



POSITION: Technical Manager
REPORTING TO: Executive Director
REMUNERATION: Negotiable
LOCATION: Home Office (Africa, Europe or elsewhere)
START DATE: ASAP



SUSTAINABLE AGRICULTURE NETWORK

The Sustainable Agriculture Network is a global collaborative network of organizations focused on building a world where agriculture delivers nature conservation and sustainable livelihoods and contributes solutions to the climate crisis. The organisation develops programmes, systems and tools for their members to more effectively work with farmers, companies, governments, and donors to accelerate and deepen the positive impact they make as partners on a journey of positive change. The SAN Secretariat is based in San Jose, Costa Rica. The Technical Manager will be based in a home office in Africa, Europe or elsewhere.

Based on almost 20 years' experience working globally with agricultural supply chains, SAN has learned that the most effective way to advance sustainability is to focus on achieving impacts, tailoring the work to the local and client needs and supporting farmers and supply chains to continuously improve. SAN designs programmes, projects and customised solutions that enable transparency and transformation along supply chains, support farmers on the ground, deliver on sustainability goals and manage sustainability data and the communication of impacts.

SAN's MISSION

SAN is a global collaborative network committed to transforming agriculture to secure a sustainable future for food, nature, and rural communities.

We believe in the power of farmers, business, government, funders and non-profit organisations working collectively to effect the profound change our world needs. We believe farming can be climate smart, deforestation free and pollinator friendly. We believe in protecting water, air, forests, and biodiversity. We believe in the inalienable rights of all human beings to be treated fairly. We believe we can transform agriculture for the greater good of all.

SAN's VISION

Our vision of the world is one where **sustainable agriculture is the foundation of thriving and resilient rural landscapes and livelihoods**. To make it happen, we work directly with members, farmers, companies, funders and other organisations to accelerate and deepen the positive impact we can make as partners on a journey of change.

TECHNICAL MANAGER: ROLE PROFILE

This is an amazing opportunity to participate in a global network of organisations committed to work together to shaping agriculture to the world's needs and making food production one of the most important sectors that contribute to the Sustainable Development Goals (SDGs).

Join a unique and growing international team of professionals committed to changing the trajectory of humanity's impact on our planet, by working in collective efforts in farms, landscapes and supply chains, with a diversity of partners, corporations, donors and civil society organisations. If you believe in the power of collaboration that thinks globally and acts locally, this is the right opportunity for you.

SUMMARY

Are you a highly motivated individual who relishes a challenge? Are you invested in a future of long-term agricultural sustainability that provides the food and nutrition our human population needs, while conserving biodiversity and ecosystems and supporting rural livelihoods? This will be an exceptional opportunity to further develop your skills in technical management in a highly regarded global NGO.

The Technical Manager will work closely with SAN's Executive Director to lead the conceptualization, design, planning, organization, direction, coordination of the themes and actions of development and management of projects and programs in sustainable agriculture. The successful candidate will be required to collaborate with other Secretariat team and SAN members, in the design and implementation of programmes and projects.

In close collaboration with the Executive Director, the Technical Manager will play a key role as the initiator for SAN's technical and geographic programs and strategies to support the new organisational strategic plan for 2019 – 2024, including building SAN as a global collaborative network.

KEY TASKS

- Lead and facilitate the process of conceptualization, design and implementation of geographic programs and strategies in accordance with SAN relevant strategies and documents, such as SAN's Strategic Plan 2019-2024, operational plans and SAN's Theory of Change.
- Collaborate with the Executive Director, the Development and Membership Manager and the other collaborators in the planning and implementation of partnerships creation and promotion activities in order to raise funds and obtain projects that

contribute to the financial sustainability of SAN's Secretariat and Members. Participate in communications and meetings with potential donors and clients to nurture relationships with them and ensure the achievement of donations and projects.

- In collaboration with the Executive Director and the Development and Membership Manager, ensure that the proposal pipeline and donor database management is fit for purpose.
- Supervise and participate in the conceptualization, design, planning and coordination of technical projects, both paid and internal, together with the Technical Unit and the collaborators and relevant Members. Ensure the efficient and effective execution of projects with an emphasis on delivering quality results within established budgets.
- Participate in the preparation of proposals for projects and donations (grants) and related budgets. Together with the Development and Membership Manager, the Financial and Administrative Manager and the Executive Director, review and approve the proposals and budgets before they are presented.
- Work with the Administration and Finance Manager to help ensure internal processes for efficient and effective full cost recovery proposal development as well as the budgeting and forecasting of funding projections.
- Direct and organize the execution of the work plan and the activities and tasks of the members of the Technical Unit, aligned with the strategies and general planning of the SAN and collaboratively with the rest of the Secretariat team. Manage and strengthen the Unit's human resources by developing the skills and abilities of the team, which includes, but is not limited to, training, coaching / mentoring, performance evaluation, conflict resolution and the hiring of new personnel as needed.
- Support, in coordination with other Secretariat staff responsible for supporting Members, the capacity development activities for the Members and improve their access to technical information and technical tools and solutions, and technical assistance through different means of dissemination, interaction and communication.
- Together with the Technical Unit and in support of other collaborators, establish, execute and continually improve a monitoring and evaluation system for projects and technical activities to facilitate the reporting of results and impacts and organizational learning, the identification of support needs for good practices and the use of solutions and the description and incorporation of lessons learned to contribute to the continuous improvement of SAN Secretariat and Members.
- Lead and coordinate the identification, conceptualization, design, construction and use of SAN sustainability solutions, together with the Technical and IT Units, the Secretariat's collaborators and the SAN Members.
- Ensure the close collaboration and coordination of the Technical Unit with the Information Technology Unit, for the development of relevant and sustainable tools and solutions, as well as the improvement of digital platforms for the collection, analysis and interpretation of data, for uses such as impact reporting, risk identification and analysis, and project results reports.
- Collaborate with and support SAN's Members' programmes to further develop the organisation and support building SAN as a global collaborative network.

- Keep all the information accessible to other Secretariat staff in Microsoft Teams, Salesforce or another tool agreed with the Executive Director.
- Support the Executive Director in creating a collaborative and high-performance culture within the Secretariat, with Network Members and with partners, and contribute with SAN's positioning as a leading global player to fulfil the mission of transforming agriculture towards sustainability.
- Provide support to other technical, operational and administrative processes as appropriate, and carry out additional responsibilities as assigned.

EXPERIENCE

This role requires an astute, experienced technical professional who thrives in a fast-paced, international setting where sustainability and collaboration are at the forefront of the mission.

- Strong track record of technical management of projects and programmes in sustainable agriculture, natural resources management, climate change, international development, biodiversity, poverty alleviation or related subject areas.
- At least 15 years of experience managing technical programmes with the private sector, farmer organizations, NGOs, and other organisations operating in the sustainability space.
- Experience in a similar role, ideally with a track record of providing successful high-level technical leadership and support to international technical teams in an NGO setting.
- Strong technical report and proposal writing skills.
- Working effectively and collaboratively with a remote team in different time zones.

QUALIFICATIONS

- Excellent English - both written and verbal communications skills.
- Preference for additional fluency in other languages, particularly Spanish.
- Ideally but not necessarily, postgraduate degree or equivalent studies in a related field or subject such as agriculture, natural resources, sustainability, geography, international development, environmental or social policy or similar.
- Proficient in all Microsoft Office programmes, particularly Excel, Word, Power Point, Outlook and digital collaboration applications such as Microsoft Teams and Salesforce.

PERSONAL CHARACTERISTICS

- Highly proactive leader with a passion for sustainability, collaboration and collective impact.
- Strong interpersonal and communication skills, with the capacity to gather, evaluate and present a variety of data concisely.
- Gravitas and credibility with the ability to inspire confidence.
- Team player who can work effectively with colleagues and external partners and is equally happy to work alone.
- Strategic and creative thinker who is prepared to challenge the 'accepted'.
- Self-motivated, adaptable, and able to work under pressure.

- Excellent internal and external relationship management skills.
- Strong work planning and prioritising.
- Critical and strategic thinker with strong results focus.
- Thrives in a multicultural environment.

ADDITIONAL INFORMATION

DIRECT REPORTS

Members of Technical Unit

KEY RELATIONSHIPS

Executive Director

Development and Membership Manager

IT Manager

Communications Manager

Finance and Administration Manager

TRAVEL REQUIREMENTS

Ability to travel up to 30% of the time.

*3-year contract subject to a probation period of three months.

SAN's VALUE PROPOSITION

Our main customers are our members, donors, commercial clients and farmer organizations. For each of these clients SAN offers the following:

Members: SAN's global collaborative network works to strengthening and empowering its members by enabling access to projects, funding, knowledge, and technological tools and by enhancing visibility and credibility.

Donors (governments, agencies, foundations): SAN's global collaborative network is the right partner for facilitating access to knowledge and technological tools, aiming at increasing resilience and transparency of agricultural activities, and demonstrating impact.

Commercial clients: SAN drives positive changes along agricultural value chains by designing and implementing customized, flexible, and cost-effective technical solutions to address sustainability challenges related to risk reduction, security of supply chains, and increased resilience and transparency.

Farmer organizations: SAN's global collaborative network supports farmers to reduce production costs and negative impacts, while increasing resilience and sustainability, through improving access to knowledge and technological tools.

SAN has developed its strategic plan for 2019 to 2024 and now requires an experienced Development and Membership Manager to support the implementation of this plan, in collaboration with the Secretariat team and Members.

HOW TO APPLY

Interested applicants should submit the following by e-mail to nolu@ngorecruit.com quoting reference number NSA001:

- A CV (in Word or PDF format) of not more than 3 A4 pages and
- A cover letter outlining how your experience and skills align with SAN's mission and your views on the role SAN can play in mitigating the negative impacts of COVID-19 on food security and agriculture (not more than 2 A4 pages).

Application Deadline: **18 September 2020**. Interested applicants are encouraged to apply ASAP. Only shortlisted candidates will be contacted.

For more about SAN, visit [webpage](#) and social media pages: [LinkedIn](#), [YouTube](#), [Twitter](#), [Facebook](#).