

Job Title:	Ag Advisor
Location:	Regional office in Africa – Nairobi, Cape Town or Accra
Term of Contract:	Full time, 1 year contract (with possibility of extension)
Salary:	Commensurate to Experience

1. Introduction

Established in 2009, AgDevCo is a social impact investor operating exclusively in the agriculture sector in sub-Saharan Africa. It is a permanent capital vehicle with assets under management of \$280 million and growing. Our mission is to build successful and sustainable African agribusinesses through long-term investment and technical assistance to deliver positive impact at scale. Our vision is a thriving and productive commercial African agriculture sector that benefits people, economies and the environment. Our company provides patient capital, in the form of debt and/or equity, and specialist advice to support a portfolio of high-potential investees. We work closely with investees as collaborative, yet challenging, partners.

AgDevCo has regional offices and country presence in West (Accra), East (Nairobi) and Southern Africa (Cape Town) as well as a head office in London.

AgDevCo has also recently announced a new sub-investment strategy, AgDevCo Ventures, focussing on SMEs with a particular focus on locally owned and female owned businesses.

2. Role

We are seeking an Agriculture Advisor (AA) to join our Commercial Agricultural team. The AA role will support the company as a specialist ag -investor with a focus on climate impact and resilience, carbon and greenhouse gas reporting, regen agriculture and animal welfare. The person will work closely with senior agricultural advisors and the ESG team in managing pipeline and portfolio processes and project-based investment support in sub-Saharan Africa.

3. Specific responsibilities

Directly reporting to the Commercial Agriculture Director, the AA will:

- ▶ Assist investment teams with specific climate risk assessments and mitigation
- ▶ Assist ESG/Ag team with the greenhouse gas accounting assessments of each investment
- ▶ Assist in checking of compliance of investments with AgDevCo's Crop Protection Policy, Animal Welfare and Antimicrobial Management and/or farm facing policies
- ▶ Develop a knowledge of GIS skills for practical monitoring use in the pipeline and portfolio (NDVI, remote sensing information)
- ▶ Provide support to Senior Agricultural Advisors, assisting on existing and prospective investments:
 - Develop agronomy and business review advice (internal and external)
 - Suitability checks in relation to location specific operating climate, soils, altitude and water availability

- Benchmark target field management, crop yields and livestock production targets, equipment, irrigation requirements with other projects including labour requirements and benchmark efficiencies
- Gross margin models for use in due diligences and business plan preparation
- ▶ Maintain templates for ag-team's field use
- ▶ Maintain active list of technical ag-consultants and assist with preparation of Terms of Reference and Contract preparation for external consultants
- ▶ Assist in the review technical assessments prepared by ag-team members and/or external consultants, including but not limited to:
 - Due diligence reports,
 - Technical business reviews, and
 - Technical sector and market reviews.
- ▶ To assist in specific projects with investments and/or for AgDevCo, like Ag-weeks, technical assistance to investees or other internal training events.

4. Profile

Interested candidates that meet the following requirements should consider applying.

- ▶ Minimum of a Bachelor of Science degree in general agriculture or related subject
- ▶ Proven experience in operational agricultural business role
- ▶ Project management skills is a plus
- ▶ Understanding production costs and gross margins
- ▶ Passion for agricultural development
- ▶ Analytical, entrepreneurial, and communicative
- ▶ Computer literate, able to work with MS Office programs and preferably with Climate tools/GIS/farm management programs
- ▶ Resident in Africa and willing to travel 25-30% of the year to visit AgDevCo projects
- ▶ Fluency in English, verbal and written, with excellent reporting, presentation, communications and interpersonal skills. Strong applicants will have demonstrated experience delivering presentations to senior-level staff or stakeholders.
- ▶ An ability to work independently, as well as part of a team. We are looking for individuals with the humility, patience and good humour required to make strong team players. . The individual should be able to manage expectations and deadlines.

5. Why should you join us?

Successful candidates will be offered the following:

- ▶ A competitive salary and benefits package;

- ▶ A discretionary annual performance bonus as well as participation in AgDevCo's long term incentive plan;
- ▶ Private medical insurance;
- ▶ The opportunity to travel internationally and gain valuable international experience and insight;
- ▶ The opportunity to be part of a diverse team of friendly, collaborative and highly skilled professionals; and
- ▶ Multiple opportunities for learning (including opportunities for networking with other legal professionals in the global legal impact community); and
- ▶ The opportunity to contribute to Africa's economic development in a meaningful way.

6. How to apply

Interested candidates should submit their applications by email to careers@agdevco.com and with "AA 2025" in the subject line.

To be considered, email applications must include all of the following:

- ▶ Proof of the right to work in Kenya, Ghana or South Africa without the need for sponsorship;
- ▶ personal CV that details all relevant experience;
- ▶ a covering letter that describes the motivation for applying to the role and for pursuing a career in our field; and
- ▶ transcripts for any and all undergraduate and postgraduate degree courses completed. When transcripts are not yet available, please note this in your application.

Shortlisted candidates will be invited to complete writing and technical assessments prior to being invited to interview.

Please note that we are unable to individually respond to every application. If you have not heard back from AgDevCo within 30 business days, your application will not be taken forward.

7. Diversity

AgDevCo is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age.

8. GDPR and other relevant personal data protection acts

Please note that by submitting an application to AgDevCo, candidates acknowledge and accept the following statement: *"In submitting this application, I agree that AgDevCo may collect the personal data it contains and use that data for current and future recruitment. In the event that my application is unsuccessful, I understand that my details will be securely destroyed after six months."*