employment@worldpoultryfoundation.org. Please include "Program Coordinator" in the subject line.