



Position Description

Position Title: Climate and AgTech Strategy Senior Officer AgriFin Program

Primary Location: Nairobi, Kenya

Position Status: Field-based, Full time , Regular

Salary Level:

ABOUT MERCY CORPS

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Now, and for the future.

GENERAL PROGRAM SUMMARY:

Mercy Corps' AgriFin Program seeks to address the inclusion gap for smallholder farmers who lack access to affordable, accessible, demand-driven products and services that drive higher productivity and income for farm families. The AgriFin program utilizes a market ecosystem approach, working with carefully selected partners to build sustainable models, where farm and crop management tools and financial services are "bundled" in affordable, unified platforms leveraging digital channels to promote mass uptake commercially. The program involves three interrelated components that seek to address low farmer productivity and capability, and improve institutional ability to deliver appropriate products and build ecosystems to drive scale. We work with farmers, banks, mobile network operators, MFIs, research institutes and other ecosystem players in well-defined partnerships to sustainably bundle services, leveraging the offer and outreach of all partners, while increasing the range of services, access points and value for farmers. The program works with partners to identify, prototype, test and scale successful digitally-enabled services for smallholders, with a key focus on expanding access to financial services, using a rapid iteration approach to product development and client-centric design techniques. Our project goal is for smallholder farmers to gain full access to impactful, demand-driven, technology-enabled financial products, tools, channels and knowledge that significantly increase farm productivity and family income, delivered by vibrant ecosystems of diverse service providers. Program operations are taking place in six countries anchored around a central "Hub" office in Kenya, expanding to serve Tanzania, Zambia, Nigeria, Ethiopia, and India with potential to expand to other Mercy Corps countries, globally.

The AgriFin program operates in six countries (Kenya, Tanzania, Zambia, Ethiopia, Nigeria and India) utilizing a market ecosystem approach, working with carefully selected partners to build sustainable models, where farm and crop management tools and financial services are "bundled" in affordable, unified platforms on mobile phone channels to promote mass uptake commercially, with the goal of bringing services to one million smallholder farmers.

General Position Summary

The Climate and AgTech Senior Officer will provide support for the technical leadership and implementation for AgriFin's climate change portfolio. In addition, s/he will provide business strategy support to AgTechs identified by the AgriFin program.



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The person will work closely with the Director for Climate Smart Agriculture (DCSA) and with other AgriFin technical leads, research and learning leads and field teams to ensure climate-smart approaches are integrated into the design and implementation of program activities. S/He will work closely with relevant strategic partners to identify, develop, test and scale relevant climate smart innovations into the AgriFin engagement pipeline and support the overall climate strategy, with a focus on climate technology and climate-smart agricultural approaches. In addition, the person will also work with AgriFin technical leads to provide short-term customized technical assistance to AgTechs identified by the program.

This position requires a good technical understanding of the tightly interconnected relationship between digital technology, digital information services, climate change, financing, agriculture science and providing TA to young AgTech companies that are offering these solutions to smallholder farmers.

Essential Job Functions

Support the Digital Climate Smart Agriculture (D-CSA) Thematic Area

- Support in the identification and integration of relevant digital climate-smart solutions into the Mercy Corps AgriFin portfolio in all countries of operation. This includes identifying opportunities, conceptualizing, and strategizing business models for D-CSA engagements.
- In consultation with the DCSA Director, keep the D-CSA strategy updated. This includes maintaining (and developing where required), a clear vision and climate strategies for the programs that can be clearly communicated to internal and external stakeholders and maintain strong strategic links and cross learning with other AgriFin programs and within the wider Mercy Corps, with the support of the AgriFin team.
- Support strong partner identification, conducting of due diligence and related review to structure relevant technical engagements that contribute to AgriFin's learning agenda, relationship management, project plans and development of product roadmaps based on program priorities, including gender transformative approaches.
- Assist in development of partner business and work plans, reviewing research, marketing plans, business processes, operational manuals, product and technology specifications, and financial statements to do so.
- Lead selected climate related program engagements, leveraging the AgriFin matrix team and program consultants, ensuring highest standards of project implementation and building out potential for follow on projects to increase program impact.

Business Strategy Technical Assistance for AgTechs

- Support with the development of business strategy frameworks that can be used to offer quick but customized TA to AgTechs. The envisioned TA areas will range from research, developing business blueprints for the AgTechs, testing and refining business models including development of GTM models, strategies for roll-out and scaling of solutions that reach smallholder farmers etc.
- With other technical leads (and consultants where needed), provide customized TA support to AgTechs.
- Support identification and review, conducting due diligence of prospective AgTechs to the program, and relationship management.
- Lead origination, implementation, and ongoing oversight of contractual relationships with consultants, partners and vendors.



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Monitoring, Evaluation, Learning and Communications

- Work closely with Director for D-CSA, and Director for Monitoring, Evaluation, Research and Learning (MERAL) to ensure that program learning is well documented, communicated and aligned with program MERAL strategy. Support thought leadership linked to program learning goals within the D-CSA agenda and AgTech Innovator context.
- Support in developing and deploying new frameworks for the measurement of climate resilience, adaptation and mitigation within AgriFin's smallholder farmer and digital contexts.
- Play an external role in partnership development, representation, and coordination with relevant groups inside and outside of Mercy Corps. Facilitate workshops and regular internal and external learning events for effective work planning and capturing of lessons learned.

Technical Team Contributions:

- Work with the AgriFin Technical Teams to develop partnerships, and projects in D-CSA.
- Support DCSA Director in developing a meaningful community of practice in digital climate smart agriculture within the AgriFin technical team and strategic partners.
- Build and update a pipeline of DCSA and AgTech projects, present to and get feedback from technical team.
- Support for AgriFin related fundraising efforts and new country development processes.

Administrative and Operational Responsibilities

- Support in contracting and management of contractors and consultants for the program based on Mercy Corps procedures, with support from AgriFin operational team.
- Maintain strong operational relationships with Mercy Corps finance, administration, and logistics teams to ensure clarity and full support of program activities where appropriate.

Accountability to Beneficiaries

- Mercy Corps team members are expected to support all efforts towards accountability, specifically to our beneficiaries and to international standards guiding international relief and development work, while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of our field projects.
- Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.

Accountability

- **Reports Directly To:** Global Director of Climate Smart Agriculture
- **Works Directly with** the AgriFin technical team, the MERAL team, Finance and Operations. Coordinates with HQ Program Teams when appropriate.

Knowledge and Experience

- Master's in business administration preferred.
- Degree in social sciences, business, computer science, finance, marketing, or agriculture.



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- Experience in climate smart technology, development and social sciences, environmental sciences, climate adaptation and resilience programming, climate financing, natural resource management and/or other related areas.
- At least 5 years' experience in a consulting role, providing a range of consultancy support to public and private sector actors including small and growing businesses in the agricultural sector; or a minimum of 5 years' experience in a technical role in an international development program related to digital agriculture and/or climate change with practical experience and demonstrable application of knowledge in digital delivery channels in agriculture, including climate change and resilience.
- Demonstrated expertise and ability to investigate and provide consultative services on a broad range of technical questions including natural resource management, sustainable agriculture, digital agriculture and/or climate change.
- Demonstrable familiarity with multiple country contexts within the AgriFin portfolio (Ethiopia, Kenya, Nigeria and Tanzania).
- Proficient analytical skills that demonstrate an understanding of the current concepts, priorities, and issues in program monitoring, data collection, and evaluation.
- Knowledge of cutting-edge climate research, lean data impact research and the design or implementation and digital data collection and analysis methodologies preferred.
- Highly developed written and oral communications skills as well as strong interpersonal communication and team building skills.
- Advanced computer skills and experience developing data management systems.
- Team player who takes initiative and is a problem-solver.
- Experience with entrepreneurship either directly or indirectly through support and coaching.

SUCCESS FACTORS:

Critical is problem solving, and the ability to work out methods to deliver successful programs while demonstrating excellent stewardship of donor funds and compliance with MC and donor regulations. Maintaining strong cooperating relationships with other departments is crucial. A successful candidate will have the ability to interact effectively with international and national personnel both in a managerial as well as training capacity and demonstrate ability to multi-task, meet deadlines and process information in support of changing program activities. S/he will be able to live and work closely with a diverse team of individuals.

Diversity, Equity & Inclusion

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives.

We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.



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Equal Employment Opportunity

Mercy Corps is an equal opportunity employer that does not tolerate discrimination on any basis. We actively seek out diverse backgrounds, perspectives, and skills so that we can be collectively stronger and have sustained global impact.

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC. We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to Mercy Corps Code of Conduct Policies and values at all times. Team members are required to complete mandatory Code of Conduct elearning courses upon hire and on an annual basis.

SIGNATURES:

Employee

Date

Supervisor
