



## JOB DESCRIPTION FOR COMMUNITY FACILITATORS

- Reports to the project Officer
- based in the field with timely meetings
- Performance based annual renewable contract not exceeding 5 years
- Contract type: Local

Conservation and Demand Agency (CODEA), is an indigenous NGO registered in Uganda. CODEA envisions a self-sustaining society and our mission is to empower communities to achieve sustainable development. Founded in October 2010, CODEA operates in Western Uganda with strategic focus on four thematic areas including; nature conservation, socioeconomic empowerment and livelihoods, community health, and institutional capacity strengthening.

### The Project

CODEA will be implementing a 20-year project entitled “Rwenzori Yethu” in Districts of Kasese and Ntoroko. The Project is an impact-based investment opportunity to enhance agricultural and forestry productions on 8,000 Ha of land and to reinforce the resilience to climate change of 15,000 rural households in the target districts on the foothills of Rwenzori Mountain in Western Uganda, where over 70% of the households depends on agriculture for their livelihoods. The goal of this Project is to increase cash crop production and productivity among farmers, restore degraded areas, and minimize the vulnerability of farming households to the negative effects of climate change.

The project is pre-financed by investors who seek to obtain carbon credit issuance in return. There is a strong commitment of CODEA to achieving the project objectives and delivering the project’s outcomes. Thus to facilitate this process, CODEA seeks to recruit twenty five (25) **Community facilitators** on an annual performance based renewable contract.

### I. Main function

*The Community Facilitator will be fully immersed in the sub county or parish of operation to offer direct support to the lead farmers who will be selected from among smallholder farmers of coffee, cocoa and woodlots to adopt the growing of trees for carbon reduction & agroforestry practices and pilot efficient, cost-effective, and innovative community-led deployment approaches that will facilitate enhanced tree/soil carbon sequestration and sustainable land management (SLM) practices. In line with the goal of the Rwenzori Yethu Project, the Community Facilitator, will work to promote; increase of cash crop production and productivity among farmers, commit them to restore degraded areas, and minimize the vulnerability of farming households to the negative effects of climate change. The Community Facilitator, will therefore, greatly contribute to ensuring that the pre-financed project, yields positive returns to the investors who are seeking for carbon credit certificates issuance in return, and while reaffirming the strong commitment of CODEA in delivering the project’s outcomes and achieving project objectives.*

#### Key Responsibilities:

**Planning:** Ensure the planning of the work schedules in consideration of logistical constraints, community constraints and participation of female farmers in the field activities. Assessment of required quantities of seedlings including the revision of seedlings requirement per group based on achievements (old and new farmers) on a weekly basis.

**Mobilization:** Carry out effective mobilization of agroforestry farmers of coffee, cocoa, woodlots and relevant stakeholders to participate in planned activities, ensuring that farmers and stakeholders are consulted in the planning, including supervision of the lead farmers’ selection.

**Data Collection:** Collect and validate all data collected by lead farmers within the area of jurisdiction and ensure its transmission for data processing into the MIS by the Monitoring and Evaluation officer, including GPS plot tracking, the signing of carbon project agreements and farmer commitments.

**Follow up:** Coordinate follow up meetings, production of seedlings at community nursery sites, holes preparation for planting, pruning and stamping of Coffee and Cocoa, digging of holes, planting campaign, weeding and fire management.

**Training:** Facilitate the training of new Lead Farmers on boundary planting, agroforestry, woodlot establishment including conducting refresher training sessions for the old Lead Farmers on boundary planting, using bylaws, fire belt management, where possible set up firemen gangs.

**Monitoring:** Work closely with at least 25 lead farmers to establish demonstration gardens and facilitate season-long learning, skills transfer and replication by at least 60 households per lead farmer on SLM methodologies and other Rwenzori Yethu project interventions including the monitoring of Trees survival rate to ensure at least 80% and where necessary monitor the gap filling of the dead trees.

**Reporting:** Prepare and submit weekly and Monthly reports to the line Project officer on the progress towards planned activities, results achieved and remedial actions required for the subsequent period.

**Gender and inclusion:** Promote Gender sensitivity to ensure involvement of all household members in decision making process and implementation, especially the Female headed households and the Youth.

**Collaboration:** collaborate and work well with relevant government entities, development partners and community structures during the implementation of the project.

## II. Person Specifications:

### Qualification, Skills and Experience

- a) The ideal candidate should have minimum of a diploma in any relevant field from a recognized institution of higher learning.
- b) Should indicate their sub-county of residence and interest from the list on the next page.
- c) A minimum of three years' experience implementing community Development projects especially Agriculture related projects focused on improving production and marketing linkages for smallholders.
- d) Working knowledge of the local setting including working experience in Kasese and Ntoroko as well as good command of the native languages used in the target area.
- e) Excellent planning and reporting skills and ability to coordinate work plans and reports with the project team, farmers group and other actors in natural resources management.
- f) Previous experience in carbon foot print projects, agroforestry community mobilization, and community dialogue coupled with good communication skills both verbal and written.
- g) Ability to ride motorcycle, and willingness to spend most (90%) of the time in the field working with targeted Households.
- h) The candidate should have relevant skills and a proven track record,
- i) Proficient in GPS mobile data collection apps, tools with clean riders permit is an added advantage.

### III Skills and Abilities

- Strong community mobilization skills
- Excellent written and oral communication skills about biodiversity, forestry, environmental, and or other natural resources issues to specialists as well as non-specialists.
- Ability to deliver results even under pressure.
- Discipline to implement established procedures and policies.
- Organizational skills and creativity to propose improvements to the project and resolve conflicts.
- Committed to building and strengthening a culture of inclusion of the special interest groups
- Demonstrates emotional intelligence and willingness to accept feedback while building trust with colleagues by acting with integrity,

- owning mistakes, and holding oneself accountable.
- Welcomes other points of view and ideas, recognizing and embracing different and contrary perspectives with kindness, curiosity, and encouragement.
- Makes conscious efforts to promote cooperative practices, behaviors, and ways of working across many groups and individuals.
- Good knowledge in the use of the Google Workplace apps, and Microsoft Office (especially word, power point and advanced excel)

- Ability to speak, read and write one of the local languages spoken in the project areas.
- Knowledge and skills in GPS mobile data collection apps, tools and GIS will be an added advantage.
- Possession of a clean motorcycle riding record and willingness to use a motorcycle for fieldwork.

S/N	Sub county	S/N	Sub county
1.	Bugoye S/C	14	Kyarumba S/C
2.	Buhuhira S/C	15	Kyondo S/C
3.	Bwesumbu S/C	16	Maliba S/C
4.	Central Division	17	Maliba T/C
5.	Hima T/C	18	Mbunga S/C
6.	Ibanda-Kyanya T/C	19	Muhokya S/C
7.	Kabatunda-Kirabaho T/C	20	Nyamwamba Division
8.	Kahokya S/C	21	Rugendabara T/C
9.	Kisinga S/C	22	Rukoki S/C
10.	Kitabu S/C		<b>Ntoroko District</b>
11.	Kitswamba S/C	23	Karugutu T/C
12.	Kitswamba T/C	24	Karugutu S/C
13.	Kyabarungira S/C	25	Nombe S/C

**How to Apply:** Interested candidates should submit CV, and a cover letter addressed to the Director – CODEA, summarizing his/her working experience and ability to meet each of the qualifications for the position, copy of national ID, copy of certificates and transcripts and salary expectation for this position and two employment referees. Please send as a single PDF document to Mr. Muhindo Jonan Kom ([jonankom@codeauganda.org](mailto:jonankom@codeauganda.org) and copy [codea.uganda@gmail.com](mailto:codea.uganda@gmail.com) ). Subject of your Email should be the Position you are applying for.

**Application Due Date: Thursday, March 16, 2023**