



Job Role: Specialist – Seed Sector Development, West Africa

Location: Accra, Ghana

Job Reference: SS/CTE/07/2024

AGRA and its Work to Transform Agriculture

AGRA is an African-led institution that actively supports the drive towards inclusive agricultural transformation and sustainable food systems. We do this by empowering the continent's 33 million smallholder farming households to transform their agriculture from a struggle to survive to profitable businesses. The continent's farmers regularly face challenges, and we aspire to provide uniquely African solutions that respond to their agricultural and environmental challenges, leading to increased harvests for reduced hunger and more income.

Working in alignment with the development priorities of our focus countries, we enable farmers to access improved and high-yielding seeds, gain knowledge on sustainable farming, and linkages to profitable markets. In our work, we aspire to build the alliances, partnerships, and networks required to drive an inclusive agricultural transformation. We work with our partners to create an equitable youth-friendly environment that harnesses the youth dividend on the continent to drive growth and facilitate open employment opportunities for young women and men. We achieve our key objectives through a focus on the following four areas of intervention:

1. Policy and state capability - We support governments in creating an enabling environment for private sector involvement in agricultural transformation.
2. Seed systems – We trigger higher productivity by increasing the availability and access to improved seeds by farmers allowing them to increase their harvests for food security and better incomes.
3. Sustainable farming – We support farmers in building resilient farming systems for sustained high yields through interventions such as mechanization and irrigation.
4. Inclusive markets and trade – We work to increase the linkages between farmers, and other market actors for a positive, sustained cycle of commercialization and reinvestment.

Why Join Us?

People are the heartbeat of our organization and remain the true drivers of our delivery, impact, and success. We have cultivated a workplace that fuels Depth in Collaboration, Excellence in Execution, Constructive Engagements, and a spirit of being Increasingly Entrepreneurial; all underpinned by our cherished I-RISE Values (Integrity, Respect, Innovation, Stewardship and Equity)

We work with incredible people and partners who have roots in farming communities across the African continent combined with an inclusive, diverse, and talented workforce from over 25 nationalities. Our commitment to a call to action goes beyond ourselves as we arise to catalyze African Food Systems transformation and improve the livelihoods of smallholder farmers.

We are looking for people who are passionate about being part of a mission-driven team that is making a real difference on the continent; love to work on cutting edge Ag technologies; and able to grow their skills, expertise, and experience career growth, while enjoying very competitive compensation and benefits.



Are you ready to embark on this exciting transformative journey with us?

The Position

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In realizing its mission to catalyze the growth of sustainable food systems across Africa, AGRA has identified aligning, influencing, and leveraging partners as a critical mechanism to build a robust enabling environment where private sector thrives and smallholder farmers, especially women and youth, are empowered to produce sufficient, healthy food and go from subsistence farming to operating thriving agri-businesses.

This role falls under the Center of Excellence for Seed Systems (CESSA) Directorate. The Seed Systems Assessment Tool (SeedSAT) is an important tool for AGRA's use and implementation. The Seed Systems Analysis is a cornerstone of AGRA's Centre for Excellence in Seed Systems

Reporting to the Country Director with matrix reporting to Lead – Seed Systems Analysis and Knowledge Resources, the ideal candidate will support on-going planned Seed sector improvement activities in West Africa. This will include participating in groundwork activities for the implementation of SeedSAT recommendations into the target countries. This role will be responsible for analyzing and understanding the national seed systems that have been examined through SeedSAT and also use Country Seed Sector Investment Plans to inform investment recommendations by a wide group of donors in seed systems in various countries.

Key Duties and Responsibilities:

- Participate in the collection, synthesis, and analysis of the data required for the eight SeedSAT thematic areas: 1) breeding, variety release and maintenance; 2) Early generation Seeds (EGS); 3) seed production; 4) farmer awareness and participation; 5) seed markets; 6) policy, legal and regulatory; 7) national quality assurance and 8) national planning and coordination.
- Prepare draft and final versions of all materials required to communicate SeedSAT analysis, recommendations and overall findings, and facilitate the communication efforts to syndicate the findings with relevant stakeholders.
- Tracking indicators and outcomes on AGRA countries in West Africa in the Seed Systems interventions and participating in the analysis of the collected information to inform possible progress and improvement in the national systems of the countries under investigation.
- Participate in CESSA Knowledge management and sharing with interested partners for the purpose of improving the seed systems of the implementing countries.
- Work with the AGRA country teams to construct and maintain complete lists of critical resource persons, decision makers, and key individuals for national syndication.
- Effectively represent AGRA in different fora and engage public and private seed stakeholders.
- Guide and train country partners to understand and participate effectively in Seed Systems Analysis and Implementation.



- Work with the implementing and Investment partners in the region to facilitate the implementation process of the recommendations and open avenues for possible funding for interventions that are not funded.
- Participate in country Seed Systems data Analysis and formulate recommendations through annual planning meetings.
- Participate in the development of workplans and timelines for Seed Systems recommendations implementation in the West Africa AGRA countries.
- Ensure timely, accurate and complete collection of all data needed to track recommendations implementation in AGRA countries. This includes country questionnaires, interviews, surveys and site visits, desk research, and other approaches as identified.

Key Qualifications and Experience required:

- PHD or MSc in Agriculture, preferably in seed systems, breeding or Agronomy with 5 years' post-qualification experience in Africa.
- Strong understanding of and the ability to interpret and action smallholder farmer resilience needs.
- Experience in program management.
- Good command of French is required. English is an added advantage.
- Experience in working on joined projects with African governments, researchers, development partners.
- Familiarity with agricultural development programs.
- Excellent organizational, and problem-solving/decision making ability.
- Intelligent, motivated self-starter with a strong work ethic.
- Highly organized, results and detail orientated with a very hands-on approach.
- Strong relationship management skills with seed public and private.
- Strong writing and communication skills.

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV (including your e-mail and telephone contacts) to recruit@agra.org. Please quote the job reference number in the subject line of the application e-mail.

Applications must be received on or before 26th July 2024. Due to the large volumes of applications received, only shortlisted candidates will be contacted.

For more information on the AGRA, visit www.agra.org.

AGRA is an Equal Opportunity Employer