



## Announcement

Samros Kampong Lpov Agricultural Cooperative (AC) started in 2015 and was founded by the Khmer Community Development Association (KCDA), funded by Heifer International Cambodia, and registered by the Department of Agriculture, Forestry and Fisheries of Battambang Province according to Registration No. 249 គី.ស៊.ប៊ុប/ស៊.កី.កី on March 05, 2015. Samros Kampong Lpov agricultural cooperative had only 68 members (46 females) with a total of 217 shares by 2015. In 2018, Samros Kampong Lpov agricultural cooperative received a project "Promoting Smallholder Farmers Market" from Heifer Cambodia for 3 years and 5 months to implement in 3 target communes: Kampong Lpov, Ta Toak, and Ta Sanh communes, Samlot district, Battambang province. The main objective is to strengthening value chain activities on chicken, vegetable, and pig production, as well as supporting agricultural cooperative in the preparation of accounting system, recording and finance. Samros Kampong Lpov Agricultural Cooperative also received two small projects from the Battambang Provincial Department of Agriculture, Forestry and Fisheries, a joint venture between Heifer-Aspire through "Pig Production, Cattle and Artificial Breeding", which was implemented for 9 months, in 5 target communes, 3 districts: Ta Sanh commune, Ta Toak commune, Kampong Lpov commune, Samlot district, Cheng Meanchey commune, Banan district and Chhnal Moan commune, Koh Kralor district. In 2019, Samros Kampong Lpov agricultural cooperative expanded the target area on the project "Promoting Smallholder Farmers Market" from Heifer Cambodia by implementing another commune, Sung commune, Samlot district, Battambang province, including the following activities:

- To form a group of 103 families to produce backyard chickens.
- To Strengthen the chicken and vegetable production groups
- To connect farmers' chicken and vegetable products to market.
- To provide support to chicken and vegetable group with production plan in accordance with market demand.
- To promote pig and cow raising in the 4 target communes by 2020.

Currently, Samros Kampong Lpov agricultural cooperative consist of 206 members (119 women) with a total of 5067 shares. According to the good performance and reputation of the implementation in previous project, this year, Samros Kampong Lpov agricultural cooperative has signed a new project of Heifer called "The Cambodian National Pride Chicken Project", for 3 years.

### JOB DESCRIPTION

<b>POSITION INFORMATION:</b>	
<b>Job Title:</b>	Poultry Value Chain and Market Development Officer
<b>Salary Grade:</b>	\$450-\$550
<b>Reports to:</b>	Executive Director
<b>Project:</b>	Poultry Project of National Pride in Cambodia
<b>Duty Location:</b>	Samlot District Battambang Province
<b>Supervision Role:</b>	AC committees and Community Agro-Vet Entrepreneurs (CAVEs)

<b>Key Partners and technical institutes required closely engaged and partnered with:</b>	
<b>Government &amp; NGOs</b>	<b>Private Sectors and Internal partners</b>
<ul style="list-style-type: none"> <li>• Provincial/District Department of Agriculture. Fisheries and Forestry such as AC promotion department/office, animal health and production department/office and agriculture extension department/office etc.</li> <li>• Provincial/District Department of Rural Development such as rural credit department/office etc.</li> <li>• Provincial Department of Commercial including Chamber of commerce</li> <li>• Provincial Department of Planning – Integration Investment Plan Department/office from provincial to commune levels.</li> <li>• Government’s implementing projects</li> <li>• NGOs working in poultry and vegetable chain sectors</li> <li>• Provincial department of Technical Vocational Education Training (P-TVET)</li> </ul>	<ul style="list-style-type: none"> <li>• Markets/buyers: wholesales, retailers, restaurants, hotels, minimarts, resorts in the provincial, district and commune levels.</li> <li>• Agriculture and livestock inputs companies</li> <li>• Private sectors</li> <li>• Heifer’s Social Capital and Cooperative Development Manager</li> <li>• Heifer’s Poultry Value Chain Manager</li> <li>• Heifer’s Market Development Manager</li> <li>• Heifer’s Enterprise and Capital Development Manager</li> </ul>

**FUNCTIONS:**

The Poultry Value Chain and Market Development Officer is responsible for supporting the backyard chicken producers/smallholder farmers or enterprises to adapt technical skills and technology to increase chicken production including facilitating development of poultry enterprises, business, and production plans, providing training on animal wellbeing management, coaching supports and monitoring to ensure success and profitability of the enterprises. This position provides capacity building in animal well-being technology to Community Agrovet Entrepreneurs (CAVEs) so that they can transfer the skills and technology to the smallholder farmers effectively. This position also facilitates ACs and smallholder farmers/agri-enterprises increase access to market for agri-products and increase access to finance or capital investment from Banks, MFIs and private sectors for upscaling the backyard chicken production farms or enterprises and ACs owned agribusiness.

**ESSENTIAL CHARACTER TRAITS:**

Highly motivated, committed, relationship builder, energetic and positive, good team member and builder, strives for shared business and marketing concept, impact-driven and innovative, organized, having strong business acumen, pro-active, analytical, socially sensitive, values-oriented, conviction towards holistic sustainable development.

<b>RESPONSIBILITIES</b>	<b>TIME ALLOCATED (%)</b>	<b>DELIVERABLES</b>
I. Technical Capacity building and technology adaptation	30%	<ol style="list-style-type: none"> <li>1. Develop and update training manual and materials in animal wellbeing tailored the needs of producers and upscaled poultry enterprises.</li> <li>2. Facilitate the selection of appropriate backyard chicken breeding and fattening producers for scaling up MSME-</li> </ol>

		<p>size enterprises.</p> <ol style="list-style-type: none"> <li>3. Provide training and coaching supports to poultry producers and ensure the poultry prototypes/models, climate smart animal production and technology for improving the poultry farms are adapted by poultry producers.</li> <li>4. Work with Heifer's poultry value chain manager in research development to improve poultry practices and technology.</li> <li>5. Coordinate for ensuring CAVEs is sufficiently trained to provide training and veterinary services to poultry producers.</li> <li>6. Facilitate the adoption of improved forage and fodder production through nursery centres or other innovative methods.</li> <li>7. Ensure the developed system to monitor the performance of animals and strive for optimum production, ensuring animal well-being such as production, sales and producers-related data are properly recorded by poultry producers.</li> <li>8. Appropriately respond to issues such as unusual animal mortality, infertility, unidentified diseases, and disease outbreaks in projects.</li> <li>9. Oversee the quality of veterinary equipment, vaccines, medicine, etc.</li> <li>10. Build relationship and coordination with appropriate government institutions and the private sector for veterinary services and inputs.</li> <li>11. Document and disseminate best practices and lessons learned in relation to animal well-being implementation.</li> </ol>
<p>II. Market development and access to finance</p>	<p>30%</p>	<ol style="list-style-type: none"> <li>1. Identify and map the potential markets, buyers including restaurants, hotels, wholesalers, and retailers.</li> <li>2. Conduct market and market segmentation studies for the different value chain enterprises.</li> <li>3. Facilitate for creating the long-term contract farming between ACs, smallholder farmers and buyers including franchise for the processed chicken meats.</li> <li>4. Participate in the development of a marketing and private/public sector engagement strategy and actions for the project.</li> <li>5. Map and develop the value chain including main actors, flow of products, infrastructure facilities, financial institutions, and all supporting organizations.</li> <li>6. Conduct value chain assessment to identify gaps along the chain and develop recommendations on how to improve the selected value chains and maximize impact.</li> <li>7. Identify and connect with appropriate finance service providers and opportunities and link them with farmers, ACs, MSMEs and value chain actors.</li> </ol>

		<ol style="list-style-type: none"> <li>8. Facilitate for providing financial literacy training or financial discipline education to smallholder farmers, ACs, women and youth entrepreneurs</li> <li>9. Explore partnership with relevant partners including NGOs, private sectors, and Government departments/projects to leverage resource and funds for scaling up AC's agribusiness and smallholder farmers.</li> <li>10. Assist in facilitating for provincial/district level multi-stakeholder consultation meetings, workshops and business-to-business meetings for better market linkages, technical assistance, and financial accessibility.</li> <li>11. Monitor and provide coaching support on effective loan utilization and record all loan outstanding of ACs and smallholder farmers.</li> </ol>
III. Technical support in Agribusiness and Value Chain Development	15%	<ol style="list-style-type: none"> <li>1. Participate in value chain studies and exploring agribusiness opportunities along the value chain of the selected commodities.</li> <li>2. Facilitate for developing and strengthening implementation of business plans for backyard chicken enterprises or smallholder farmers.</li> <li>3. Provide support to smallholder farmers and CAVEs to create and run the agribusiness and innovative agri-enterprises in line with new market demand.</li> <li>4. Provide technical support for the formation of producer groups/cooperatives and other associations or enterprise groups along the key value chains.</li> <li>5. Facilitate with ACs, CAVEs and producers to ensure quality of delivering eggs to the hatchery enterprise, chicks to fattening producers and ready birds to the processing plant.</li> <li>6. If necessary, provide technical advice on improving the implementation of hatchery enterprises and processing plant production lines.</li> </ol>
IV. Agriculture Cooperative Capacity Building	20%	<ol style="list-style-type: none"> <li>1. Ensure the effective implementation of trainings at the community (SHGs and ACs) and smallholder farmers to strengthen Heifer's social capital approaches.</li> <li>2. Provide capacity building and Training of Trainers (ToT) on social capital to SHG and AC leaders/committees.</li> <li>3. Provide on-going field support and coaching to ACs to ensure trainings on Heifer Cornerstones and PSRP are efficiently and effectively delivered on a regular basis to SHG and AC members.</li> <li>4. Lead in formulating the AC's long-term strategy to increase membership, savings and share capital for scaling up agribusiness.</li> <li>5. Lead in strengthening adaptation of various policies, procedures, and systems of the ACs.</li> <li>6. Support ACs to ensure the AC owned business hubs are appropriately linked to the markets (including processing</li> </ol>

		<p>plants/abattoir) and functioning sustainably.</p> <p>7. Support Catalytic Leverage Funds mobilization and investment for sustainable growth of AC agri-enterprises.</p> <p>8. Ensure ACs produce accounting closing, financial reports and AC's database on time and transparency.</p> <p>9. Create learning and reflection platforms to review the progress and set strategy for improving the technical capacity of ACs, smallholder farmers and CAVEs.</p>
V. Project management, reporting and data management	5%	<p>1. Plan and implement the project workplan and ensure the project activities are on track according to project workplan and result framework.</p> <p>2. Seek for innovative for project implementation and create and pilot new initiatives of projects.</p> <p>3. Prepare project monthly, quarterly, semester, and annual report including project stories/success stories and submit to Executive Director.</p>

<b>MINIMUM REQUIREMENTS:</b>	
<b>Education</b>	Bachelor's degree in animal/veterinary science
	Or/Plus: equivalent degree of agribusiness and value chain development is an advantage
<b>Experience</b>	At least 3-year in livestock or poultry sector or agriculture value chain development
	Adult training facilitation and training curriculum development using participatory methodologies
	Leading/facilitating business development/market linkages/access to finance or development of business plan and production plans
<b>Most Critical Proficiencies</b>	Knowledge in agriculture Cooperative Development
	English language – spoken and written
	Working knowledge on sustainable livelihoods, value chain and market development
	Knowledge of community organizations – SHGs, farmer producer groups etc.
	Effective Communication ability with various stakeholders
	MS Offices Literature and internet browser
	Have an interest in animal/agriculture/community development

### **How to Apply:**

Interested candidates should apply with CV and Cover Letter to Mr Phat Oeun , Executive Director, and E-mail: [samrohkamponglpov@gmail.com](mailto:samrohkamponglpov@gmail.com) or call: + 855 15 74 34 32/+855 12 299 64

**Signatures:**

**Name**

**Signature**

**Date**

**Prepared by:**

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**Manager:**

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**Position Holder:**

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