



The African Agribusiness Incubators Network is a leading organization committed to supporting early-stage startups and entrepreneurs in their journey to build successful businesses. We provide a comprehensive range of resources, mentorship, and networking opportunities to empower startups and enable them to reach their full potential. AAIN is focused on becoming Africa's center of excellence in agribusiness incubation and acceleration, with a primary goal of job creation, employment enhancement, and wealth creation in the agribusiness sector.

AAIN seeks to recruit suitable candidates for the following positions.

1. Country Business Director (I)

Key Responsibilities

1. Provide strategic leadership and direction for AAIN's activities and initiatives in Uganda.
2. Develop and implement country-specific strategies and programs that align with AAIN's mission and objectives.
3. Foster partnerships and collaborations with government agencies, private sector organizations, and other stakeholders to support agribusiness development in Uganda.
4. Oversee program implementation, budget management, and reporting in Uganda.
5. Lead a team of professionals to ensure program success and impact in Uganda.
6. Represent AAIN in national and international forums, advocating for agribusiness innovation and entrepreneurship.

Qualifications

1. Master's degree in business, Agriculture, or a related field.
2. Proven experience in leadership roles with a track record of success in managing complex programs or organizations.
3. Strong knowledge of the agricultural sector and entrepreneurship ecosystem in Uganda.
4. Excellent strategic thinking, project management, and interpersonal skills.
5. Effective communication and negotiation abilities.
6. Passion for promoting agribusiness development and innovation in Uganda.

Application Deadline: 12 October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their vision for advancing agribusiness incubation in Uganda.
- Contact information for at least three professional references.

Note: Please include "Country Business Director Application" in the subject line of your email.

AAIN is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. We appreciate all applications, but only shortlisted candidates will be contacted for interviews.

2. Internal Auditor (I)

Key Responsibilities

1. Develop and implement an annual internal audit plan, including risk assessment and audit objectives.
2. Conduct financial, operational, and compliance audits to assess the effectiveness of internal controls and compliance with policies and regulations.
3. Identify areas of improvement in financial and operational processes and provide recommendations for enhancements.
4. Prepare audit reports and communicate findings and recommendations to management and the board.
5. Monitor the implementation of audit recommendations and track progress.
6. Ensure compliance with international auditing standards and best practices.
7. Assist in the development and maintenance of AAIN's internal policies and procedures.

Qualifications

Bachelor's degree in accounting, Finance, CPA, ACCA, or a related field (Master's or professional certification preferred).

- Proven experience in internal auditing, including risk assessment, audit planning, and reporting.
- Strong knowledge of auditing standards, financial regulations, and compliance requirements.
- Excellent analytical and problem-solving skills.
- Effective communication and presentation abilities.
- Attention to detail and the ability to work independently.
- Ethical and professional conduct in auditing practices.

Application Deadline: 10th October 2021

How to Apply:

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to internal auditing at AAIN.
- Contact information for at least three professional references.

Note: Please include "Internal Auditor Application" in the subject line of your email.

AAIN is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. We appreciate all applications, but only shortlisted candidates will be contacted for interviews.

3. Youth and Women Engagement Manager (I)

Key Responsibilities

- Develop and execute strategies to engage and empower youth and women in agribusiness entrepreneurship.
- Design and implement training programs, workshops, and mentorship initiatives tailored to the specific needs of youth and women entrepreneurs.
- Cultivate partnerships and collaborations with relevant stakeholders, including government agencies, NGOs, and private sector organizations, to support youth and women-led agribusiness ventures.
- Assess the impact of youth and women engagement programs and continuously refine strategies for greater effectiveness.
- Provide guidance and support to youth and women-led agribusiness startups, facilitating their growth and success.

Qualifications

- Bachelor's degree in a relevant field (master's preferred).
- Proven experience in designing and implementing youth and women engagement programs, preferably in the agriculture sector.
- Strong project management skills and a track record of successful program implementation.
- Excellent interpersonal and communication skills.
- Passion for promoting gender equality, youth empowerment, and sustainable agribusiness development in Africa.
- Familiarity with agribusiness incubation and entrepreneurship ecosystems is a plus.

Application Deadline: (10th October 2021)

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter detailing their relevant experience, qualifications, and a brief statement on their approach to youth and women engagement in agribusiness.
- Contact information for at least three professional references.

Note: Please include "Youth and Women Engagement Manager Application" in the subject line of your email.

AAIN is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. We appreciate all applications, but only shortlisted candidates will be contacted for interviews.

4. Human Resource Manager (I)

Key Responsibilities

- Develop and implement human resource strategies and policies that align with AAIN's organizational goals and values.
- Lead recruitment efforts, including talent sourcing, interviewing, and onboarding of new employees.
- Oversee employee relations, performance management, and professional development programs.
- Administer benefits and compensation programs, ensuring fairness, competitiveness, and compliance.
- Champion diversity, equity, and inclusion initiatives within the organization.
- Maintain HR records, handle employee grievances, and ensure legal compliance.
- Foster a positive work environment that encourages teamwork, employee engagement, and growth.

Qualifications

- Bachelor's degree in human resources, Business Administration, or a related field (Master's preferred).
- Proven experience in HR management, including strategic planning and team leadership.
- Strong knowledge of HR laws, regulations, and best practices.
- Excellent interpersonal and communication skills.
- Ability to handle sensitive and confidential information with discretion.
- Innovative and solution-oriented mindset.
- Professional certification in Human Resources Management is a plus.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

Updated CV/Resume.

- A cover letter outlining their relevant experience, qualifications, and their approach to fostering a positive workplace culture at AAIN.
- Contact information for at least three professional references.

Note: Please include "Human Resource Manager Application" in the subject line of your email.

AAIN is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. We appreciate all applications, but only shortlisted candidates will be contacted for interviews.

5. Finance and Administration Manager (I)

Key Responsibilities

- Develop and manage AAIN's financial strategies, budgets, and forecasts.
- Ensure compliance with financial regulations, accounting standards, and donor requirements.
- Manage financial reporting, including preparation of financial statements and reports.
- Oversee cash flow management, procurement, and financial controls.
- Provide financial analysis and recommendations to support strategic decision-making.
- Administration and Operations:
 - Lead administrative functions, including facilities management, procurement, and logistics.
 - Oversee compliance with legal and regulatory requirements, including taxation and labor laws.
 - Manage contracts, agreements, and vendor relationships.
 - Supervise administrative staff and ensure efficient office operations.
 - Contribute to organizational policies and procedures to enhance efficiency and compliance.

Qualifications

- Bachelor's degree in finance, Accounting, Business Administration, or a related field (Master's preferred).
- Professional accounting qualification (e.g., ACCA, CPA) is highly desirable.
- Proven experience in financial management, including budgeting, financial analysis, and reporting.
- Strong knowledge of financial regulations and compliance requirements.
- Excellent organizational and leadership skills.
- Proficiency in financial software and Microsoft Office applications.
- Experience in an international NGO or non-profit sector is a plus.

Application Deadline: 14th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to financial management and administration at AAIN.
- Contact information for at least three professional references.

Note: Please include "Finance and Administration Manager Application" in the subject line of your email.

AAIN values diversity and is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

6. Incubation and Acceleration Manager (I)

Key Responsibilities

- Develop and implement incubation and acceleration strategies that align with AAIN's mission and goals.
- Lead the selection, onboarding, and mentoring of agribusiness startups within the incubation program.
- Create and manage a network of mentors, experts, and resources to support incubated startups.
- Monitor and evaluate the progress and impact of incubation and acceleration programs.
- Foster partnerships and collaborations with key stakeholders, including government agencies, investors, and industry experts.
- Oversee the development of innovative tools and resources to facilitate startup growth and success.
- Manage program budgets, financial reporting, and donor relations.

Qualifications

- Bachelor's degree in Business, Agriculture, Entrepreneurship, or a related field (Master's preferred).
- Proven experience in managing business incubation or acceleration programs.
- Strong entrepreneurial mindset and a track record of working with startups.
- Excellent project management and leadership skills.
- Effective communication and networking abilities.
- Passion for promoting innovation and entrepreneurship in agriculture.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to incubation and acceleration at AAIN.
- Contact information for at least three professional references.

Note: Please include "Incubation and Acceleration Manager Application" in the subject line of your email.

AAIN is committed to creating a diverse and inclusive workplace. We encourage candidates from all backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

7. Monitoring and Evaluation Manager (I)

Key Responsibilities

- Develop and implement a comprehensive monitoring and evaluation framework for AAIN's projects and activities.
- Design and manage data collection systems, tools, and processes to track program performance and outcomes.
- Lead the evaluation of program effectiveness and impact, including the analysis of qualitative and quantitative data.
- Collaborate with program managers to ensure that monitoring and evaluation findings inform program design and decision-making.
- Prepare and present reports to stakeholders, including donors, on program progress and impact.
- Build the capacity of AAIN staff and partners in monitoring and evaluation methodologies.
- Stay up to date with industry best practices and trends in monitoring and evaluation.

Qualifications

- Bachelor's degree in a relevant field (Master's preferred).
- Proven experience in designing and implementing monitoring and evaluation systems in the context of international development or non-profit organizations.
- Strong analytical skills and expertise in quantitative and qualitative data analysis.
- Proficiency in using data analysis software and tools.
- Excellent project management and communication skills.
- Ability to work collaboratively with diverse teams and stakeholders.
- Commitment to data-driven decision-making and program improvement.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to monitoring and evaluation at AAIN.
- Contact information for at least three professional references.

Note: Please include "Monitoring and Evaluation Manager Application" in the subject line of your email.

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8. Culture and Creative Industry Manager (I)

Key Responsibilities

- Develop and implement strategies to infuse culture and creativity into agribusiness incubation and acceleration programs.
- Identify opportunities for cultural and creative industries to enhance value addition in the agriculture sector.
- Foster partnerships and collaborations with artists, cultural organizations, and creative entrepreneurs.
- Support the integration of cultural and creative elements in the branding and marketing of agribusiness products.
- Organize events, exhibitions, and activities that promote culture and creativity in agribusiness.
- Monitor and evaluate the impact of culture and creative industry initiatives on program outcomes.

Qualifications

- Bachelor's degree in Cultural Studies, Creative Industries Management, or a related field (Master's preferred).
- Proven experience in integrating culture and creativity into business or development programs.
- Strong knowledge of cultural and creative industries, including visual arts, music, design, and culinary arts.
- Excellent project management and event planning skills.
- Effective communication and networking abilities.
- Passion for promoting the cultural and creative aspects of agribusiness.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to integrating culture and creativity into agribusiness at AAIN.
- Contact information for at least three professional references.

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9. Membership and Events Officer (2)

Key Responsibilities

- Membership Management
- Develop and implement strategies to attract and retain members for AAIN.
- Maintain accurate membership records and databases.
- Provide support and engagement opportunities to existing members.
- Develop membership communication materials and outreach campaigns.
- Monitor and report on membership growth and engagement.
- Events Coordination
- Plan and coordinate AAIN's events, including conferences, workshops, and webinars.
- Manage event logistics, including venue booking, registration, and catering.
- Collaborate with partners and stakeholders to organize joint events.
- Ensure timely and effective promotion of events to maximize attendance.
- Evaluate event outcomes and gather feedback for improvement.

Qualifications

- Bachelor's degree in marketing, Communications, Business, or a related field.
- Proven experience in membership management and event coordination.
- Strong organizational and project management skills.
- Effective communication and interpersonal abilities.
- Proficiency in event management software and tools.
- Attention to detail and the ability to work independently.
- Passion for promoting agribusiness innovation and entrepreneurship.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to membership management and event coordination at AAIN.
- Contact information for at least three professional references.

Note: Please include "Membership and Events Officer Application" in the subject line of your email.

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10. Technology and Innovations Officer (2)

Key Responsibilities

- Technology Integration
- Identify and assess emerging technologies relevant to the agriculture sector.
- Develop strategies to integrate technology solutions into AAIN's agribusiness programs.
- Provide technical guidance and support to startups in adopting and leveraging technology for business growth.
- Foster partnerships with tech companies, research institutions, and innovation hubs.
- Innovation Support
- Establish an innovation support system for agribusiness startups, including mentorship and access to resources.
- Organize innovation challenges and competitions to encourage creativity and problem-solving.
- Evaluate the impact of innovation initiatives on program outcomes.
- Stay up-to-date with industry trends and best practices in technology and innovation.

Qualifications

- Bachelor's degree in Technology, Innovation Management, or a related field (Master's preferred).
- Proven experience in technology integration, innovation management, or startup support.
- Strong knowledge of technology trends, including digital agriculture, IoT, AI, and blockchain.
- Excellent project management and communication skills.
- Entrepreneurial mindset and a passion for promoting innovation in agriculture.
- Effective networking and partnership-building abilities.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to driving technology adoption and innovation at AAIN.
- Contact information for at least three professional references.

Note: Please include "Technology and Innovations Officer Application" in the subject line of your email.

AAIN is committed to creating a diverse and inclusive workplace. We encourage candidates from all backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

11. Business Incubation Officer (2)

Key Responsibilities:

- Identify and select promising agribusiness startups for incubation.
- Provide hands-on mentoring and business development support to incubated startups.
- Assist startups in developing business plans, financial models, and market strategies.
- Organize training sessions, workshops, and networking events for incubated startups.
- Monitor the progress and performance of incubated businesses and report on outcomes.
- Foster partnerships with investors, mentors, and other stakeholders to support incubated startups.
- Stay up-to-date with industry trends and best practices in business incubation.

Qualifications

- Bachelor's degree in Business, Agriculture, or a related field (Master's preferred).
- Proven experience in business incubation, entrepreneurship support, or startup mentoring.
- Strong knowledge of agribusiness concepts, business development, and financial analysis.
- Excellent interpersonal and communication skills.
- Project management and organizational abilities.
- Entrepreneurial mindset and a passion for supporting agribusiness startups.
- Effective networking and partnership-building skills.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to supporting agribusiness startups at AAIN.
- Contact information for at least three professional references.

Note: Please include "Business Incubation Officer Application" in the subject line of your email. AAIN values diversity and is an equal opportunity employer. We encourage candidates from all backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

12. Agribusiness Fund Officer (1)

Key Responsibilities

- Identify and assess funding opportunities, grants, and investment sources for agribusiness startups.
- Assist startups in preparing funding applications, business plans, and financial projections.
- Build and maintain relationships with financial institutions, investors, and donor organizations.

- Facilitate access to loans, grants, and investment capital for incubated agribusinesses.
- Provide financial literacy training and guidance to startups on managing funds.
- Monitor the utilization of funds and ensure compliance with funding requirements.
- Evaluate the impact of funding support on the growth and sustainability of startups.

Qualifications

- Bachelor's degree in Finance, Business, or a related field (Master's preferred).
- Proven experience in fundraising, investment facilitation, or financial advisory.
- Strong knowledge of funding sources, investment mechanisms, and grant opportunities in the agriculture sector.
- Excellent financial analysis and business planning skills.
- Effective communication and negotiation abilities.
- Project management and organizational skills.
- Passion for supporting agribusiness startups and promoting entrepreneurship.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to facilitating access to financial resources for agribusiness startups at AAIN.
- Contact information for at least three professional references.

Note: Please include "Agribusiness Fund Officer Application" in the subject line of your email.

AAIN values diversity and is an equal opportunity employer. We encourage candidates from all backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

13. Gender, Safeguarding, and Social Protection Officer (2)

Key Responsibilities

- Gender Mainstreaming: Develop and implement strategies to promote gender equality and women's empowerment within AAIN's programs.
- Conduct gender assessments and analyses to inform program design and implementation.
- Advocate for and support the inclusion of women and underrepresented groups in agribusiness activities.
- Monitor and evaluate the gender impact of AAIN's initiatives and report on outcomes.
- Safeguarding: Develop and implement safeguarding policies and procedures to protect all program participants, especially vulnerable populations.
- Conduct safeguarding training and awareness programs for staff and stakeholders.
- Investigate and respond to safeguarding concerns and incidents, ensuring appropriate action is taken.

- Social Protection: Advocate for and facilitate the inclusion of social protection measures for agribusiness workers and entrepreneurs.
- Collaborate with government agencies and partners to ensure access to social safety nets and insurance for program beneficiaries.
- Evaluate the impact of social protection measures on the well-being of agribusiness stakeholders.

Qualifications:

- Bachelor's degree in Gender Studies, Social Work, or a related field (Master's preferred).
- Proven experience in gender mainstreaming, safeguarding, or social protection in development programs.
- Strong knowledge of gender equality principles, safeguarding practices, and social protection mechanisms.
- Excellent analytical and communication skills.
- Empathy, cultural sensitivity, and a commitment to social justice.
- Effective training and capacity-building abilities.

Application Deadline: 12th October 2021

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to gender mainstreaming, safeguarding, and social protection at AAIN.
- Contact information for at least three professional references.

Note: Please include "Gender, Safeguarding, and Social Protection Officer Application" in the subject line of your email.

AAIN is committed to diversity and inclusion and is an equal opportunity employer. We encourage candidates from all backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.

I 4. Communication and Knowledge Management Officer (2)

Key Responsibilities

- Develop and implement AAIN's communication strategy to effectively reach target audiences.
- Manage AAIN's digital presence, including the website, social media, and email campaigns.
- Create engaging content, including articles, reports, press releases, and multimedia materials.
- Monitor and analyze the impact of communication efforts and adjust strategies accordingly.

- Establish a knowledge management system to capture, organize, and share information and best practices.
- Facilitate the documentation and dissemination of program results, lessons learned, and success stories.
- Collaborate with program teams to gather and compile data and research findings.
- Develop and maintain a knowledge repository for stakeholders.
- Cultivate and maintain relationships with media outlets and journalists.
- Prepare and distribute press releases and media kits as needed.
- Respond to media inquiries and arrange interviews as necessary.
- Monitor media coverage related to AAIN's activities.

Qualifications

- Bachelor's degree in Communications, Journalism, Public Relations, or a related field (Master's preferred).
- Proven experience in communication and knowledge management in the development sector.
- Strong writing and editing skills, with an ability to convey complex information in a clear and concise manner.
- Proficiency in digital communication tools and platforms.
- Creative thinking and storytelling abilities.
- Effective interpersonal and networking skills.

Application Deadline: **12th October 2021**

How to Apply

Interested candidates should submit the following documents to info@africaain.org

- Updated CV/Resume.
- A cover letter outlining their relevant experience, qualifications, and their approach to communication and knowledge management at AAIN.
- Contact information for at least three professional references.

Note: Please include "Communication and Knowledge Management Officer Application" in the subject line of your email.

AAIN is an equal opportunity employer and encourages candidates from diverse backgrounds to apply. While we appreciate all applications, only shortlisted candidates will be contacted for interviews.