

Job Title: Ghana Senior Agricultural Advisor
Location: Bamboi/New Longoro or Babator, Northern Region, Ghana (occasional travel)

Introduction

We are seeking a Senior Agricultural Advisor (SAA) to join our project development team for the Babator Irrigated Farming Hub in Ghana. The SAA will be an experienced project manager who will manage the green field project development of the Babator Irrigated Farming Hub and support the management of the commercial agricultural businesses established in the Babator area.

Established in 2009, AgDevCo is a social impact investor and project developer operating exclusively in the agriculture sector in Africa. Our mission is to build successful African agribusiness through long-term investment and support to deliver positive impact at scale. We invest debt and equity in African agribusinesses to create jobs, improve food security, and boost prosperity. We have made over 65 investments to date, and committed \$135 million. Our investments offer a way of leveraging large amounts of private capital into socially-responsible farming and agri-processing businesses in Africa, with major benefits for smallholder farmers and local communities. We now have more than \$170m of capital to invest in a portfolio of investments in Tanzania, Mozambique, Ghana, Zambia, Malawi, Uganda, Rwanda and Sierra Leone, with a workforce of 80 people across the office in London and 8 offices in sub-Saharan Africa.

Role

The SAA will play a pivotal role within AgDevCo Ghana, as part of the commercial agricultural team. The position will report to the Commercial Agriculture Director and will work closely with the AgDevCo BIFH project teams.

Main Responsibilities

1. Project Development manager Babator Irrigated Farming Hub (BIFH) - 50%
2. Management support commercial agricultural businesses - 40%
3. Agricultural Advisor for AgDevCo Investment teams in West Africa (occasionally) - 10%

The two main objectives of the BIFH are:

- 1) To create sustainable and commercially viable farming and agribusiness enterprises
- 2) To develop and support in- and outgrower schemes by increasing productivity and incomes through improved farming techniques and linking them to market

Detailed Duties

Project Development Manager BIFH:

- Responsible for overall BIFH project implementation, for delivery of a bankable project which can attract managers and investors, e.g. lead all workstreams making Babator a more

attractive site: power installation, road network upgrade, putting in place appropriate communication systems, and housing

- BIFH project team management, delivery of project activities
- Manage the resettlement and livelihood restoration activities for BIFH. Implement livelihood restoration activities and monitor effectiveness
- Prepare the BIFH ingrower scheme and install management structures for implementation
- Oversight of ESG workstreams, including stakeholder engagement, implementation of ESG action plan, grievance mechanism
- Lead strategic partnerships with commercial farming companies interested in investing within BIFH, DFIs, fundraising (grant application)
- Responsible for budget control and control that project policies are followed
- Assist with the implementation of the development of new farms within BIFH

Management Support Commercial Agricultural Businesses

- Oversight of farm management
- Formulation of effective crop farming protocols/operations with management, SOPs and policies for approval of the board
- Oversee monthly reports and operational budgets preparation and controls
- Assist with responsible stock management of farm inputs and spares in the procurement and sourcing decisions
- Manage the health & safety and environmental policies
- Evaluate current practices and identify improvement paths
- Coordination of reporting to board and responsible for progress against KPIs

Agricultural Advisor

- Assessment of the agronomic and commercial potential of pipeline investment opportunities, including:
 - Farming capability of project sponsors
 - Soils, hydrology, infrastructure
 - Analysis of business model in terms of production, management and marketing
- Providing expert agronomy and commercial agriculture input on investments where AgDevCo is an investor, including during the project assessment, due-diligence and design process.

Qualification

Candidates should have a university degree in agriculture or equivalent demonstrable experiences. Candidates need to have direct experience in managing agri-businesses and working with commercial outgrowers schemes in West Africa. The person will be self-motivated with strong organisational skills and an ability to manage and deliver projects independently as well as manage other members of the team. They will have the entrepreneurial drive to take an idea and turn it into a high-quality finished product.

Application procedure

Please send your CV and a cover letter explaining why you would be suitable for the role, to careers@agdevco.com with subject "Ghana Senior Agricultural Advisor". Due to the high volume of applications we receive, only shortlisted applicants will be contacted.

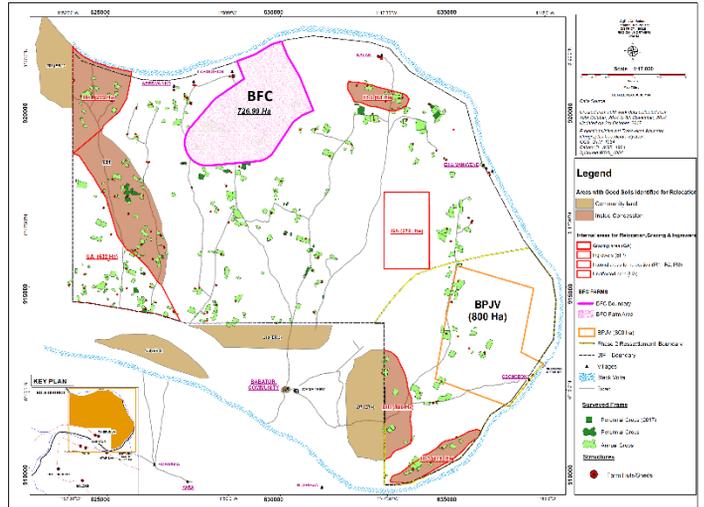
["In submitting this application, I agree that AgDevCo may collect the personal data it contains and use that data for current and future recruitment. In the event that my application is unsuccessful, I understand that my details will be securely destroyed after six months."](#)

Babator Profile

The Babator Irrigated Farming Hub (“BIFH”) – 10,000+ ha project leading to transformational change

BIFH is a 10,369 ha project (>5,000 ha net irrigable) at Babator, Northern Ghana. Once fully developed, BIFH will be the largest agricultural food production and processing hub in Ghana. Out of the total area, c.3,800 ha is reserved for commercial farming companies and c.1,500 ha for an irrigated ingrower block for c.1,000 small and emergent-scale farmers.

Since 2011, AgDevCo has been developing the project to de-risk it. AgDevCo has committed over \$4m for project development and has secured a land lease from the relevant authorities in a traditional land tenure environment and has completed all feasibility studies (soils, topography, irrigation). Crop trials have been conducted to show the yield potential of crops that had not been grown commercially in the area. In 2016, AgDevCo developed a first commercial farming company (see BFC below) and a second development is planned for 2019.



The Babator Farming Company (“BFC”) – 356 ha commercial proof-of-concept within the BIFH area

AgDevCo committed over \$7m to develop BFC and to prove the concept of the BIFH project at a commercial scale. BFC became operational in 2017. Through BFC, AgDevCo has gathered comprehensive experience in establishing an irrigated project in Ghana. Processes for managing and staffing the project, securing permits, and engaging with local stakeholders were established. This experience will help drive forward the next phases of the BIFH project.

Seven seasons have been completed with a cropping mix including maize, sorghum, onions and other arable crops. Readily accessible markets are available e.g. large breweries interested in sorghum. An expansion for BFC is planned in 2019.



Sorghum crop at Babator Farming Company in early 2018

Stakeholder Engagement - community-focussed approach

AgDevCo (through its community liaison officer) and BFC have built a strong relationship with local communities. A Project Communication Committee and Grievance Committee have been set up with community representatives and, in 2018, the Community Development Fund was established. The latter will collect 1% of revenue from commercial farming companies at BIFH to finance projects benefiting the community. In 2018, AgDevCo financed a water treatment system, providing access to clean drinking water to over 1,000 community members.



Meeting with Office of the Administrator of Stool Lands and the District Chief Executive

Our Social Impact – changing lives for the better

Once fully developed, BIFH is expected to have a transformational impact on local livelihoods and the wider regional economy and through BFC we have already had significant impact (BFC figures are as of 2017).



Improved Livelihoods

Improved and locally-adapted seed will benefit 40,000 farmers and over 500 permanent jobs will be created. BFC created 99 FTE jobs (53% women).



Uplift in Income

Ingrower farmer incomes are expected to increase by 300%. Average income uplift for BFC employees was \$2k.



Food Security

Over 50,000 MT of grains could be produced annually, substituting imports and improving food security.



Improved Communities

In 2018, AgDevCo will provide clean drinking water to >1,000 community members.

BABATOR IRRIGATED FARMING HUB THE LARGEST AGRICULTURAL FOOD PRODUCTION AND PROCESSING HUB IN GHANA

WHAT WE OFFER

- > Leases on up to 10,000+ ha of land of which 5,000+ ha net irrigable;
- > 50-year registered land lease;
- > Ample irrigation opportunity with perennial river surrounding the site;
- > All studies completed and permits obtained;
- > Suitable for production of a variety of crops, including grains, legumes/vegetables and fruits; and
- > Positive relationship with local community built over five years.

WHAT WE ARE LOOKING FOR

- > Seeking partners to invest alongside AgDevCo – phased approach with blocks of 500-2,000 ha possible;
- > World-class experience in commercial agriculture, ideally with presence in Africa;
- > Develop commercial farming companies along agricultural value chain from primary production to marketing & distribution;
- > Willingness to develop equitable outgrower schemes; and
- > We can provide debt or equity financing, consider joint ventures and typically retain a minority equity stake.



WHO WE ARE

AgDevCo is an impact investor and project developer operating exclusively in the agriculture sector in Africa. Our mission is to build successful African agribusiness through long-term investment and support to deliver positive impact at scale.

- > We invest in \$1-10m debt and equity deals along the agricultural value chain. We also develop bankable greenfield projects ready for investment by commercial companies.
- > We currently operate in nine sub-Saharan African countries (Mozambique, Ghana, Sierra Leone, Kenya, Tanzania, Uganda, Rwanda, Malawi and Zambia) and are expanding into francophone West Africa.

**FOR MORE INFORMATION ABOUT
INVESTMENT OPPORTUNITIES
PLEASE CONTACT:**

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