

VACANCY ADVERTISEMENT



Hand in Hand Eastern Africa-Tanzania (HIHEA TZ) is a Non-Governmental Organization (NGO) registered in Tanzania since 2018 with a mandate to operate in the country, and part of the Hand in Hand Global Network. Our vision is to empower the society, especially women, through the creation of sustainable enterprises and jobs. HIHEA (TZ) currently leads field operations through seven branches, in Moshi, Arusha, Manyara, Dodoma, Iringa, Singida & Meatu.

The organization works with marginalized communities in the areas of economic and social empowerment using a participatory approach aimed at helping people fight poverty and vulnerability. The Hand in Hand enterprise and job creation approach is based on a philosophy of self-help, providing training, skills and support to enable people living in poverty, particularly women, to build and sustain independent, market-based, economic activities. This provides for a higher level of income for them and their families, which in turn contributes to greater food security, better education for children, and increased access to healthcare, improved housing, and overall improved livelihoods.

SUMMARY: AGRONOMY OFFICER JOB DESCRIPTION AND SPECIFICATIONS.

REF.NO: HTZ AG-01/2026 (01) POST:

1. JOB SUMMARY - PURPOSE

The position is responsible for the implementation of program activities specifically under the HILTI Roots Tanzania project within the assigned target areas and communities in compliance with established policies and procedures.

2. DUTIES AND RESPONSIBILITIES

- T1. Work closely with project teams during identification, selection, and recruitment of potential groups/members in accordance with the established operations policy.
- T2. Supervise training of groups on the HIHEA TZ Circular Economy and Regenerative Agriculture (CERA) curriculum modules and Gender Transformative Approach (GTA).
- T3. Assess and mobilize eligible farmers to establish and strengthen viable producer groups or cooperatives within targeted project areas, promoting collective production, service access, and market engagement.
- T4. Establish and manage Circular and Regenerative lead farmers' demonstration farm initiatives.
- T5. Support timely selection of CERA champion farmers and establishment of the CERA replication farming enterprises.
- T6. Provide agronomic advisory services to farmers on crop production, soil health, integrated pest and disease management, climate-smart agriculture, and regenerative farming practices.
- T7. Work with the team to assess groups/members' access to Agri-loans/credit and facilitate submitting applications to the relevant approvers/bodies.
- T8. Develop, implement, and monitor seasonal agronomic plans for targeted value chains, including crop calendars, input recommendations, field demonstrations, and production performance assessments.
- T9. Support value chain mapping and assessment to identify and prioritize viable value chains with high potential for CERA adoption, productivity, profitability, and resilience in targeted project areas.
- T10. Organize and facilitate farmers' exposure, peer-to-peer, and practical learning visits.
- T11. Prepare and submit daily, monthly, semi-annual, and annual reports on time.
- T12. Represent HiH EA (TZ) in the designated area, including representation in local development committees; and participate in relevant forums whenever nominated, such as government, community, and other stakeholder forums.
- T13. Participate in and assist with monitoring and evaluation, including supporting field activities, providing data and information, adopting findings and recommendations, documenting case studies, experiences, and lessons, and adopting best practices.
- T14. Create and nurture effective working relationships with stakeholders: beneficiaries, local community, partners, service providers, collaborators, relevant government agencies, etc.

- T15. Maintain quality standards and ensure compliance with policies and procedures in the implementation of activities in the assigned area.
- T16. Ensure proper documentation and maintain adequate records for all activities through maintenance of a proper and effective filing system.
- T17. Perform any other duties as may be assigned by the Supervisor from time to time.

3. KNOWLEDGE, SKILLS AND ABILITIES: Regenerative and Agro-ecological farming knowledge, skills and abilities acquired through a combination of formal schooling, self-education, prior experience, or on-the-job training.

a. Level of Education/Academic Qualification

- Bachelor's degree in Agronomy, Agricultural Science, Crop Science, Horticulture, Soil Science, Plant Science, or a closely related agricultural field. A qualification in Agricultural Economics, Agribusiness, Environmental Science, or related disciplines may be considered where supported by relevant agricultural field experience.

b. Specialized Training/Professional Qualifications

- Training in any of the following areas: Agronomy, Agricultural Economics and Agribusiness, Environmental Science, Community Development, Social Sciences, Microfinance, Marketing, Business Management, or related field.

c. Competencies/Abilities/Skills Required

- Ability to assess farm enterprise profitability, production costs, market opportunities, input requirements, and basic agricultural business performance.
- Training and coaching skills on Circular and Regenerative farming approaches.
- Management skills in Circular and Regenerative demonstration farm initiatives.
- Passion and ability to work with marginalized rural and peri-urban farmer communities.
- Positive attitude and high level of integrity and a good team player.
- Good interpersonal, public relations, and community mobilization skills with demonstrated ability to develop and maintain constructive relationships and profitable networks, and work with people of diverse backgrounds at the local community level.
- Good communication skills and working knowledge of English and Kiswahili.
- A license and experience riding a motorbike is an added advantage.

d. Relevant Work Experience

At least three (3) years of relevant experience in agronomy, agricultural extension, regenerative agriculture, agroecology, climate-smart agriculture, or implementation of agricultural development projects, preferably with experience working with smallholder farmers and farmer organizations.

Application process

Qualified and interested candidates should forward a cover letter and CV in one document (PDF), citing the Position and Reference Number to careers@handinhandea.or.tz on or before close of business by 23th September 2026. Only shortlisted candidates will be contacted.

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Hand in Hand Eastern Africa - Tanzania

Giving Hope, Dignity and Choice

Disclaimer:

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