



NATIONAL MAIZE CORPORATION

JOB DESCRIPTION

Position (Job Title)	Farmer Development Officer
Department	Farmer Development and Mechanisation
Reporting	Farmer Development Manager
Job Summary	To provide guidance to Tractor Pool Coordinators (TPCs) and execute on NMC's farmer development initiatives which are centered around providing training, technical advice, and guidance to local farmers in order to improve production and yield, encourage commercialisation, and increase the proportion of NMC maize and beans coming from local farmers. The Farmer Development Officer will frequently engage directly with farmers to provide training, technical advisory, and maintain positive relationships with farmers and other relevant stakeholders.
Key Responsibilities (Key Performance areas)	Team Leadership and Management • Oversight and leadership: Provide oversight and leadership to TPCs.. This includes guidance on tractor deployment priorities, performance management, professional development, and ensuring they effectively achieve departmental goals • Team performance: Monitor and evaluate the performance of TPCs, ensuring they deliver high-quality tractor services , and contribute to achieving RDA and regional targets Farmer Relationship Management and Development • Farmer and farmer organisation profile maintenance: Maintain an up-to-date database of farmers and farmer organisations within the regions, capturing relevant information for targeted support and engagement • Capacity building and training (farmer development): Plan, organise, and deliver training sessions and workshops for farmers in the different regions for the continuous development and improvement of farmers' knowledge and skills in maize production. This includes topics like best agricultural practices, improved maize production techniques, and market-oriented approaches. • Farmer association engagement: Build and manage strong relationships with key farmer associations and unions in the region. This fosters collaboration, ensures consistent maize supply, and represents NMC's interests to these groups • Farmer association establishment: Identify and support the establishment of grain producer associations in the assigned region or regions to optimise maize supply for the corporation • Stakeholder engagement: Ensure the effective engagement with key stakeholders across the country, including regular visits, meetings, and conferences Technical Assistance and Farm Support • Training quality assurance: Ensure the high quality of training sessions delivered to farmers. This involves utilising effective training methodologies, monitoring participant understanding, and organising follow-up activities for knowledge reinforcement • Soil analysis and resource recommendations: Analyse soil samples to determine soil type and recommend appropriate resources (fertilisers, amendments) to farmers for maximising crop production • Improved farming practices: Promote and assist farmers in adopting new and improved farming techniques through various training methods and demonstrations • Farm chemical recommendations: Advise farmers on the proper use of farm chemicals, fungicides, and herbicides, considering factors like crop type, pest/disease control, and environmental impact • Individual farm advisory: Assess individual farms and make technical recommendations for improved production and sustainability • Demonstration site management: Oversee the management of maize demonstration sites allocated by the Ministry of Agriculture, other partners, or local authorities. These sites showcase best practices and serve as learning resources for farmers • Government extension officer supervision: Provide supervision and guidance to government extension officers potentially seconded to the Corporation by the Ministry of Agriculture • Socio-economic impact assessment: Identify and monitor socio-economic factors that may affect maize production and develop contingency plans to mitigate risks • Hybrid plant variety development: Plans and directs development and production of hybrid plant varieties with high yield or disease and insect resistant characteristics • Finance linkages: Assist farmers develop business plans for financing purposes, and ensure they are directed to appropriate financiers as guided by identified needs and existing agreements/MoU with funders

	Deployment of tractor • Provide supervision and guidance to TPCs on deployment of tractors • Ensure efficient and effective tractor services Ensure improved customer service and less customer complaints Maize Collection and Supply Chain Management • Maize collection facilitation: Facilitate the efficient collection of maize grain from designated locations by NMC • Forward contracting: Secure farmer commitment to supply maize to NMC through forward contracting arrangements • Production and marketing plan development: Collaborate with farmers to develop production and marketing plans aligned with NMC's requirements and current market dynamics Data Management and Reporting • Programme planning and budgeting: Contribute to programme planning and the preparation of activity budgets for farmer development initiatives • Monitoring and reporting: Monitor the progress of maize production in assigned areas, collect data, and prepare monthly reports on activities, results, and challenges faced by farmers. Submit this to the Farmer Development Manager Perform any other activities as assigned by the Farmer Development Manager
Key Performance Indicators (KPIs)	Team Leadership and Management • TPCs performance: Track key performance metrics of Tractor Pool Coordinators, including hours serviced, area planted and the quality of tractor services offered in order to achieve RDA and regional targets for farmer development • Team development: where possible, occasionally integrate TPCs to farmer training programs to enhance their capacity to provide extension support at RDA level. organize professional development programs of your team to ensure their knowledge and skills are up-to-date Farmer Relationship Management and Development • Farmer and farmer organisation profile accuracy: Measure the accuracy and completeness of farmer and farmer organisation profiles in the database, including contact information, production capacity, and needs • Farmer satisfaction: Conduct surveys or collect feedback from farmers regarding the quality and effectiveness of training programmes, technical assistance provided, and overall satisfaction with NMC's support services • Farmer association engagement: Track the number and frequency of interactions with key farmer associations and unions, demonstrating active collaboration and relationship building • Farmer association establishment: Monitor the number of new grain producer associations established in the region, contributing to a wider and more reliable maize supply base • Stakeholder engagement: Track the number and types of stakeholder engagements (meetings, conferences) to assess the FDO's outreach and collaboration efforts Technical Assistance and Farm Support • Farmer development initiative success: Evaluate the effectiveness of training and workshop sessions through participant feedback, knowledge retention tests, or observed improvements in farming practices • Soil analysis completion rate: Track the number of soil samples analysed for farmers and the timeliness of recommendations provided • Adoption of improved practices: Monitor the percentage of farmers adopting new and improved farming techniques promoted by the FDO, such as conservation tillage or integrated pest management • Individual farm improvement: Track the number of farms receiving individual technical recommendations from the FDO and measure any observed improvements in yield or sustainability following implementation • Farmer production and supply improvement: Measure improvement in local farmer maize production, and the subsequent improvement in maize supply from local farmers • Demonstration site performance: Monitor and report on the performance of demonstration sites, including yield data and farmer adoption rates for showcased technologies • Performance of tractor services: efficient deployment of tractors, timely provision of tractor services, total area planted Maize Collection and Supply Chain Management • Maize collection volume: Track the total volume of maize collected from the different regions, directly impacting NMC's supply chain • Forward contracting success rate: Measure the percentage of farmers who enter into forward contracting agreements with NMC to secure maize supply • Production and marketing plan implementation: Monitor the number of farmers developing production and marketing plans aligned with NMC's requirements and market trends Data Management and Reporting

	• Budget adherence: Track the adherence to programme budgets allocated for farmer development initiatives • Reporting timeliness and accuracy: Ensure timely submission of monthly reports to the Farmer Development Manager, including data on farmer support activities, results achieved, challenges encountered, and accurate farmer profile information
Minimum Qualifications and Minimum Experience	• BSc in Agronomy/any Agriculture related fields • 5 years experience in the agricultural sector preferably in extension and training as well as community based project
Skills requirement/ attributes	• Computer literacy • Work independently • Proactive • Flexible • Creative • Report writing skills • Excellent knowledge of both written and oral Siswati • Excellent verbal communication skills • Demonstrated networking skills