



THE SAMDRUP JONGKHAR INITIATIVE

TERMS OF REFERENCES

Farmer Liaison

Overall Purpose

Under the overall supervision of SJI Executive Director and SJI Organic Agriculture, the Farmer Liaison will contribute to foster GNH-based development in harmony with government goals by reinforcing the capacity of the SJI Organic Agriculture and the Samdrup Jongkhar Initiative in general through helping out in SJI's primary agriculture goals such as improve food security and self-sufficiency (including reviving traditional grains), to protect soil health and the environment, and to make farming economically viable.

Overall objective

The overall long term development objective of the SJI is to raise living standards in Samdrup Jongkhar and establish food security and self-sufficiency, while fully protecting and enhancing the natural environment and making it resilient to climate change, strengthening communities, stemming the rural-urban migration tide especially among educated youth, and fostering a cooperative, productive, entrepreneurial, and self-reliant spirit grounded in a right-based approach to development, particularly focusing on women and youth.

Through intervention contribution to the overall objective, the aim is to uplift the Samdrup Jongkhar dzongkhag in the most sustainable way, in line with Gross National Happiness (GNH)-goals. The intention is that the dzongkhag will serve as a best practice pilot district, from which other district and national replication can take place.

Project objectives

Organic Agriculture: It seeks to strengthen all four pillars of Bhutan's holistic Gross National Happiness development policy:

1. It enriches and keeps our soils healthy and fertile rather than degrading and depleting them through use of synthetic chemicals, and it protects water sources and wildlife from chemical pollution and fertilizer run-off.
2. It creates new economic opportunities for farmers and rural communities as the market for organic produce rapidly expands, and it reduces the cost of expensive foreign farm inputs, chemicals and imported patented seeds.
3. It empowers farmers by reducing dependence, creating local seed sovereignty, and increasing reliance on local wisdom, traditional farming methods, and freely available local materials like manure, biomass, and leaf compost that fertilize and enrich the soil.

4. It strengthens local culture by creating good economic opportunities for our youth in rural areas, and thereby keeping our rural communities $\frac{3}{4}$ with their networks of social supports, vibrant extended families, and mutual dependence $\frac{3}{4}$ strong and vital.

Duties and responsibilities

The Farmer Liaison will be accountable to the SJI Executive Director and responsible for all functions related to the effective implementation of SJI organic agricultural and rural development programmes and projects. These responsibilities include but are not limited to the following:

Relationship Building

1. Identify needs and potentials of farmers and rural communities in the SJ region and forge relationships with existing government agencies and NGOs to activate programmes and initiatives that will benefit the region using these existing resources.
2. Foster good linkages with all RNR sectors, gewog leaders, Dzongkhag sector heads, the District Agriculture Officer (DAO), Agriculture Extension Officers (AEOs), and other relevant stakeholders.
3. Ensure ongoing outreach to local SamdrupJongkhar communities to understand their needs and keep them informed of SJI activities, and mentor subordinates, peers, and volunteers, with a view to building community capacity, sharing knowledge, cultivating future community leaders, creating regional opportunities for SamdrupJongkhar youth, and building self-reliance.
4. Manage and Oversee the Organic Agriculture in SJ.
5. Study and document the local farming practices and intervene where necessary changes could be incorporated.
6. Writing proposals, and reports to the donors.
7. Planning activities of OA program.
8. Implementing the activities as per work plan.
9. Inspect/monitor the implemented activities.
10. Conduct workshops with stakeholders (planning, review and evaluation).
11. Supervise interns/ OJT in field of agriculture.
12. Research on new methods in Organic Agriculture and implement.
13. Developing of organic agriculture knowledge product.
14. Conduct technical training to farmers with help of Stakeholders.

15. Provide additional support and assistance to other SJI activities as and when requested by the management.

Marketing

1. Study market requirements and demands for different agricultural produce (study “off” and “on” seasons for various produce and identify high demand high market produce/s).
2. Help farmers market their product through cooperatives, introduction of new marketing strategies, networking, setting up new markets, with initial focus on supplying and satisfying local markets to enhance food self-sufficiency and self-reliance in SamdrupJongkhar and reduce cross-border imports.
3. Initiate work on high-demand, high-value crops based on the earlier data and from the accumulation of the ongoing experience.
4. Organize agriculture produce/product exhibition.

Others

The Agriculture Coordinator will:

1. Be aware of disease and pest outbreaks both crops and animals and relate with relevant agencies for timely intervention.
2. Monitor pilot sites and progress of all other activities being initiated and implemented.
3. Publish success stories and lessons learned.
4. Keep mind open for new changes and developments, and investigate those that can bring benefit to SamdrupJongkhar in line with SJI objectives and mandate.
5. Regularly train farmers in modern organic farming, and develop the office area, if space allows, into a model working space with gardens and seasonal flowers mixed with herbs.
6. Develop annual work plans with clear targets and budget requirement (SJI activities of all fields will be consolidated by the admin person) based on the TOR, prior trainings, the SJI profile and other relevant research and evidence.
7. Undertake all work with complete integrity and passion for carrying out the vision and mission of SJI, representing SJI and its work and strategies wholeheartedly to government and the broader public.

Conditions of work

The work base will be at Dewathang where the field office of the SJI is located. Dewathang is connected by road, electricity, water supply and internet. Finding housing in Dewathang is a challenge. The office is equipped with internet, printers and a library. Staff members may ask to travel away from their usual work places on authorized missions. The work includes travel and trekking to rural areas. In rural areas, accommodation is arranged in houses of farmers.

Knowledge, competencies and experience

1. Diploma in agriculture with a score of 60%.
2. Class XII 55% (English + 3 best subjects).
3. Class X 55% (English + 4 best subjects).
4. Fluency in English spoken and written.
5. Working knowledge of Sharchhopkha and Lhotshamkha essential since it involves interaction with community.
6. Computer skills (Office package).
7. Agriculture knowledge (technical and others).
8. Familiarity with the development context in Bhutan, and with Bhutan's agriculture situations.
9. Competent analytical, drafting and presentation skills.

Behavioural qualities

The SJI works closely with the community. Our intentions with our communities define our roles and responsibilities. We have carefully developed a harmonious relationship with our stakeholders. All SJI employees are mandated to uphold the highest standards possible when it comes to work in the office and in dealings with community. A strong work ethics, respect for deadlines and team spirit is essential.

Terms and conditions of employment

Contract duration

1. The candidate selected for the assignment is expected to commence work within five working days after the announcement of result.
2. The assignment will be for 1 year and extendable depending upon the performance.

Remuneration and allowances

1. A salary of Nu.14000 will be paid at the end of every calendar month.
2. No allowances will be paid during the probation period.
3. Office does not have a system of paying its employees gratuity, LTC or leave encashment.

Other conditions of contract

1. The employee shall be responsible for arranging his/her own residential accommodation, medical expenses and insurance.
2. The employee shall be entitled to leave as per the "Article of Association".

3. The employee shall be liable for taxes as per tax law of the nation.

Selection Criteria

1. Application not producing any of the documents in original as specified in the job application form will not be eligible for the interview. They should bring original documents at the time of interview.
2. Selection will be based on academic merit/relevant training (40%) and panel/practical (60%). Minimum number of candidates to be shortlisted will be three.
3. The candidate upon selection will undertake legal agreement.

Application submission deadline

Interested applicant shall submit application along with all documents, as specified in the job application form, to the office of SJI, Lho Mon Society latest by 20/8/2016.

Selection interview

The shortlisted candidates will be announced online on the website of the SJI including the Face book page of SJI and communicated via phone.

Website: www.sji.bt

You can find us on Facebook by typing “The Samdrup Jongkhar Initiative” or by following the link provided on our website.

Date of short listing: 22/08/2016.