



## JOB OPPORTUNITIES

### BACKGROUND INFORMATION

AAIN is an apex body of incubators and associate partners registered as an international business development company operating in 55 African Union Member countries with its headquarters in Ghana. AAIN works through incubators, leveraging partnerships to provide support to its clients and associate partners through four (4) investment areas: i) Technology and Innovations Commercialization, ii) Human and Institutional Capacity Development, iii) Innovative Incubation Fund Management using structured financing models, and iv) Youth Engagement in Agribusiness Trade and Investments in Africa.

The SYMUF-2 project will be implemented by a consortium of three reputable institutions: the Africa Projects Development Centre (APDC), the African Agribusiness Incubation Network (AAIN), and the International Institute of Tropical Agriculture (IITA). Each partner brings complementary expertise, a strong track record, and institutional alignment with the project's objectives to create jobs, empower youths, and strengthen urban food systems. SYMUF-2 is funded by AfDB and is being implemented by 3 institutions in 3 countries; APDC (SYMUF coordinating institution) is responsible for Nigeria, AAIN is responsible for Uganda, and IITA-IYA is responsible for the Democratic Republic of Congo.

**PROJECT GOAL AND OBJECTIVES:** To deepen the impact of SYMUF-1 by creating sustainable jobs and economic opportunities for urban youths, equipping them with the skills, tools, and support needed to establish and grow climate-smart, market-driven agribusinesses and MSMEs in rapidly growing African cities.

Specific Objectives are to; 1) **Empower unemployed urban youth (aged 18–35)** with technical, entrepreneurial, and digital skills to establish viable agribusinesses and creative enterprises, focusing on women and vulnerable groups; 2) **Facilitate business incubation, mentorship, and market linkages** through established hubs, supporting the creation and scaling of youth-led MSMEs that are climate-resilient, financially inclusive, and commercially viable; 3) **Strengthen the agripreneurship incubation ecosystem** by enhancing institutional capacities, promoting knowledge exchange, and integrating innovative digital and climate-smart technologies to ensure long-term sustainability and replication across urban Africa.

**Target Beneficiaries:** In Uganda, the SYMUF-2 project will directly benefit a total of 160 urban youth (50% women) aged **18–35 years**, with a focus on inclusivity, gender equity, and youth-led entrepreneurship. These youth will receive training, incubation, mentorship, and access to climate-smart technologies to start or grow agribusinesses. There will be a special focus on value chain exploration and value addition.

AAIN, in partnership with APDC and IITA-IYA, is implementing a business incubation project titled ‘Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)’. Among Others, SYMUF-2 seeks to achieve the following;

- (1) Empower city-based graduate youth and early start-up MSMEs to establish bankable enterprises through business incubation and access to financial products and services;
- (2) Empower African youth with agribusiness technical skills, knowledge (including on climate-smart agriculture practices), technologies, and market networks; and
- (3) Provide professional mentorship and coaching to youth through role models and mentors to address the uncertainties and risks inherent in all new enterprises.

AAIN, an equal opportunities employer seeks to recruit competent and qualified persons to fill the positions below:

### **1. Position Title: PROJECT COORDINATOR**

**Project:** SYMUF-2

**Reports to:** The Chief Executive Officer

**Duty Station:** Mbarara City

**Contract Type:** One-year Renewable

#### **Job Purpose**

The main purpose of the job is project technical management and coordination while delivering the AAIN incubation and acceleration agenda in Uganda. This includes Job creation, wealth generation, business sustainability, and enterprise development within agriculture and agribusiness depend on a strong business development portfolio, one that can create reliable market outlets, identify emerging opportunities, foster innovation for new entrants in the value chain, and strengthen connections among actors at all levels.

The Project Coordinator will play a central role in delivering technical coordination for business incubation within the SYMUF-2 project. This position will ensure effective

linkage and integration of all project components to drive impact, accelerate enterprise growth, and achieve project goals.

## **Duties and Responsibilities**

### **1. Technical Planning, Coordination, and Implementation**

- I. Lead the technical planning and coordination of all project activities.
- II. Develop project technical delivery materials, guidelines, and tools to support effective implementation.
- III. Facilitate the formulation and rollout of the project's technical implementation strategy.
- IV. Coordinate with technical specialists to ensure high-quality technical development and project support.
- V. Work closely with the Project Management Team to identify, assess, and manage project risks.

### **2. Monitoring, Reporting, and Quality Assurance**

- I. Lead the preparation of project technical reports and ensure accurate performance monitoring.
- II. Oversee quality assurance processes to maintain high standards in project delivery.
- III. Monitor project documentation, deliverables, and data, ensuring consistency and compliance with organizational policies and standards.

### **3. Project Administration, Work Planning, and Financial Support**

- I. Support the development and execution of project work plans, budgets, and accounting processes.
- II. Provide supervision, coordination, and guidance to project staff to ensure efficient implementation.

### **4. Partnerships, Stakeholder Engagement, and Membership Support**

- I. Manage and strengthen partnerships and relationships with project stakeholders and collaborators.
- II. Support the recruitment, growth, and management of AAIN membership.
- III. Assist AAIN and its affiliate members (e.g. EHCAI) in the development of business sustainability strategies.
- IV. Promote and support gender-responsive and inclusive business development initiatives.

### **5. Communication, Knowledge Management, and Resource Mobilization**

- I. Oversee project communications, documentation, and knowledge management processes.
- II. Facilitate resource mobilization efforts to support project upscaling and leverage opportunities.

## **6 . Business Development and Market Linkages**

- I. Identify and analyse sustainable market opportunities for target enterprises.
  - II. Support the development of market-entry strategies for startups and agribusinesses.
  - III. Strengthen partnerships with private sector actors, off-takers, financial institutions, and ecosystem enablers.
  - IV. Identify and analyse sustainable market opportunities for target enterprises.
  - V. Support the development of market-entry strategies for startups and agribusinesses.
  - VI. Strengthen partnerships with private sector actors, off-takers, financial institutions, and ecosystem enablers.
- o Perform other Program and project duties assigned.

## **Job Requirements**

### **Minimum Qualifications**

- Bachelor's degree in Agribusiness, Agriculture, Business Administration, Economics, Development Studies, Entrepreneurship, Project Management, or related fields.
- A master's degree in a relevant field is an added advantage.
- Certification or training in Project Management, Business Incubation, Entrepreneurship Development, or M&E is desirable.

### **Work Experience**

- Minimum 5–7 years of progressive experience in project coordination or management within:
  - o Agribusiness development
  - o Youth enterprise development
  - o Business incubation or acceleration
  - o Climate-smart agriculture or innovation ecosystems
- Experience working on donor-funded projects (AfDB, USAID, EU, IFAD, World Bank, etc.).
- Demonstrated experience in managing multi-stakeholder partnerships and coordinating consortium-based projects.

- Strong experience supporting startups, MSMEs, youth enterprises, and value chain actors.
- Experience in mainstreaming and inclusive development approaches.

### **Key skills and Competencies**

- Strong project planning, coordination, and execution skills.
- Excellent understanding of agribusiness, value chains, climate-smart practices, and market systems.
- Proficiency in results-based management and quality assurance.
- Ability to identify market opportunities, support commercialization, and guide MSME development.
- Strong capacity in business advisory services, market linkages, and enterprise coaching.
- Strong relationship-building and partnership management skills.
- Experience working with the private sector, financial institutions, government, and development partners.
- Excellent written and verbal communication skills.
- Proven ability to develop reports, knowledge products, and communication materials.
- Proficiency in digital collaboration tools and data management systems.
- Strong leadership, team coordination, and supervisory skills.
- High level of integrity, professionalism, and ethical conduct.
- Ability to work under pressure, meet deadlines, and manage multiple priorities.

## **2. Title: Project Accountant**

**Project:** SYMUF-2

**Reports to:** Project Coordinator / Finance & Administration Manager

**Duty Station:** Mbarara City

**Contract Type:** One-year Renewable

### **Job Purpose**

The Project Accountant/Manager will provide financial leadership, oversight, and operational management for the SYMUF-2 project. The role ensures sound financial planning, accountability, compliance, and efficient resource utilisation across all project activities. The incumbent will manage daily financial operations, support project implementation teams, and ensure transparent, timely reporting to both internal management and external stakeholders. The position is critical in maintaining financial integrity, enhancing operational efficiency, and supporting the achievement of project outcomes.

## **Responsibilities and Duties**

### **A. Financial Planning, Budgeting, and Analysis**

- I. Lead the development and revision of project budgets in collaboration with project leadership.
- II. Prepare annual, quarterly, and monthly financial forecasts aligned with work plans.
- III. Monitor budget performance and provide variance analyses with clear recommendations.
- IV. Ensure cost-effectiveness and alignment with donor and organizational regulations.

### **B. Financial Management and Accounting**

- I. Manage all project financial transactions, ensuring accuracy, completeness, and compliance.
- II. Maintain up-to-date financial records and ledgers following organizational accounting standards.
- III. Ensure timely processing of payments, advances, reconciliations, and liquidations.
- IV. Oversee financial controls, including cash management, asset management, and expenditure approvals.
- V. Coordinate internal and external audits and ensure timely implementation of audit recommendations.

### **C. Compliance and Reporting**

- I. Ensure strict adherence to donor regulations, financial policies, and statutory requirements.
- II. Prepare high-quality financial reports for management, auditors, and funding partners.
- III. Ensure financial documentation, supporting records, and project data are well-organised and audit-ready.
- IV. Monitor compliance risks and propose mitigation measures.

### **D. Grant, Procurement, and Contract Management**

- I. Monitor partner budgets, expenditures, and reporting obligations.
- II. Oversee procurement processes to ensure compliance with procurement policies and value for money.
- III. Review and validate financial aspects of partner contracts, supplier agreements, and service contracts.

### **E. Operational and Administrative Support**

- I. Support the coordination of project logistics, administrative operations, and resource allocation.
- II. Ensure efficient use of project assets and resources in line with organizational standards.
- III. Coordinate with programme and technical teams to align operations with financial planning.
- IV. Manage project financial risks and provide regular updates to project leadership.

#### **F. Capacity Building and Stakeholder Support**

- I. Build financial management capacity for project staff.
- II. Provide coaching on compliance, budgeting, financial reporting, and internal controls.
- III. Liaise with organizational finance, procurement, and admin units to ensure smooth project operations.

#### **Minimum Job requirements**

##### **Academic Qualifications**

- Bachelor's degree in accounting, Finance, Business Administration, or related field (Master's preferred).
- Certified Public Accountant (CPA), ACCA, or equivalent professional qualification required.

##### **Work Experience**

- Minimum of 5 years' experience in financial management of donor-funded projects (e.g., EU, USAID, AfDB, IFAD).
- Strong understanding of project accounting, financial reporting standards, and audit requirements.
- Experience in donor compliance and managing multi-country or multi-partner projects.
- Proficiency in accounting software (e.g., QuickBooks, Sage, SunSystems) and MS Excel.

##### **Key skills and Competencies**

- Strong analytical and financial modelling skills.
- Ability to interpret and apply donor policies and financial regulations.
- Keen attention to detail and commitment to accuracy.
- Excellent communication and report-writing skills.
- Strong organisational, planning, and problem-solving abilities.
- High integrity, professionalism, and ethical conduct.
- Ability to work under pressure, meet deadlines, and manage multiple priorities.

- Strong teamwork, collaboration, and interpersonal

### **3. Position Title: Procurement Specialist**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

### **Job Purpose**

The Procurement Specialist will manage and coordinate all procurement activities for the SYMUF-2 project in Uganda, ensuring timely, cost-effective, and compliant acquisition of goods, services, and works. The Specialist will maintain transparent and efficient procurement processes in line with AAIN policies, project guidelines, and donor regulations (AfDB), supporting the implementation of project activities and the delivery of value to youth-led MSMEs. The role combines technical procurement expertise, compliance monitoring, and vendor relationship management to ensure operational efficiency and accountability.

### **Duties and Responsibilities**

#### **A. Procurement Planning and Execution**

- I. Develop and implement the project procurement plan in coordination with the Project Coordinator and finance team.
- II. Identify procurement needs for goods, services, and works required for project implementation.
- III. Conduct market research and cost analysis to ensure competitive and value-for-money procurement.
- IV. Prepare and manage tender documents, requests for quotations (RFQs), and bids.

#### **B. Vendor and Contract Management**

- I. Identify, evaluate, and maintain a database of reliable suppliers, contractors, and service providers.
- II. Manage the procurement process, including bidding, evaluation, contract award, and monitoring.
- III. Ensure contracts are executed in line with terms and conditions and monitor vendor performance.

#### **C. Compliance and Reporting**

- I. Ensure all procurement activities comply with AAIN policies, AfDB guidelines, and relevant national laws.

- II. Maintain accurate procurement records, files, and documentation for audit and reporting purposes.
- III. Provide regular procurement reports to the Project Coordinator and finance team.
- IV. Support internal and external audits by providing timely procurement documentation.

#### **D. Collaboration and Capacity Support**

- I. Work closely with project staff to forecast procurement needs and plan timely delivery of goods and services.
  - II. Provide technical guidance on procurement processes to project staff and partners.
  - III. Liaise with other stakeholders to ensure procurement processes align with project objectives.
- Perform additional tasks assigned by the Project Coordinator to support SYMUF-2 project implementation.

#### **Minimum Job requirements**

##### **Academic Qualifications**

- Bachelor's degree in Procurement and Supply Chain Management, Business Administration, Logistics, or related field.
- Professional certification in procurement or supply chain management (CIPS or equivalent) is desirable.

##### **Work Experience**

- Minimum of 3–5 years of experience in procurement and supply chain management, preferably in donor-funded projects or NGOs.
- Experience in tender management, vendor evaluation, and contract administration.
- Knowledge of financial and procurement compliance regulations of multilateral institutions such as AfDB is an advantage.
- Experience in project-based procurement planning and reporting.

##### **Key skills and Competencies**

- Strong understanding of procurement procedures, supply chain management, and contract administration.
- Knowledge of market research, cost analysis, and competitive bidding processes.
- Ability to maintain accurate records and generate timely reports
- Excellent planning, organizational, and problem-solving skills.

- Capacity to forecast project procurement needs and ensure timely delivery of goods and services.
- Strong written and verbal communication for reporting, vendor negotiation, and stakeholder engagement.
- Ability to work collaboratively with project staff, vendors, and partners.
- High level of integrity, accountability, and compliance awareness.
- Commitment to youth empowerment, gender equity, and inclusive development.

#### **4. Position Title: Internal Auditor**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

#### **Job Purpose**

The Internal Auditor will ensure financial integrity, accountability, and transparency in all project operations under SYMUF-2. The Auditor will conduct independent audits, evaluate internal controls, review compliance with organizational and donor regulations (AfDB), and provide recommendations to strengthen financial and operational efficiency. This role contributes to the overall governance and risk management framework, supporting the delivery of high-quality services and effective use of resources for youth-led agribusiness initiatives.

#### **Duties and Responsibilities**

##### **A. Financial and Operational Auditing**

- I. Conduct regular internal audits of project finances, procurement, and operational activities.
- II. Review and assess the adequacy and effectiveness of internal controls, policies, and procedures.
- III. Identify risks, irregularities, and inefficiencies in project operations and recommend corrective actions.

##### **B. Compliance and Regulatory Oversight**

- I. Ensure project activities comply with AAIN policies, donor regulations (AfDB), and Ugandan laws.
- II. Evaluate adherence to budgetary allocations, accounting standards, and procurement guidelines.
- III. Support preparation for external audits by providing accurate documentation and audit trails.

##### **C. Reporting and Recommendations**

- I. Prepare audit reports with findings, risk assessments, and actionable recommendations for the Project Coordinator and management team.
- II. Follow up on implementation of audit recommendations to improve project accountability.

#### **D. Advisory and Capacity Building**

- I. Guide project staff on financial management, internal controls, and compliance best practices.
  - II. Support capacity-building initiatives for project teams on risk management and operational accountability.
- Perform additional tasks assigned by the Project Coordinator to support the SYMUF-2 project's objectives.

### **Minimum Job Requirements**

#### **Academic Qualifications**

- Bachelor's degree in accounting, Finance, Auditing, or related field.
- Professional certification (CPA, ACCA, CIA, or equivalent) is highly desirable.

#### **Work Experience**

- Minimum 3–5 years of experience in internal auditing, finance, or risk management, preferably in donor-funded projects or NGOs.
- Experience in auditing financial statements, internal controls, and procurement processes.
- Knowledge of AfDB or other international donor financial regulations is an advantage.
- Proven track record of preparing audit reports and providing actionable recommendations.

#### **Key skills and Competencies**

- Strong understanding of accounting, auditing standards, and internal control frameworks.
- Ability to conduct risk assessments and compliance evaluations.
- Proficiency in financial software, spreadsheets, and audit tools.
- Excellent analytical, investigative, and attention-to-detail skills.
- Ability to identify and mitigate financial and operational r
- Strong written and verbal communication skills for reporting and advisory purposes.

- Ability to work collaboratively with project staff, management, and external auditors.
- High level of integrity, discretion, and accountability.
- Commitment to youth empowerment, gender equity

## **5. Position Title: Nutripreneurs Manager**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

### **Job Purpose**

The Nutripreneurs Manager will lead the planning, coordination, and implementation of youth-focused nutrition-based agribusiness initiatives under SYMUF-2. The role will oversee training, incubation, and mentorship for urban youth in nutritionally driven value chains, ensuring alignment with project goals of sustainable job creation, business development, and market access. The Manager will coordinate with partners, mentors, and other project teams to strengthen youth-led MSMEs that are climate-smart, financially viable, and nutritionally impactful.

### **Responsibilities and Duties**

#### **A. Strategic Leadership**

- Lead the design, implementation, and monitoring of nutripreneurship programs targeting urban youth.
- Provide guidance and supervision to trainers, mentors, and project staff involved in nutrition-focused agribusiness activities.
- Ensure the integration of nutrition, value addition, and climate-smart agriculture practices in all project interventions.

#### **B. Program Management**

- Plan and execute training, mentorship, and incubation activities for youth-led nutripreneurial enterprises.
- Facilitate youth access to technologies, financial services, and market linkages to establish or grow sustainable businesses.
- Support innovation in product development, packaging, and marketing for nutrition-oriented products.

#### **C. Monitoring, Evaluation, and Reporting**

- Monitor progress of nutripreneurship initiatives and ensure alignment with project objectives and donor requirements.
- Produce periodic reports, success stories, and lessons learned for the Project Coordinator and AAIN management.

- iii. Recommend improvements in program delivery based on evaluation and feedback from beneficiaries.

#### **D. Stakeholder Engagement**

- i. Build partnerships with government agencies, private sector actors, nutritionists, and civil society organizations to enhance project reach and sustainability.
- ii. Represent SYMUF-2 in forums, workshops, and networking events related to nutrition, youth entrepreneurship, and agribusiness development.

#### **E. Financial and Administrative Oversight**

- i. Manage project resources efficiently, ensuring compliance with donor, organizational, and financial regulations.
- ii. Supervise procurement, budgeting, and documentation related to nutriprenurship activities.

#### **Minimum Job Requirements**

##### **a) Academic Qualifications**

- Bachelor's degree in nutrition, Food Science, Agriculture, Business Administration, or related field.
- A master's degree in a relevant field is an added advantage.

##### **b) Work Experience**

- Minimum 5 years of experience in project management, youth entrepreneurship programs, agribusiness, or nutrition-focused ventures.
- Demonstrated experience in leading teams, managing multi-stakeholder projects, and overseeing business incubation programs.
- Knowledge of value addition, nutrition-sensitive agribusiness, and urban MSME development is highly desirable.

##### **c) Key skills and Competencies**

- Strong leadership, organizational, and team management skills.
- Ability to manage multi-disciplinary teams and coordinate complex programs effectively.
- Deep knowledge of nutrition, agribusiness, value addition, and market-driven enterprise development.
- Familiarity with climate-smart agriculture, digital tools for business management, and project monitoring.
- Ability to analyze program performance, assess challenges, and propose strategic solutions.
- Excellent oral and written communication, stakeholder engagement, and mentoring abilities.
- Capacity to work collaboratively with government, private sector, and youth groups.
- High level of accountability, ethics, and professionalism in program management.
- Ability to ensure compliance with donor and organizational regulations.

This position is crucial to ensure that SYMUF-2 empowers urban youth to create sustainable, nutrition-focused MSMEs that are financially viable, socially inclusive, and environmentally sustainable.

## **6. Position Title: Agribusiness Trainer – Value Addition**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

### **Job Purpose**

The **Agribusiness Trainer – Value Addition** will provide technical and business advisory support to urban youth and early-stage agribusinesses on processing, preservation, and value addition of agricultural products. The Trainer will equip youth with **practical skills, knowledge, and tools** to transform raw agricultural produce into market-ready, high-value products, thereby enhancing enterprise profitability, competitiveness, and sustainability. The role combines technical expertise in food processing and agribusiness development with mentorship and market linkage support to ensure youth-led MSMEs thrive in competitive markets.

### **Responsibilities and Duties**

#### **A. Training and Capacity Building**

- i. Design and deliver practical training programs on value addition, processing, packaging, and storage of agricultural products.
- ii. Integrate climate-smart, safe, and sustainable processing practices into training.
- iii. Develop training manuals, guidelines, and digital learning resources tailored for youth agripreneurs.
- iv. Conduct hands-on workshops and demonstrations to ensure practical skills acquisition.

#### **B. Business Development Support**

- i. Guide youth in developing business plans, operational strategies, and financial models for value-added enterprises.
- ii. Support market-oriented product development, pricing, branding, and commercialization strategies.
- iii. Facilitate access to markets, buyers, and financial institutions for value-added products.
- iv. Mentor youth on enterprise sustainability, profitability, and risk management.

#### **C. Monitoring, Reporting, and Quality Assurance**

- i. Track trainee progress and evaluate the impact of training interventions.
- ii. Prepare training and progress reports for the Project Coordinator.
- iii. Ensure training and outputs meet project quality standards and donor requirements.

- iv. Document success stories, lessons learned, and best practices for replication.

#### **D. Stakeholder Engagement**

- i. Collaborate with technical experts, private sector partners, and market actors to support youth enterprises.
- ii. Facilitate linkages between youth-led MSMEs and market or investment opportunities.
- iii. Work closely with mentors, incubation teams, and project staff to integrate technical and business support.

#### **E. Innovation and Knowledge Sharing**

- i. Promote innovative processing and value addition techniques for agricultural products.
- ii. Contribute to knowledge products, case studies, and best practice guides for value-added enterprises.
- iii. Stay updated on industry trends, food safety standards, and market demands.

#### **F. Other Duties**

Perform additional tasks assigned by the Project Coordinator to support SYMUF-2 project objectives.

#### **Minimum job requirements**

##### **a) Academic Qualifications**

- Bachelor's degree in food science, Food Technology, Agriculture, Agribusiness, or related field.
- Professional certifications in food processing, value addition, or entrepreneurship are an advantage.

##### **b) Work Experience**

- Minimum of 3–5 years of experience in value addition, food processing, or agribusiness advisory.
- Experience in youth-focused training, incubation, or mentorship programs.
- Knowledge of market-oriented product development, post-harvest handling, and commercialization strategies.
- Experience in climate-smart, sustainable processing practices is desirable.
- Exposure to donor-funded projects or incubation programs is an advantage.

##### **c) Key Competencies**

- Expertise in agricultural value addition, food processing, preservation, packaging, and storage.
- Ability to integrate climate-smart, sustainable, and safe processing practices.
- Skilled in designing practical, hands-on training programs and digital learning materials.
- Ability to coach young people in business planning, profitability, and market strategies.
- Knowledge of market analysis, branding, and enterprise sustainability.
- Capacity to link trainees with markets, buyers, and financing opportunities.

- Excellent verbal and written communication for training, reporting, and mentorship.
- Strong facilitation, coaching, and mentoring abilities.
- Ability to work collaboratively with youth, incubation teams, mentors, and partners.
- Strong planning, organization, and project management skills.
- Problem-solving, adaptability, and professionalism.
- Commitment to youth empowerment, gender equity, and inclusive development.

## **7. Position Title: Agribusiness Trainer – Aquaculture**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

### **Job Purpose**

The Agribusiness Trainer – Aquaculture will provide technical training, mentorship, and advisory support to youth participants and early-stage agribusiness startups under the SYMUF-2 project. The role is central to building the technical capacity of youth in aquaculture production, value addition, and sustainable business practices, ensuring that trainees develop bankable, climate-smart, and market-ready agribusinesses.

The Trainer will work closely with the Project Coordinator, project partners, mentors, and private sector actors to deliver high-quality training, develop tailored curricula, and facilitate market linkages and business incubation support.

## **3. Duties and Responsibilities**

### **A. Training and Technical Capacity Building**

- i. Design and deliver training modules on aquaculture production, including fish farming techniques, pond management, feed formulation, breeding, and disease control.
- ii. Integrate climate-smart practices, sustainable production techniques, and digital tools in training delivery.
- iii. Conduct practical, hands-on sessions for youth, startups, and MSMEs.
- iv. Develop training materials, manuals, guides, and digital content tailored to youth agripreneurs.

### **B. Business Development and Enterprise Support**

- i. Guide youth in developing business plans, financial projections, and operational strategies for aquaculture enterprises.
- ii. Support startups and MSMEs in accessing market opportunities, off-takers, and value chains.
- iii. Advise on cost-effective production, profitability, and enterprise scaling strategies.
- iv. Provide mentorship to youth and early-stage agribusinesses on business sustainability and risk management.

### **C. Monitoring, Reporting, and Quality Assurance**

- i. Track trainee progress, evaluate learning outcomes, and provide regular reports to the Project Coordinator.
- ii. Ensure training programs align with project goals, donor requirements, and industry best practices.
- iii. Document success stories, lessons learned, and innovations for knowledge sharing.

### **D. Stakeholder Engagement and Partnerships**

- i. Liaise with local aquaculture experts, input suppliers, financial institutions, and market actors to strengthen project support systems.
- ii. Collaborate with project mentors and incubation teams to integrate technical and business advisory support.
- iii. Support linkages between youth enterprises and private sector partners to facilitate market access and investment opportunities.

### **E. Innovation and Knowledge Sharing**

- i. Promote innovative aquaculture production techniques and climate-smart technologies.
- ii. Contribute to knowledge products, case studies, and dissemination of best practices across project sites.
- iii. Stay updated on emerging trends, tools, and technologies in aquaculture and agribusiness.

### **F. Other Duties**

Perform any other related duties assigned by the Project Coordinator to support the successful implementation of SYMUF-2.

### **Minimum Job requirements**

#### **a) Academic Qualifications**

- Diploma in Aquaculture, Fisheries Science, Agriculture, Agribusiness, Animal Science, or related field.
- A bachelor's degree in a relevant field is an added advantage.
- Professional training or certification in business incubation, entrepreneurship development, or climate-smart aquaculture practices is desirable.

#### **b) Work Experience**

- Minimum of 3–5 years' experience in aquaculture production, training, or agribusiness advisory services.
- Experience in designing and delivering technical and business training programs for youth, startups, or MSMEs.
- Demonstrated experience in value chain development, market linkages, and enterprise support within the aquaculture sector.
- Knowledge and practical experience in climate-smart agriculture, sustainable aquaculture, and digital tools for farm management.
- Experience working with youth-led agribusiness initiatives, incubators, or donor-funded projects is an added advantage.

- Strong understanding of financial literacy for agribusinesses, business plan development, and market-oriented production strategies.
- Familiarity with local and regional aquaculture policies, regulations, and best practices.

#### **c) Key Competencies**

- Strong expertise in aquaculture production techniques, including fishpond management, feed formulation, breeding, and disease control.
- Ability to integrate climate-smart, sustainable, and digital technologies into aquaculture training.
- Skills in designing practical, hands-on training sessions, manuals, and digital learning content.
- Knowledge of value chain analysis, market opportunities, and commercialization strategies for aquaculture products.
- Ability to guide youth and startups in developing bankable business plans, operational strategies, and financial projections.
- Experience in coaching youth-led enterprises on profitability, enterprise scaling, and risk management.
- Ability to connect trainees to markets, private sector actors, and financial service providers.
- Excellent verbal and written communication skills for training, reporting, and knowledge sharing.
- Strong facilitation, coaching, and mentorship skills.
- Ability to work collaboratively with youth, project staff, mentors, and partners.
- Ability to plan, organize, and manage training programs efficiently.
- Strong problem-solving skills and the ability to adapt to dynamic project needs.
- High level of professionalism, integrity, and commitment to youth empowerment and inclusive development.

#### **8. Position Title: Fashionistas Training - Manager**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

#### **Job Purpose**

The Fashionistas Training Manager will lead the planning, coordination, and delivery of fashion and creative enterprise training programs under the SYMUF-2 project. The Manager will oversee the development of curricula, mentorship programs, and business incubation support for urban youth pursuing careers in fashion, design, and creative enterprises. This role ensures that youth are equipped with technical, entrepreneurial, and market-ready skills, while fostering innovation, creativity, and commercially viable business models.

## **Responsibilities and Duties**

### **A. Program Management and Training**

- i. Plan, implement, and supervise fashion and creative skills training programs for urban youth.
- ii. Develop and update training curricula incorporating entrepreneurship, digital skills, and market-driven approaches.
- iii. Ensure delivery of training meets project objectives, quality standards, and timelines.

### **B. Mentorship and Business Incubation**

- i. Provide mentorship and coaching to youth entrepreneurs, guiding them through business development and market strategies.
- ii. Support youth in creating, scaling, and managing creative enterprises, including access to financial products and incubation services.
- iii. Facilitate exposure to industry networks, partnerships, and market opportunities.

### **C. Monitoring, Evaluation, and Reporting**

- i. Track progress of youth participants, ensuring training outcomes and enterprise performance are monitored.
- ii. Prepare and submit periodic reports on program implementation, challenges, and impact.
- iii. Recommend improvements to enhance program effectiveness and sustainability.

### **D. Stakeholder Engagement**

- i. Collaborate with industry experts, role models, mentors, and partner institutions to enrich program delivery.
- ii. Foster relationships with local creative enterprises, fashion hubs, and industry stakeholders for youth engagement.

### **E. Administrative Support**

- i. Contribute to project planning, budgeting, and procurement processes related to the fashion training component.
- ii. Ensure compliance with AAIN policies, donor regulations (AfDB), and project guidelines.

## **Minimum Job requirements**

### **a) Academic Qualifications**

- Bachelor's degree in Fashion Design, Fashion Management, Business Administration, or a related field.
- Professional training or certification in creative enterprise development, entrepreneurship, or business incubation is desirable.

**b) Work Experience**

- Minimum 3–5 years of experience in fashion, creative industries, or youth enterprise development.
- Experience in training, mentorship, and business incubation is highly desirable.
- Familiarity with market-driven approaches, value addition, and business scaling for youth-led MSMEs.

**c) Key Skills and Competencies**

- Strong understanding of fashion design, creative enterprise development, and entrepreneurship.
- Knowledge of value addition, business management, and digital tools for creative industries.
- Ability to develop and deliver training programs tailored to youth needs and market trends.
- Ability to assess youth enterprise potential and provide actionable guidance.
- Strong decision-making and problem-solving skills in a dynamic environment.
- Excellent verbal and written communication skills for training, mentoring, and reporting.
- Ability to collaborate effectively with youth, project staff, and external stakeholders.
- Demonstrated ability to lead, inspire, and manage teams.
- High level of integrity, commitment, and accountability in program delivery.

**9. Position Title: Agribusiness Trainer – Horticulture**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

**Job Purpose**

The **Agribusiness Trainer – Horticulture** will provide technical and business training, mentorship, and advisory support to urban youth and early-stage agribusinesses under the SYMUF-2 project. The role focuses on equipping youth with practical skills in horticulture production, climate-smart practices, value addition, and enterprise management, while supporting the development of commercially viable, sustainable, and market-driven horticulture enterprises. The Trainer will work closely with the Project Coordinator, incubation teams, and private sector partners to ensure effective

knowledge transfer, business development guidance, and access to market and financial opportunities for youth-led agribusinesses.

## **Responsibilities and Duties**

### **A. Training and Capacity Building**

- i. Design and deliver horticulture production training, covering vegetables, fruits, herbs, and other high-value crops.
- ii. Integrate climate-smart and sustainable practices, including soil fertility management, water-efficient irrigation, pest and disease control, and organic farming techniques.
- iii. Conduct hands-on practical sessions for youth, startups, and MSMEs.
- iv. Develop training materials, manuals, guides, and digital content tailored to youth agripreneurs.

### **B. Business Development Support**

- i. Guide youth in developing business plans, financial projections, and operational strategies for horticulture enterprises.
- ii. Provide advice on value addition, post-harvest management, and profitability strategies.
- iii. Support youth in accessing markets, off-takers, and financial institutions.
- iv. Provide mentorship on enterprise risk management, scalability, and sustainability.

### **C. Monitoring, Reporting, and Quality Assurance**

- i. Track trainee progress and evaluate learning outcomes.
- ii. Prepare training reports and documentation for submission to the Project Coordinator.
- iii. Ensure training content, delivery, and materials meet project standards and donor requirements.
- iv. Document success stories, lessons learned, and innovative approaches for knowledge sharing.

### **D. Stakeholder Engagement**

- i. Collaborate with horticulture experts, input suppliers, market actors, and private sector partners.
- ii. Work with project mentors and incubation teams to integrate technical and business advisory support.
- iii. Facilitate linkages between youth enterprises and private sector actors to strengthen market access and investment opportunities.

### **E. Innovation and Knowledge Sharing**

- i. Promote innovative horticulture production techniques and climate-smart technologies.
- ii. Contribute to knowledge products, case studies, and best practice guides.
- iii. Stay updated on trends, technologies, and policies in horticulture and agribusiness.

### **F. Other Duties**

Perform any other duties assigned by the Project Coordinator to support the successful implementation of SYMUF-2.

## **Minimum Job requirements**

### **a) Academic Qualifications**

- Diploma in Horticulture, Agronomy, Agriculture, Agribusiness, or related field.
- A bachelor's degree in a relevant field is an added advantage.
- Professional training or certification in youth entrepreneurship, business incubation, or climate-smart horticulture practices is desirable.

### **b) Work Experience**

- Minimum of 3–5 years in horticulture production, training, or agribusiness advisory.
- Experience designing and delivering technical and business training programs for youth, startups, or MSMEs.
- Knowledge of value chain development, market linkages, and enterprise support within horticulture.
- Experience in climate-smart agriculture, sustainable farming practices, and digital tools for farm management.
- Experience working with youth-led agribusiness initiatives, incubators, or donor-funded projects is an added advantage.
- Familiarity with local and regional horticulture policies, regulations, and best practices.

### **c) Key Skills and Competencies**

- Expertise in horticulture production techniques, including crop management, pest control, irrigation, and post-harvest handling.
- Ability to integrate climate-smart, sustainable, and digital farming practices into training.
- Skills in designing hands-on, practical training sessions, manuals, and digital content.
- Knowledge of horticulture value chains, market opportunities, and commercialization strategies.
- Ability to coach youth on business planning, profitability, and scaling strategies.
- Ability to link trainees to markets, off-takers, and financial institutions.
- Knowledge of enterprise risk management, cost efficiency, and operational sustainability
- Excellent **verbal and written communication** skills for training and reporting.
- Strong facilitation, coaching, and mentorship skills.
- Ability to work collaboratively with youth, mentors, project staff, and partners.
- Ability to plan, organize, and manage training programs effectively.
- Problem-solving skills and adaptability to dynamic project needs.
- Professionalism, integrity, and commitment to youth empowerment, gender equity, and inclusive development.

**10. Position Title: Agribusiness Trainer – Mushrooms**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

**Job Purpose**

The Agribusiness Trainer – Mushrooms will provide technical and business training, mentorship, and advisory support to urban youth and early-stage agribusinesses involved in mushroom production. The role focuses on equipping youth with practical skills, knowledge, and tools to establish, manage, and scale sustainable, climate-smart, and market-driven mushroom enterprises. The Trainer will work closely with the Project Coordinator, incubation teams, and private sector partners to ensure effective knowledge transfer, enterprise development guidance, and market access opportunities for youth-led agribusinesses.

**Responsibilities and Duties****A. Training and Capacity Building**

- i. Design and deliver practical training programs in mushroom cultivation, including substrate preparation, spawn management, environmental control, pest and disease management, and post-harvest handling.
- ii. Integrate climate-smart and sustainable practices into training programs.
- iii. Develop training manuals, guides, and digital learning materials for youth agripreneurs.
- iv. Conduct hands-on sessions and farm demonstrations to ensure practical learning.

**B. Business Development Support**

- i. Support youth in developing business plans, operational strategies, and financial projections for mushroom enterprises.
- ii. Guide value addition, packaging, marketing, and commercialization strategies.
- iii. Facilitate linkages with markets, off-takers, and financial institutions.
- iv. Mentor youth on enterprise risk management, profitability, and business sustainability.

**C. Monitoring, Reporting, and Quality Assurance**

- i. Track trainee progress and evaluate the effectiveness of training interventions.
- ii. Prepare training and progress reports for the Project Coordinator.
- iii. Ensure training content, delivery, and outputs meet project quality standards and donor requirements.
- iv. Document lessons learned, success stories, and best practices.

**D. Stakeholder Engagement**

- i. Liaise with technical experts, input suppliers, market actors, and private sector partners to support youth enterprises.

- ii. Collaborate with project mentors and incubation teams to integrate technical and business advisory support.
- iii. Facilitate linkages between youth-led enterprises and markets or investment opportunities.

#### **E. Innovation and Knowledge Sharing**

- i. Promote innovative mushroom production techniques and technologies.
- ii. Contribute to knowledge products, case studies, and best practice guides for the horticulture and mushroom sub-sector.
- iii. Stay updated on industry trends, research, and policy developments.

#### **F. Other Duties**

Perform any additional tasks assigned by the Project Coordinator to support SYMUF-2 project objectives.

#### **Minimum Job requirements**

##### **a) Academic Qualifications**

- Diploma or bachelor's degree in agriculture, Horticulture, Mycology, Agribusiness, or related field.
- Professional certifications in mushroom cultivation, entrepreneurship, or youth agribusiness development are an advantage.

##### **b) Work Experience**

- Minimum of 3–5 years in mushroom production, training, or agribusiness advisory.
- Experience in youth-focused training, mentoring, or incubation programs.
- Knowledge of value chain development, market linkages, and commercialization strategies for mushrooms.
- Experience in climate-smart agriculture, sustainable farming practices, and post-harvest handling.
- Familiarity with donor-funded projects or incubation programs is desirable.

##### **c) Key Skills and Competencies**

- Expertise in mushroom cultivation, substrate management, pest and disease control, and post-harvest handling.
- Ability to integrate climate-smart and sustainable practices into training and advisory services.
- Strong skills in designing practical, hands-on training programs and digital learning materials.
- Ability to coach youth on business planning, profitability, and scaling strategies.
- Knowledge of market analysis, value addition, and enterprise sustainability.
- Capacity to link trainees with markets, off-takers, and financing opportunities.
- Excellent verbal and written communication for training, reporting, and mentorship.
- Strong facilitation, coaching, and mentoring skills.
- Ability to work collaboratively with youth, project teams, mentors, and stakeholders.
- Planning, organizing, and managing training programs effectively.

- Problem-solving, adaptability, and professionalism.
- Commitment to youth empowerment, gender equity, and inclusive development.

### **11. Position Title: Agribusiness Trainer – Poultry**

**Project:** Creating Sustainable Youth MSMEs Through Urban Farming (SYMUF-2)

**Reports to:** Project Coordinator

**Duty Station:** Mbarara City, Uganda

**Contract Type:** One-year Renewable

### **Job Purpose**

The Agribusiness Trainer – Poultry will deliver technical and business training, mentorship, and advisory services to youth participants and early-stage agribusiness startups under the SYMUF-2 project. This role focuses on poultry production, value addition, and sustainable business practices. The Trainer will work closely with the Project Coordinator, incubation staff, mentors, and private sector partners to ensure trainees develop bankable, climate-smart, and commercially viable enterprises.

### **Key Responsibilities and Duties**

#### **A. Training and Capacity Building**

- Design and deliver training modules on poultry production, including housing, breeding, feeding, disease management, and biosecurity.
- Integrate climate-smart practices and sustainable production techniques into training.
- Conduct hands-on, practical training sessions for youth, startups, and MSMEs.
- Develop and maintain training materials, manuals, guides, and digital resources tailored to youth entrepreneurs.

#### **B. Business Development Support**

- Guide youth in developing business plans, financial projections, and operational strategies for poultry enterprises.
- Advise on value addition, cost-effective production, profitability, and enterprise scaling.
- Support youth and startups in accessing markets, off-takers, and financial services.
- Provide mentorship on enterprise risk management, sustainability, and commercial viability.

#### **C. Monitoring, Reporting, and Quality Assurance**

- Track trainee progress and evaluate learning outcomes.
- Prepare training reports and documentation for submission to the Project Coordinator.
- Ensure training content, delivery, and materials meet project standards and donor requirements.

- iv. Document success stories, lessons learned, and innovative approaches for knowledge sharing.

#### **D. Stakeholder Engagement**

- i. Collaborate with local poultry experts, input suppliers, market actors, and private sector partners.
- ii. Work with project mentors and incubation teams to integrate technical and business advisory services.
- iii. Facilitate linkages between youth enterprises and the private sector to support market access and investment opportunities.

#### **E. Innovation and Knowledge Sharing**

- i. Promote innovative and climate-smart poultry production techniques.
- ii. Contribute to the creation of knowledge products, case studies, and best practice guides.
- iii. Stay updated on trends, technologies, and policies in poultry production.

#### **F. Other Duties**

Perform any other duties assigned by the Project Coordinator to support the successful implementation of SYMUF-2.

#### **Minimum Job requirements**

##### **a) Academic Qualifications**

- Diploma in animal science, Poultry Science, Agriculture, Agribusiness, or related field.
- A bachelor's degree in a relevant field is an advantage.
- Professional certification or training in business incubation, youth enterprise development, or climate-smart livestock practices is desirable.

##### **b) Work Experience**

- Minimum of 3–5 years in poultry production, agribusiness advisory, or training.
- Experience designing and delivering technical and business training programs for youth, startups, or MSMEs.
- Knowledge of value chain development, market linkages, and enterprise support within poultry.
- Experience in climate-smart agriculture, sustainable livestock management, and digital farm management tools.
- Experience working with youth-led agribusiness initiatives, incubators, or donor-funded projects is an added advantage.
- Knowledge of local and regional poultry production regulations, standards, and best practices.

##### **c) Key Skills and Competencies**

- Expertise in poultry production techniques, housing, feeding, breeding, and disease management.
- Ability to integrate climate-smart and sustainable production practices into training.

- Skills in designing practical, hands-on learning sessions, manuals, and digital content.
- Understanding of value chains, market opportunities, and commercialization strategies.
- Ability to coach youth on business planning, profitability, and scaling strategies.
- Ability to link trainees to markets, off-takers, and financial institutions.
- Knowledge of enterprise risk management, cost efficiency, and operational sustainability.
- Excellent verbal and written communication for training and reporting.
- Strong facilitation, coaching, and mentorship skills.
- Ability to work collaboratively with youth, mentors, project staff, and partners.
- Ability to plan, organize, and manage training programs effectively.
- Problem-solving skills and adaptability to dynamic project needs.
- Professionalism, integrity, and commitment to youth empowerment, gender equity, and inclusive development.

**Application Deadline will be on 31<sup>st</sup> December 2025.**

### **3.0 Notification**

Only short-listed candidates shall be contacted. Successful candidates will be informed of their appointment by end of January 2026.

### **4.0 Submission of Applications**

The deadline for submission of applications to the AAIN Secretariat is by 31<sup>st</sup> December 2025. One page application/motivation letters be accompanied by the following:

- Copies of the applicant's degree awards,
- Up to date and comprehensive Curriculum Vitae with addresses of three referees,
- Any other relevant supporting documents.

**Notice:** "AAIN is an equal opportunity employer. Women and men are encouraged to apply."

Applications should be marked **"APPLICATION FOR THE POST OF ....."**

**and submit application and the necessary documents electronically to the following address:**

**The Director, Human Resources**  
African Agribusiness Incubators Network

E-mail: [opportunities@aain.aain.africa](mailto:opportunities@aain.aain.africa)