
VACANCY ANNOUNCEMENT

TAHA is an apex private sector member-based organization mandated to develop and promote horticulture (flowers, fruits, vegetables, spices, herbs and horticultural seeds) in Tanzania. TAHA's goal is to improve the growth and competitiveness of horticultural industry in the country for social and economic gains. TAHA is a unified voicing platform for Tanzania horticulture, representing farmers at all levels, processors, exporters and service providers in the horticultural industry in Tanzania.

Activity background

TAHA is currently implementing a 5-year USAID funded project called "Tuhifadhi Chakula". The purpose of the Project is to reduce food loss and waste and resultant climate effects for improved food security and livelihoods. The project is focusing on reducing food loss and food waste by addressing post-harvest handling issues within key value chains with major contribution to Tanzania food security basket. The project will implement interventions around four (4) main thematic areas, which are improve food handling, storage and value addition at producer and commercial levels, facilitate market access to ensure agricultural goods reach consumers, inform and promote policy and regulatory frameworks that reduce food loss and waste and strengthen local organizations capacity to lead on post-harvest management.

TAHA is seeking for a motivated and experienced Tanzanian to fill the position as described below.

Position: Grants Specialist

Reporting to: The Partnership Manager

Duty station: Arusha, Tanzania

Position summary

The Grants Specialist will be responsible for overseeing the subaward process, ensuring compliance with donor regulations, and providing technical assistance to sub-awardees. .

Scope of work

- Lead the sub-award process and administration from application to closing, including drafting sub-award agreements and conducting due diligence on potential sub-awardees.
- Monitor sub-awardees' financial and management progress and performance throughout the project period.
- Provide timely feedback and support to sub-awardees to address challenges and enhance performance.
- Coordinate with the Finance Manager for audits and assist in ensuring that the audit recommendations are effectively implemented.
- Offer technical guidance and support to sub-awardees in areas of program implementation, reporting, and compliance.
- Conduct capacity-building activities to strengthen the capabilities of sub-awardees, including organizing training sessions and workshops for sub-awardees to enhance their understanding of grant compliance and reporting.
- Enforce adherence to USAID regulations, project policies, and relevant compliance standards among sub-awardees.
- Prepare, review, and approve sub-awardees' reports (financial and programs) to ensure they meet donor requirements and deadlines.

OUR VISION: "A vibrant, prosperous and sustainable horticultural production in Tanzania".

OUR MISSION: To develop and promote the Horticultural sector in Tanzania to become more profitable and sustainable while participating effectively in the development of the country

- Identify and mitigate risks associated with sub-award management, proactively addressing any challenges that may arise.
- Implement strategies to minimize potential compliance issues.
- Establish and maintain positive relationships with sub-awardees, providing ongoing guidance and support to ensure successful project implementation.
- Serve as a point of contact for sub-awardees, addressing their inquiries and concerns.
- Maintain accurate and updated records of all grants, including contracts, reports, and other necessary documentation.
- Foster a culture of continuous learning and improvement among sub-awardees.
- To perform any other duties as assigned by the supervisor.

Qualifications and skills

Degree Level	Master degree or Bachelor degree in finance, Accounting, Economics, Business Administration or any related field.
Experience	<ul style="list-style-type: none"> • At least 5 years of experience in grants management, subaward administration, or related field. • Demonstrated experience with donor regulations, especially USAID, is highly desirable.
Key Skills	<ul style="list-style-type: none"> • Strong understanding of grants management principles and compliance requirements. • Excellent written and verbal communication skills. • Ability to conduct due diligence and risk assessment. • Proficient in project monitoring and performance evaluation. • Strong interpersonal skills and the ability to build and maintain effective relationships with stakeholders

Application Procedure

Interested and qualified individuals should send their applications enclosing detailed;

- Application letter.
- Curriculum vitae (not exceeding 4 pages).
- Copies of qualification certificates.

The cover letter to be addressed to;
Human Resources and Administration Manager,
TAHA,
P.O. Box 16520,
ARUSHA.

Application Instructions.

1. **Submission:** All applications must be submitted via email to the following address: recruitment@taha.or.tz.
2. **Format:** Please compile your application into a single PDF attachment. Ensure that all required documents are included in the PDF.
3. **Subject Line:** In the subject line of your email, clearly state the position you are applying for. For example: "APPLICATION FOR GRANTS SPECIALIST POSITION."

OUR VISION: "A vibrant, prosperous and sustainable horticultural production in Tanzania".

OUR MISSION: To develop and promote the Horticultural sector in Tanzania to become more profitable and sustainable while participating effectively in the development of the country

- 4. Deadline:** The deadline for submitting your application is Sunday, 26th November, 2023. Applications received after this date will not be considered.
- 5. Adherence:** Please carefully adhere to all instructions provided above. Failure to comply with these instructions may result in your application not being reviewed.

Remuneration

The successful candidate will be remunerated according the TAHA salary scale, and in alignment with the candidate's qualifications and professional experience. Other employment benefits will be as per the organization's policy.

Please note: TAHA is an equal opportunity employer that welcome all qualified candidates to apply for the open positions. TAHA is committed to create a diverse and inclusive workplace where all employees feel valued and respected.

Only shortlisted candidates will be contacted.

VACANCY ANNOUNCEMENT

TAHA is an apex private sector member-based organization mandated to develop and promote horticulture (flowers, fruits, vegetables, spices, herbs and horticultural seeds) in Tanzania. TAHA's goal is to improve the growth and competitiveness of horticultural industry in the country for social and economic gains. TAHA is a unified voicing platform for Tanzania horticulture, representing farmers at all levels: processors, exporters and service providers in the horticultural industry in Tanzania.

TAHA is looking for motivated and experienced Tanzanians to fill the position of Agronomists, who will serve under a potential project "Vijana Kilimo Biashara" (VKB) - horticulture component funded by WFP. These positions are open to internal and external candidates.

Position: Agronomist

Number of positions available: 2

Reporting to: Production Lead

Duty station: Arusha (1) and Manyara (1), Tanzania

Position summary

The Agronomist is responsible for working with farmers to determine the best method to improve extension and production techniques for improved crop yields, and work with farmers to resolve crop challenges. The Agronomist will also conduct research and promote agricultural strategies to counter the effects of climate change and related impact to soil and pest and disease behavior, while participating in product marketing.

Scope

1.0 Production

- Mobilize farmers into formal groups/associations and register them with TAHA.
- Establish crop cluster for Good Agricultural Practices (GAP) training, agro dealers and market linkages.
- Set up demonstrations on farming practices, improved production technologies, harvesting and post – harvest techniques.
- Establishing and managing farmers' collection and distribution centers to ensure they operate commercially and sustainably.
- Introduce innovative horticultural practices that empower farmers with technical skills and capabilities through business-oriented extension services.
- Prepare and coordinate technical training programs, farmer field days, workshops, exchange visits and other farmers networking events.
- Identifying relevant new methods, develop training materials and technologies of irrigation, harvesting, processing, storage, cooling and transporting horticulture products to the market.
- Conduct periodic surveys to farmers to identify production, harvesting and transportation constraints and develop mechanisms of addressing such constraints.
- Organize Farmer Field Days; where farmer can share production practices and experiences.
- Realize and coordinate the potential of other value chain within the region.

OUR VISION: "A vibrant, prosperous and sustainable horticultural production in Tanzania".

OUR MISSION: To develop and promote the Horticultural sector in Tanzania to become more profitable and sustainable while participating effectively in the development of the country

1.2 Marketing

- To identify market opportunities at the local, regional & international levels.
- Develop and implement strategies for sustainable market linkages at local, regional and international markets. Understand key market and production requirement for aligning the demand and supply sides for market linkage processes.
- Create market opportunities and provide a range of marketing options for small scale producers.
- Conduct assessment of farmers and SMEs to identify their business capacity gap and propose the most economic and sustainable methods of addressing them.
- Coordinate market/business interactive sessions between farmers, traders and other relevant actors for the purpose of market linkages, networking, and learning purposes.
- Work with other TAHA- departments in identifying marketing challenges and opportunities and advice the best ways of addressing them.
- In collaboration with stakeholders involved in collection centres under your area and other TAHA departments (Business Environment, Finance) assume the role of facilitating collection centre business model development and implementation for operationalization of centres.

1.3 Partnerships

- Maintain solid relations between TAHA, and Local Government Authorities (LGAs) and other ground partners in the respective areas.
- Identify and coordinate ground partners in and ensure resources are aligned with other ground partners for bigger/tangible results and impact.
- Identify and engage relevant potential horticultural actors/partners within your area and advice the best way of working/partnering with them.

1.4 Reporting

- Ensure quality and timely reports are produced and shared with relevant parties in close collaboration with the Programs and M&E Departments.

1.5 TAHA Representation

- Represent TAHA and the industry in events related to production, technology and innovation.

Qualifications, skills and experience

A Bachelor's or Master's degree of Science in Agronomy, Horticulture, Agriculture general, Applied Agricultural extension and Crop production and Management

- Minimum of 3 years of experience in agricultural development, with a focus on horticulture and crop production
- Proficiency in modern agricultural techniques, including Good Agricultural Practices (GAP), irrigation, harvesting, and post-harvest management.
- Strong understanding of horticultural practices, including knowledge of innovative and sustainable methods.
- Experience in establishing and managing farmers' groups, collection, and distribution centers.
- Familiarity with market analysis, linkages, and marketing strategies for agricultural products.

OUR VISION: "A vibrant, prosperous and sustainable horticultural production in Tanzania".

OUR MISSION: To develop and promote the Horticultural sector in Tanzania to become more profitable and sustainable while participating effectively in the development of the country

Application Procedure

Interested and qualified individuals should send their applications enclosing detailed;

- Application letter.
- Curriculum vitae (not exceeding 4 pages).
- Copies of qualification certificates.

The cover letter to be addressed to;
Human Resources and Administration Manager,
TAHA,
P.O. Box 16520,
ARUSHA.

Application Instructions.

1. **Submission:** All applications must be submitted via email to the following address: recruitment@taha.or.tz.
2. **Format:** Please compile your application into a single PDF attachment. Ensure that all required documents are included in the PDF.
3. **Subject Line:** In the subject line of your email, clearly state the position you are applying for. For example: "APPLICATION FOR AGRONOMIST POSITION."
4. **Deadline:** The deadline for submitting your application is Sunday, 12th November, 2023. Applications received after this date will not be considered.
5. **Adherence:** Please carefully adhere to all instructions provided above. Failure to comply with these instructions may result in your application not being reviewed.

Remuneration

The successful candidate will be remunerated according the TAHA salary scale, and in alignment with the candidate's qualifications and professional experience. Other employment benefits will be as per the organization's policy.

Please note: TAHA is an equal opportunity employer that welcome all qualified candidates to apply for the open positions. TAHA is committed to create a diverse and inclusive workplace where all employees feel valued and respected.

Only shortlisted candidates will be contacted.