

CONVOCATORIA

POST: Director of Competitiveness and Crop Diversification

Location: Junin, Peru.

REPORTS TO: Chief of Party (COP).

The Cooperative League of the United States (NCBA CLUSA) is the leading voice for people using the cooperative business model to build a better world and a more inclusive economy in the United States and internationally. NCBA CLUSA provides cross-sector education, technical assistance and advocacy that helps cooperatives thrive. For more than 100 years, NCBA CLUSA has sought to promote and protect the cooperative model, highlighting the impact cooperatives have on improving the lives of individuals and their families. Over the past 60 years, NCBA CLUSA has worked in more than 85 countries in a variety of areas, including food security, agricultural development, strengthening communities and farmer organizations, community health, natural resource management, and the empowerment of small farmers, women and youth. NCBA CLUSA currently works through projects in Africa, Latin America and Asia.

NCBA CLUSA is an employer committed to diversity and taking action in favor of equal opportunity. All individuals, regardless of their personal characteristics, are invited to submit their resumes. Qualified applicants will be considered for employment without regard to race, color, religion, gender, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, physical disability, genetic information, age, and legally protected characteristics. NCBA CLUSA, as part of the cooperative movement in the United States and around the world, is guided by the ideals of diversity, equity and inclusion, which are embedded in our shared values and principles.

Descripción del proyecto

In Peru, NCBA CLUSA is responsible for implementing the Project "People, Nature and Spices Partnership (PENS)". This is a project funded by the United States Department of Agriculture (USDA)/Food for Progress Program (FFPr). PENS focuses on two main objectives:

- I. To increase productivity and efficiency in Peru's production of high-quality spices, specifically ginger, turmeric and oregano, by strengthening the capacity of farmers, producer organizations (POs), processors and other private sector entities, while contributing to improved food security and climate resilience of farmers, and protecting and preserving Peru's natural biomes.
- II. To expand and improve the trade of ginger, turmeric and oregano by increasing their quality to meet international standards and also by connecting farmers and producers with national and international buyers.

In line with these goals, the PENS project proposes the development of activities under the following seven clusters:

Financial services to facilitate agricultural lending

Capacity building – Agricultural extension agents / services

Training in improved agricultural production techniques

Training in quality standards and certifications

Capacity building for Producer Groups / Cooperatives

Market access through facilitation of buyer-seller relationships

Capacity building - Promote improved policy and regulatory framework

Job Description

The position is based in Junín, and covers San Martín, Tacna and eventually Chiclayo, and reports directly to the Chief of Party (COP). As a senior member of the PENS project, this post is responsible for the supervision of over 18 project employees, including specialists and field advisors; as well as responsible for providing technical and operational leadership in all activities related to the value chain (from production to commercialization) of the three spices of the project (turmeric, ginger, oregano), identifying, organizing, leading and managing alliances with other public and private operators in order to raise funds for project activities. The Director will also be responsible for ensuring the technical and administrative execution of activities with the greatest possible positive impact, and meeting PENS project objectives and goals, as well as reporting commitments. He/she will also provide technical support for relations with counterparts (including governmental, private sector and civil society entities), the supervision of consulting agreements linked to technical aspects of the project and to ensure the proposed results. In addition, he/she will contribute to the teamwork that enables the success of the project and partners (public, private, and civil society).

KEY RESPONSIBILITIES

- Collaborates with the Project Manager and Senior Project Team Members in maintaining project objectives, evaluating the effectiveness of the project in achieving its objectives, and identifying corrective actions necessary to achieve the proposed objectives.
- Direct supervision of project staff, including specialists and field advisors. Also, supervision of consultants hired to support project activities and/or technical deliverables.
- Coordinates activities with staff, counterparts and other project partners, adhering to the work plan and deadlines proposed for implementation.
- Provides technical leadership in the following areas: market systems and adaptation, agricultural productivity and agro-processing, access to finance, private sector investment, business model development for small-scale farmers/producers.
- Supports, from a technical point of view, the development of monitoring, evaluation and learning mechanisms, including monitoring tools and efficient methodologies for the implementation of activities with high quality standards.
- Identifies, organizes, leads and manages alliances with public and private actors in the intervention areas to multiply the impact of PENS' work with an inclusive approach.

- Leads the line of innovation and capacity building with partners from the academic sector in the regions where PENS operates to forge local capacities in the line of research, competitiveness and diversification of alternative crops.
- Contributes to the project strategy to work with implementation partners, fully observing relevant technical aspects.
- Supports the supervision of the work of implementing partners, generating a positive and inclusive collaborative environment, with both national and international partners, and in line with project objectives.
- Provides technical support to the project manager, and the technical implementation team, in the development of annual work plans and review of performance monitoring plans.
- Supervises project staff under his/her area/team, and manages work with project partners and grant recipients.
- In coordination with the COP and DCOP, supports capacity building for project staff through training and learning-by-doing.
- In coordination with the COP and DCOP, represents the project in public and professional activities, including meetings, conferences and presentations, as well as high-level and technical level visits relevant to the project (especially those of donor, national government, and private sector representatives).

Qualifications

- Bachelor's degree with a focus in agricultural sciences, business administration, international development, governance, or related areas is required. Master's degree in project planning and development, management or public management is required.
- At least 10 years of experience in managing and supervising programs with implementing partners and teams working with agricultural chains, experience with cooperatives and producer organizations is a plus, as well as experience in the management/supervision of project employees.
- At least 5 years of work experience in one or more of the project intervention areas (Junín, specifically Chanchamayo and Satipo, Tocache-San Martín, Oxapampa-Pasco, Atalaya-Ucayali, VRAEM- San Francisco-Ayacucho, Cusco (La Convención) Tacna, Moquegua and Chiclayo). Knowledge on natural and social characteristics of intervention areas will be highly valued as these characteristics are key elements for planning/implementing/monitoring diversification-related actions.
- Minimum experience of 6 years working specifically in public or private programs dedicated to promote productive diversification. It is a plus having experience in ginger, turmeric and oregano.
- Experience in evaluation processes for the granting of subsidies to improve competitiveness with organized agricultural producers.
- Ability to work with representatives of government, international entities, financial service providers, local agricultural specialists, and other project partners is required.

- Experience in adaptive management, including the ability to adjust and test the planning of activities to respond to changes in the project context.
- Ability to meet deadlines under pressure
- Authorized to work in Peru is a requirement, including, if necessary, legal permission to work.
- Willingness to travel to project activity sites.
- Fluency in Spanish is required, and English at an intermediate to advanced level is preferred.
- In addition, experience working on USDA/FFPr funded projects will be considered a plus/preferred.

Key individual qualities:

Demonstrates integrity, initiative and ability to organize work schedule(s), including in situations with tight deadlines.

Ability to initiate and complete assigned tasks and to work with minimal supervision in demanding, multi-tasking circumstances.

Excellent organizational, supervisory, problem solving, negotiation, communication, interpersonal and teamwork skills.

Ability to work independently as well as in a team environment.

Vision to identify new opportunities for the PENS project and for public and private partners.

Cláusula de exención de responsabilidad:

This job description is not an exhaustive list of the skills, efforts, duties and responsibilities associated with the position.

Please email your resume in Spanish and English with the subject line "Peru director/competitiveness and crop diversification" to dbarcenas@ncbaclusa.net, and ccarpio@ncba.coop and (Cc): mvalverde@ncbaclusa.net, by November 15, 2023. Only candidates selected for an interview will be contacted. Please do not call.

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Link:

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