

ADSWAC PROJECT

RESILIENCE BUILDING AS CLIMATE CHANGE ADAPTATION IN DROUGHT-STRUCK SOUTH-WESTERN AFRICAN COMMUNITIES

ANGOLA AND NAMIBIA

TERMS OF REFERENCE

FARMING INSTRUCTOR

NAMIBIA

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1. Description of the position as Farming Instructor

The ADSWAC project will have **8 Farming Instructors**, 4 in each region of Kavango East and Kavango West. The Farming Instructor will be responsible for facilitating community development processes in support of Producer Organizations to be established within defined rural communities in the project area. The Farming Instructor will facilitate and promote the establishment of Producer Organizations (POs) and work directly with the producers/farmers in the project to improve their production, using climate-resilient agricultural practices. Each Farming Instructor will be responsible for 5 POs.

The Farming Instructor will receive support and training from the PO Organizer. (S) he will work under the leadership and report to the PO Organizer in the region.

The successful Farming Instructor must be interested in and eager to learn new skills in the field of project implementation, water management, irrigation and environmental protection with the purpose of training the local communities.

Overall Tasks and Responsibilities

- Facilitate community participation in and establishment of Producer Organizations in the project sites and ensure gender equality inclusion and participation within all the project activities;
- Promote and provide active technical guidance in CRA practices;
- Integrate short-cycle livestock in production frameworks;
- Support project activities related to but not limited to fishing and cattle farming;
- Create awareness and promote non-agricultural income generating activities;
- Promote rural entrepreneurship;
- Coordinate the day-to-day activities of the POs
- Liaise with extension technicians from the MAWLR in project activities' execution;
- Provide guidance on regulations and ensure the alignment of the activities with Government policies and plans;
- Coordinating government-supported service provision and production input;
- Facilitate community dynamics in support of POs;
- Support in identification, formalization/registration of POs/cooperatives/associations.

Specific Tasks

- Establish model plots for low-cost, low-tech CRA solutions with conservation farming methods and irrigation techniques at the PO level;
- Train farmers in CRA practices;
- Support the POs in identifying the best market options for agricultural products in conjunction with relevant entities (e.g., Agro-Marketing and Trade Agency, Ministry of Agriculture, and Namibia Agronomic Board);
- Facilitate the establishment of nurseries, seed banks, and storage facilities;
- Promote tree planting, growing, and campaigns to alleviate bushfires;

- Support production of short-cycle livestock and pass-on-loans with the POs;
- Train farmers and producers in the diversification of productions, nutrition, business, and entrepreneurial skills;
- Support the Water User Association agents and the WUA in the communities;
- Collect relevant and project-related data from the POs;
- Establish saving groups and facilitate micro pass-on loans/ credits
- Facilitate nutrition, sanitation, and HH practices education;
- Participation in CC sensitization campaigns and support the NPMU and the project teams with any other tasks assigned/as may be required within the ADSWAC project activities;
- Be responsible and maintain the means of transportation provided by the project;
- Participate in initiatives and synergies with POs in the target communities in Kavango East and Kavango West regions and relevant adaptation projects and initiatives within the area.

Specific Deliverables for each Farmer Instructor

- The 4 Producer Organizations established and independently operational;
- The farmers have improved their production methods in agricultural practices;
- The Producer Organizations have established Model Plots and are carrying out the production of trees and tree planting;
- Introduction of IGAs;
- The 4 POs have increased production of short-cycle livestock;
- Community Adaptation Action Plans developed for 4 communities.

2. Reporting

Activity reporting from the community level to the PO Organizer.

3. Required Experience and Qualifications

- Minimum Grade 12 Certificate
- At least 2 years of recognized qualification in agriculture with a proven track record of actively engaging in community development, horticulture, and dry land cropping.
- Certified training courses related to agriculture and/or related fields.
- Experience in reporting and development of comprehensive reports.
- Proven computer literacy.
- Good communication skills and experience in elaborating plans and reports and facilitating capacity building on a community level.
- Result oriented with innovative and problem-solving capacities.
- Must be based in the local communities in Kavango East or Kavango West region of Namibia for the duration of the project.
- Must be fully aware of the geographical and environmental conditions of the region. Proven experience living and working in complex and remote locations and conditions.

- Fluency in English and the local language required.
- Preference is given to Namibian nationals or residents from the target communities or Kavango East or Kavango West regions.
- References required.

4. Remuneration

The Farming Instructors will receive an allowance between US\$400 and US\$500 (including Social Security, taxes, and legally bound bonuses) in compliance with the ADSWAC Approved Work plan and budget of the project.

5. Contract Duration

1-year performance - based contract with possible yearly renewable for up to 5 years based on the availability of funds.

6. Work Station

The Farmers Instructor will be stationed in or close to the target communities in the regions of Kavango East or **Kavango West** in Namibia.

7. Application process

Please send your application, including a cover letter, a CV, and 3 references to payroll@dapptce.com.na or hand delivery at the DAPP Economy and Administration office in Ongwediva, no later than **Tuesday, 03rd February 2026 at 17:00.**

ADSWAC Project encourages candidates, irrespective of gender, religious, and ethnic backgrounds, including persons with disabilities, to apply for this position. All employment is decided based on qualifications, skills, integrity, and the needs of the Project.

8. Annexes

ADSWAC Project Document, including Environmental and Social Management Plan and Gender Action Plan: <https://www.adaptation-fund.org/project/angola-and-namibia-resilience-building-as-climate-change-adaptation-in-drought-struck-south-western-african-communities/>