

## Announcement for Regenerative Agriculture Expert

iDE is an international nonprofit dedicated to combating poverty in the developing world by helping rural households access the tools and knowledge they need to increase their income. We are committed to creating sustainable and inclusive markets that deliver much-needed products and services to rural households. We understand that agriculture is the foundation of the livelihoods of most of the people we work with. We look at current agriculture systems as an opportunity to build resilience to climate shocks and stresses and are at the forefront of measuring what works in improving market systems.

To accomplish this, iDE draws on teams of diverse, business-minded, and highly adaptive leaders and experts across the organization. This team is focused on driving game-changing scale, significant impact, and competitive return on investment. iDE's Global Climate, Resilience and Agriculture teams provide leadership to the organization as a whole as well as externally to key external partners.

**In this vein, we are looking for a Regenerative Agriculture Expert to support our work across projects in Mozambique, other iDE African country offices, and our global programming portfolio more broadly. Our selected candidate will demonstrate an exceptional combination of an empathetic mindset grounded in humility, evidence-based experience in applied agronomy in Africa (Asia experience is a bonus), and demonstrated ability to deliver results consistently and adaptively within active implementation programs.**

*Please note the following non-negotiable conditions associated with this role:*

- *This position will be full time and based in Maputo or Nacala with up to 40% of the time in Nacala, Mozambique as needed and appropriate; exceptions will not be made to this duty station requirement*
- *This position is open to candidates of any nationality; we strongly encourage qualified Mozambican candidates to apply as well as candidates of other African nationalities and women or members of other historically marginalized groups*
- *This position will not include the provision of family or dependent benefits, including but not limited to housing or education allowances*

The person selected for this position will support a platform for the impact that has been built over the last 40 years by our exemplary team of market-based development experts around the globe. The Regenerative Agriculture Expert has the opportunity to provide leadership and inspiration to this team to continue delivering impact in new ways and in new technical and geographic areas. The ideal candidate will:

- **Be an expert on the application of agronomy and regenerative agriculture from a project management perspective.** We are looking for someone who can motivate and coordinate people across numerous time zones and cultural backgrounds to achieve shared goals. The primary goal of the Regenerative Agriculture Expert will be to provide agronomic advice across iDE's portfolio of agriculture-based projects, with a strong focus on Mozambique and iDE's other African country offices. While action-oriented research, monitoring, and evaluation efforts will be conducted by this position in collaboration with iDE teams including [human-centered design](#) and Evidence & Analytics, this role will centrally focus on the application of agronomic expertise and learnings to market systems implementation strategies. Applicants looking for research roles emphasizing publication and learning rather than evidence for rapid implementation will not be a good fit for this position.
- **Enhance the coherence of our core approaches and strategies in Climate, Resilience and Agronomy programming, and Deliver high-impact results across the portfolio.** At the center of everything we do is our belief that building markets and powering entrepreneurs is the most effective way to drive lasting

impact. Through our human-centered design methodology, we connect to customers who let us know exactly what they need in order to improve their current practices for their families. We then help local entrepreneurs to build and deliver these solutions. In ten countries— [Honduras](#), [Nicaragua](#), [Cambodia](#), [Bangladesh](#), [Vietnam](#), [Nepal](#), [Ethiopia](#), [Mozambique](#), [Zambia](#) and [Ghana](#)—we’re seeing a common trend: this model drives impact at scale and allows us to reach customers in a cost-effective manner.

- **Bridge the capacity of our team members around the world, and grow our connections within and outside of iDE to foster collaborative innovation in Climate, Resilience and Regenerative Agriculture.** We are looking for someone who can provide agronomic advice for the Climate, Resilience and Agriculture sectors in iDE’s projects. iDE is an organization that values human-centered dialogue with internal and external stakeholders, and we want leaders that will actively contribute to the skills and capabilities of their colleagues across the organization in Climate, Resilience and Agriculture programming, at any level. Our ideal candidate will also be highly proactive in strengthening channels for our colleagues to collaborate, learn, and adapt across Climate, Resilience and Regenerative Agriculture Programming and impact strategies.
- **Contribute to the projection of iDE’s experiences, learnings, challenges, failures, and opportunities with stakeholders in the public, private, and nonprofit segments of the international development and social impact sectors.** Our ideal Regenerative Agriculture Expert candidate will be obsessed with enabling their colleagues across iDE to tell [compelling and irresistible stories](#) of iDE’s strategies and impacts in Climate, Resilience and Regenerative Agriculture, including an honest, humble understanding of where we fail, learn, and grow along the way.

We do not offer indoor slides, juice bars or the use of a private jet (nor business class travel for that matter). However, we do offer the opportunity to work with a diverse group of incredibly talented and creative people who are tackling hard problems that keep millions of people in poverty. And you will have the intense satisfaction of enabling a diverse, dynamic global team around the world to create impact and put the power of economic choice and agency in Climate, Resilience and Agriculture to our household clients, microentrepreneur networks, and partners.

If the description above sounds just like you (or somewhat like you!), and you have the technical skills and the passion we need, you may be just the person we are searching for. Go [here](#) to submit your CV and a brief cover letter. We want to know why we need you on our team and why a challenge of this nature excites you - inspire us by describing why this is just the opportunity you are looking for.

## Job Description

<b>Job Title:</b>	Expert, Regenerative Agriculture
<b>Department:</b>	Global Initiatives
<b>Reports To:</b>	Senior Director of Climate, Resilience, and Agriculture and Director of Agriculture
<b>Location:</b>	Mozambique
<b>FLSA Status:</b>	Exempt
<b>Salary Grade:</b>	3 (\$60,000 - \$67,500 Annually)
<b>Prepared Date:</b>	August 2022
<b>Approved By:</b>	Elizabeth Ellis, CEO
<b>Approved Date:</b>	August 30, 2022

### ESSENTIAL JOB DUTIES may include:

- 60-80% (variable depending on global needs): provide technical support in regenerative agriculture and related disciplines specifically for iDE Mozambique's project and strategic work
- 20-40%: provide technical support and strategic advice in regenerative agriculture and related disciplines across iDE's global country portfolio outside of Mozambique
- Establish and continually update recommended agricultural practices for all value chains iDE works in.
- Stay on top of sector best practices.
- Work with other country offices to develop or revise/update training manuals and approaches/ methodologies for staff and local partners, and continually revise and adapt as necessary
- Support our team to explore ways to scale our impact including through digitization
- Provide regenerative agriculture advice to project managers particularly with respect to carbon credits and carbon markets
- Support business development activities, ensuring alignment with recommended agricultural practices
- Engage with key stakeholders and partners in meetings, conferences and coalitions as required, as the iDE agronomic/agricultural technical expert
- Work with the Market Systems Resilience Index (MSRI) team to connect resilience results with tangible recommendations on how to improve farming practices
- Collaborate with Access to Finance team members to explore financial mechanisms for farmers to adopt more regenerative agriculture approaches.
- Contribute to the Climate, Resilience and Agriculture and country-level strategies, ensuring alignment with recommended agricultural practices
- Advocate on behalf of the iDE Climate, Resilience and Agriculture team at conferences and in partnering meetings in coordination with the Business Development and Fund Development teams

### GENERAL REQUIREMENTS

- Start date: As soon as possible;
- Alignment with iDE's mission, values, and approaches;
- A strong background in agronomy, particularly in developing countries, focusing on regenerative agriculture and carbon markets;
- Strong writing and verbal skills in English and preference for Portuguese;
- The ability to travel to any of iDE's country offices is a strong benefit;
- Self-starter;
- Strong research and analytical skills as well as a communicator and proven trainer;

- Strong writing (or audio visual) skills, ideally for both technical and non-technical audiences. Past experience preparing compelling donor reports is a plus;
- Ability to communicate clearly and persuasively in oral and written presentations;
- Strong interpersonal skills and the ability to communicate effectively across language and culture barriers;
- 5+ years of practical project management experience
- Strong business acumen - preferred but not required;
- Demonstrated connection to sector stakeholders - especially potential iDE partners and/or funders related to market-based approaches in Climate, Resilience and Agriculture - preferred but not required;
- Desire to drive progress as iDE evolves its market-based approach to solving development challenges;
- A sharp mind and multi-focal intelligence;
- Resourceful, proactive, and tenacious;
- Multi-country field experience is strongly valued;
- Demonstrated ability to work independently and take initiative on multiple projects at any one time.
- Willing and able to work variable hours, often taking calls in the early mornings or late evenings to align with country office and HQ time zones;
- Ability to balance competing priorities and pivot to respond to time-sensitive requests and needs when required.
- Some international travel will be required; the amount will vary depending on the country's program needs and other priorities. Willing and able to travel extensively in areas with minimal infrastructure or services (will have a lot more fun if this is seen as a perk);

#### **LANGUAGE/MATHEMATICAL AND REASONING SKILLS**

- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
- Ability to add, subtract, multiply, and divide into all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and per cent and to draw and interpret bar graphs.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Fluency in English is required; proficiency in one of the following languages is preferred: Portuguese, Amharic, Khmer, Nepali, Vietnamese, or Bengali.

#### **CERTIFICATES, LICENSES, REGISTRATIONS**

- None required

#### **Diversity Statement:**

iDE takes pride in our talented and diverse workforce. Minorities, women, and individuals with disabilities are encouraged to apply. Hiring, promotion, and compensation of employees are conducted without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.