

JOB ANNOUNCEMENT

Position: Tea Field Agronomist

About us

Services Company Outgrowers Nyaruguru (North) - SCON(N) Ltd was established to support the planting of tea on approximately 3400 ha of land by 6,000 smallholder farmers. This is achieved through the provision of agronomic advice, Farmer Field School Training, Finance, and production Logistics and it's anticipated that our contribution shall have a significant systemic impact on the sector by providing at least 75% of the green leaf supply to Browns Plantations Rwanda Ltd.

SCON(N) Ltd is seeking to recruit a qualified, detail- oriented, dynamic and self-motivated individual to take up the role of Tea Field Agronomist.

Position Summary

The Tea Field Agronomist is responsible for providing technical agronomic support services to tea farmers to improve tea productivity, quality, and sustainability. The role involves advising farmers on best agronomic practices, soil and crop management, pest and disease control, and climate-smart farming techniques. The Tea Field Agronomist works closely with field teams, farmers, and stakeholders to promote adoption of improved practices, increase yields, and ensure compliance with quality and environmental standards.

Roles and responsibilities:

- Coordinate and participate in farmer sensitization and awareness activities, farmer registration and land mapping and ensure accurate information is obtained are maintained.
- Provide effective tea extension services and sustainable farmer training to the farmers including training on the plucking of quality leaves.
- Conduct field visits to ensure timely preparation of land for new planting, all planting out of seedlings is done professionally and proper aftercare maintenance is achieved.
- Participate in Mother Bush selection and preparation of tea cuttings.
- Ensure proper nursery development and management that leads to successful tea seedling propagation.
- Coordinate plucking regimes and ensure timely weighing, collection and transportation of green leaf. This should include ensuring collection centres are adequately equipped with required electronic weighing and recording equipment.
- Participate in the timely distribution and application of farm inputs, ensuring all inputs are accounted for.
- Maintain an accurate record of farmer details and allocated inputs in assigned area of operation.
- Timely preparation and submission of required weekly and monthly reports.





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- Fertilization, soil analysis, and plant need calculations.
- Ensure proper control of pest/diseases.
- Ensure proper manual/mechanical pruning is done.
- Ensure Manual/mechanical Harvesting is done and that there is proper leaf quality grading and selection.
- Timely respond to farmer queries and complaints and escalate potential grievance issues to the General Manager.
- Perform any other duties as may be assigned by the General Manager from time to time.

Qualification and Education requirements:

- A minimum of a bachelor's degree in agriculture, Agronomy, Agribusiness, horticulture, crop science or other related agricultural studies.
- At least 3 years professional experience working as in field extension services to farmers in the tea industry or agricultural production unit.
- Fluency in both English and Kinyarwanda is preferred.
- Ability to work in a rural setting and under minimal supervision.
- Good communication and interpersonal skills.
- Good organization skills with the ability to complete assigned tasks with set deadlines.

What We Offer

- Competitive salary and benefits package.
- Opportunities for professional development and training.
- A supportive and inclusive work environment.
- The chance to make a meaningful impact through your work.

How to Apply

Interested candidates should submit their applications with a cover letter, resume and copy of relevant experience via email: infoN@scon-sc.com not later than 16th January 2026. Please include the "Tea Field Agronomist" in the subject line.

Equal Opportunity Employer

Service Company Outgrowers Nyaruguru (North) Ltd is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Done at NYARUGURU on 3rd January 2025


HATEGEKIMANA Vincent
General Manager

Services Company Outgrowers Nyaruguru (North) Ltd.

