

ADSWAC PROJECT

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

ANGOLA AND NAMIBIA



Resilience building
as climate change adaptation
in drought-struck South-western
African communities (Angola, Namibia)

TERMS OF REFERENCE

ORGANIZERS OF PRODUCER ORGANIZATIONS (POs)

NAMIBIA

1.	DESCRIPTION OF THE POSITION AS ORGANIZER OF PRODUCER ORGANIZATIONS	2
2.	OVERALL TASKS AND RESPONSIBILITIES	2
3.	REPORTING	3
4.	REQUIRED EXPERIENCE AND QUALIFICATIONS	3
5.	REMUNERATION	3
6.	CONTRACT DURATION	3
7.	WORK STATION	4
8.	APPLICATION PROCESS	4
9.	ANNEXES	ERROR! BOOKMARK NOT DEFINED.

1. Description of the Position as Organizer of Producer Organizations

The project will have **2 Producer Organizations (PO) Organizers**, one in each of the region: Kavango East and Kavango West. The PO Organizer will be responsible for the strategic coordination and the execution of diverse agriculture programmed activities within defined rural communities. (S) he will train and organize the farming instructors working directly with the producers/farmers organizations within the ADSWAC project. In cooperation with the relevant local authorities, the organizer will coordinate the formalization of Pos/cooperatives / associations.

The PO Organizer will work in close collaboration with the project agriculture technician and report to the Climate Change Action Center (CCAC) Leader.

2. Overall Tasks and Responsibilities

- Organize and ensure the execution of the agriculture-related activities in the field;
- Ensure day-to-day leadership of the farmer instructors in the region;
- Coordinate with regional agriculture extension services (ADC);
- Provide guidance and technical expertise in Climate Resilient Agriculture (CRA) practices;
- Organize and coordinate the project agricultural-related activities within the CCAC and model plots;
- Undertake ToT courses related to project execution and facilitate training sessions with Farming Instructors;
- Prepare and organize workshops, meetings, and field visits related to CRA and specific activities of interest for the Producer's Organizations;
- Elaborate and submit reports to the CCAC Leader;
- Coordinate formalization/registration of Pos/cooperatives/associations;
- Lead business skills/business plan development;
- Promote the ADSWAC project and its activities as well as ensure gender participation and equality within the project activities execution;
- Support with any other tasks assigned/as may be required within the specific ADSWAC project activities.

Specific Tasks

- Render technical and organizational support to farming instructors and producers in establishing model plots for low-cost, low-tech solutions with conservation farming methods and irrigation techniques, seed banks and storage, agricultural product processing, nurseries and tree planting, production and promotion of short cycle livestock production;
- Organize and Facilitate trainings for farming instructors and POs in diversification of productions, nutrition, fodder, business and entrepreneurial skills;
- Oversee and facilitate the execution of project activities and supervise farming instructors and WUA agents at regional and community-level;

- Ensure that the project activities within farming, fishery, and other productions are executed according to ADSWAC project objectives and have a positive impact on the beneficiaries;
- Collect, monitor, and analyze project-related data at the regional level;
- Update and provide quality-based inputs into the M&E system;
- Participate in cross-border initiatives and synergies within the project area in Kavango East and Kavango West in Namibia and Cuando Cubango in Angola and relevant adaptation projects, and initiatives in the area and provide support as required.

3. Reporting

Program reporting from the community level to the CCAC Leader.

4. Required Experience and Qualifications

- **Minimum Grade 12** School certificate.
- Solid track record in Agriculture and Rural Development, project implementation, and result-oriented performance in a leadership position.
- At least 3 years of demonstrable experience in Climate Resilient Agriculture and organization of producers/farmers in a rural setting, including leadership and management of project teams, developing and managing work plans, elaborating reports, and general communication skills.
- Proven track record in developing and maintaining relationships with government agriculture extension services on a regional level, producers/farmers organizations/clubs and community leaders in Namibia.
- Proven commitment to combining environmental protection and the building of resilient communities, with focus on gender equality.
- Must be based in Kavango East and Kavango West, Namibia, for duration of project, with regular travels within in the two regions of Kavango East and Kavango West.
- Proven experience living and working in complex and remote locations and conditions.
- Willing to travel as per the needs of the project to other locations as well as undertake regular visits to communities in the region.
- Fluency in English required and local language, English preferred.
- Preference is given to Namibian nationals or residents in Namibia.
- References required.

5. Remuneration

The PO Organizer will receive an allowance between US\$850 and US\$930 (including Social Security, taxes, and legally bound bonuses) in compliance with the ADSWAC-approved work plan and budget of the project.

6. Contract Duration

1-year performance-based contract with possible yearly renewal based on the availability of funds.

7. Work Station

The PO Organizer will be stationed in one of the two regions of **Kavango East** and Kavango West, Namibia.

8. Application process

Please send your application, including a **cover letter, CV, and three references** to payroll@dapptce.com.na by **Tuesday, 03rd February 2026, at 17:00.**

The ADSWAC Project encourages candidates, regardless of gender, religion, or ethnic background, including persons with disabilities, to apply for this position. All employment is decided on the basis of qualifications, skills, integrity, and the needs of the Project.