



[Aquaculture Programme officer] - Role profile

Location	Maiduguri	Department	International
Reports to (Job Title)	Livelihood program coordinator	Salary Band	E
Matrix manager (if applicable)	N/A	<u>Competency level</u>	2

Role definition

Role purpose

To support Christian Aid’s development, implementation, and monitoring of the WFP livelihood project in Borno State. The Aquaculture component of the WFP livelihood project is key to the project, as this is the first time Christian Aid is doing an Aqua-culture project for WFP in North-East Nigeria.

Key outcomes

- Develops and supervises the implementation of the Fisheries improvements in the value chains including production, capture, and post-harvest processes and infrastructure, and ensures delivery of planned capacity development both directly and with project beneficiaries
- Create the conditions favourable to the generation of knowledge and coordinate their sharing, innovations and best practices, and the transfer of skills between the beneficiaries in aquaculture production
- Leads and coordinates the development and implementation of the project Annual Work Plan and Budget for the fisheries project components
- Liaises with relevant partners to increase fisheries beneficiaries’ access to the appropriate services and promote the development of sustainable aquaculture value chains which reduce risks and guarantee economic and social benefits for beneficiaries and actors in the value chain
- Work with LGA-based project teams to model techniques and processes for community engagement under direct implementation.

Role agility

Expected travel per annum No travel

On call/unsocial hours Yes, in event of Christian Aid response to humanitarian emergency.

Surge capacity for emergency responses No



In order to respond to ever-changing demands within the environment, Christian Aid operates within an agile framework (both in the workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project-based working approach the norm. To sustain this system, managers may/will agree on further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

Role context

Under the supervision of the Programme coordinator, livelihood the incumbent shall monitor and coordinate Christian Aid actions related to the development of sustainable, efficient, and well-governed aquaculture practices that increase the production of fish and aquaculture products while minimizing the use of scarce resources and creating an equitable sharing of risks and benefits between all WFP Aquaculture livelihood beneficiaries. The Program Officer Aquaculture must put in place strategies and work programs aimed at maximizing the positive effects of aquaculture on the economic, social, and environmental priorities of Borno State and North-East Nigeria, including food and nutritional security, and which are in line with Borno State 2020-2030 plans and objectives.

Role requirements

Relationships

External Externally build strong relationships with partners, networks, donors, stakeholders, and community beneficiaries.

Internal Internally build strong relationships with other livelihood teams, other program teams, MEAL team, operation team, and finance team.

Decision making

Budgetary/savings responsibility The Aquaculture officer will be responsible for planning and spending all budget costs related to Aquaculture

In collaboration with the Programme Coordinator, the Programme Officer will make a spending plan for all costs related to aquaculture.

Analytical skills

- Ability to persuade/influence others to consider a certain point of view, adopt a new idea or implement new methods and practices.
- Ability to respect the chain of command in an appropriate manner.
- Ability to resolve challenges that occur with minimal direction and/or to recommend and explain solutions or alternatives for approval.

- Ability to mentor others and create feedback loops with supervisors, colleagues, and subordinates to build strong working relationships and improve performance.
- Contribute to maintaining organizational unit's performance goals and standards.
- Ability to proactively interact with clients and build strong trusting relationships based on mutual respect and regular discussions.
- Demonstrate respect for cultural differences, fairness, and ability to relate well with people from varied backgrounds, gender, ethnicity, race, and religion.
- Ability to listen actively, consider people's concerns and apply judgment, tact, and diplomacy.
- Ability to work in a diverse and inclusive interactive environment that benefits from diverse strengths.
- Ability and responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- Ability to encourage, empower, and advocate for people in an unbiased and transparent manner.
- Knowledge of humanitarian operational requirements of programs, projects, services, and systems required to achieve work assignments and meet performance goals.
- Knowledge of the local culture, structures and performance issues, and priorities impacting assigned responsibilities.
- Knowledge of member states' development trends, indicators, challenges, and opportunities as it relates to project/programme assigned to own position.
- Ability to break down problems or processes into key parts to identify and solve gaps in service, quality assurance, compliance, and performance targets.
- Knowledge of and ability to apply techniques to generate creative ideas and new approaches to meeting goals.
- Demonstrate operational computer proficiency using appropriate tools.
- Ability to convey information clearly and concisely in a succinct and organized manner through both writing and verbal means,
- Exhibit interpersonal skills, make presentations, express opinions, and debate ideas with others in a constructive manner.
- Proficiency in information communication technologies (ICT).
- Fluency in oral and written expressions in one English language. Knowledge of an additional local language will be an added advantage.
- Ability to develop, and implement an individual action plan for achieving specific work goals.
- Identify, organize, and monitor tasks throughout to facilitate execution.
- Ability to contribute and/or lead on projects as per accepted project management standards and techniques, to coordinate contributions by others to set and meet deadlines.
- Ability to organize work, set priorities, and work within timelines, giving attention to details, stakeholders, indicators, and risks.
- Ability to identify, collect and assess indicators to monitor performance and to take proactive remedial action as required.



Developing self and others

Number of Direct reports

Nil

Nil

Overall people management responsibility

Nil

Role related checks

Child protection clearance Standard **Counter terrorism screening** Required

Person specification

Applied skills/knowledge and expertise

Essential

- Bachelor’s degree or equivalent in aquaculture, aquatic sciences, fisheries, agriculture, biology, and animal nutrition, or a related discipline or a closely related field from a recognized University.
- Extensive and relevant experience in providing scientific and technical support and advice to research and/or development projects in sustainable aquaculture,
- Demonstrated results-based management skills and ability to effectively support programs, budgets, and human resources in the context of changing priorities,
- Ability to mobilize resources for sustainable aquaculture development.
- Excellent training and facilitation skills with a wide variety of groups having diverse experiences, backgrounds, skills, and education levels.
- Experience working on fishery value chain actors and their service providers such as fingerlings suppliers, feed suppliers, and suppliers of fish feed raw materials.

Desirable

- Involvement in relevant value chain projects, and/or those involving vulnerable people, especially those with asset/cash transfer components and/or interventions.
- Experience in engaging directly with vulnerable people, facilitating women’s activities, and/or facilitating vulnerable people’s participation in meetings, discussions, etc.
- Involvement in projects and/or initiatives that address issues of power, diversity, exclusion, participation, and gender.
- Ability to multi-task, engage in long-term planning, meet deadlines, and handles last-minute demands; exercise patience, and adapt to changing circumstances.

Digital/IT competencies required



Word, Excel, PowerPoint	Intermediate	Web content design & development	Basic
Internet-based collaboration tools and video calling	Basic	Social Media	Basic
Data Visualisation	Basic		
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