



POSITION ANNOUNCEMENT

Gardens for Health International

Employment Opportunity: Agriculture Manager

About Gardens for Health International:

Since 2009, Gardens for Health International (GHI) has implemented nutrition-sensitive agriculture programs to combat childhood malnutrition in Rwanda. We seek to fundamentally change the treatment of malnutrition by working with families to establish nutritious home gardens while equipping them with knowledge to support long-term health. GHI's core program works with government-run health centers. In addition, we collaborate with a variety of governmental and non-governmental partners to bring our expertise to new settings and populations, including schools and refugee camps. We are an impact-driven organization with a deep commitment to ensuring that every program we design responds to the unique needs of the communities we serve. Our team is flexible, innovative, and passionate about sparking lasting change. GHI is proudly locally led, with a dedicated staff of over sixty Rwandan nationals. Our headquarters are located just outside of Kigali where we operate a five-acre demonstration and production farm.

Overview:

Agriculture Manager is an exciting opportunity for a highly organized go-getter who shares a commitment to GHI's values and work. The Agriculture Manager will oversee all the agriculture interventions under GHI. She/he will provide technical guidance, lead curricula revision, and ensure quality of GHI's flagship programs.

GHI seeks to hire a qualified, committed, and experienced **National** to fill the following position:

Position:	Agriculture Manager
Place of Work:	Kigali with travel to the field as required
Reports to:	Executive Director
Staff reporting:	Two Positions
Time frame:	Open Ended
Tentative start date:	January 2026

KEY AREAS OF ACCOUNTABILITY:

General Responsibilities

1. Agriculture Team Leadership

- Serve as the primary liaison between the Agriculture Team and other GHI departments to ensure strong coordination and task alignment.
- Lead weekly Agriculture Team meetings, set goals and priorities, and manage task execution.
- Oversee agriculture team reporting, monitoring of activities, and overall task management.

2. Training Quality & Technical Capacity Building

- Work closely with the Agriculture team to ensure high-quality agriculture trainings delivered by field supervisors and field staff.
- Strengthen staff capacity in nutrition-sensitive agriculture and conservation agriculture through weekly field visits, targeted coaching, and short technical trainings.
- Lead the regular update and refinement of agriculture training materials, integrating conservation agriculture principles, permaculture and other climate-smart practices.

3. Conservation Agriculture Integration

- Lead the adoption and promotion of conservation agriculture models across all farmer and community trainings under GHI coverage
- Ensure field teams consistently apply CA principles in demonstration plots, research trials, seed multiplication sites, and routine extension work.
- Oversee the development of CA guidelines, tools, and training aids to support farmer adoption and behavior change.
- Develop and track indicators related to CA uptake, soil improvement, and climate-resilient production.
- Support the identification and piloting of new CA technologies, innovations, or models relevant to GHI programming.

4. Agriculture Input Supply Chain Management

- Oversee seed and seedling multiplication sites, including on-farm seed and seedling production aligned with CA practices (e.g., site selection, rotation, soil fertility management).
- Develop feedback loops between the field and management to assess and improve input quality.
- Collaborate with the Operations team to manage relationships with seed, fertilizer, livestock, and other input suppliers.
- Develop and refine protocols for input distribution, ensuring efficiency, transparency, and alignment with CA principles.
- Advise the team on farm strategy, trial design, and monitoring of demonstration plots.
- Support external trainings and technical engagements as needed.

5. Partnerships & External Engagement

- Lead the design support other emerging opportunities in the agriculture and nutrition-sensitive programming space.
- Serve as a technical focal point for GHI in agriculture, conservation agriculture, and climate-resilient farming.
- Oversee reporting in collaboration with the Program and Development Managers, ensuring high-quality technical reports and documentation of results.

Qualifications

- Passion for Gardens for Health International's mission and a strong commitment to its values.
- Bachelor's degree in Agronomy, crop sciences, soil sciences or a related field.
- A masters' degree in agriculture, development studies, project management or a related field is an added value
- At least 5+ years of experience in a managerial and technical role within agriculture or nutrition-sensitive agriculture.
- Having technical expertise in small livestock husbandry will be an added value
- Demonstrated experience and technical knowledge in conservation agriculture, climate-smart agriculture, and/or sustainable land management.
- Experience supporting food security, agricultural development, gender, or social behavior change projects.
- Strong analytical and technical skills, with the ability to work independently and make evidence-based decisions.
- Ability to thrive in a fast-paced and evolving environment.
- Significant experience working in rural contexts is a strong plus.

Additional job responsibilities:

Equal Opportunities:

The role holder is required to carry out the duties in accordance with GHI Equal Opportunities and Diversity policies and procedures.

Prevention of Sexual Exploitation and Abuse (Psea)

Gardens for Health International has zero – tolerance policy for exploitative and abusive relationships. Gardens for Health International will ensure the fulfilment of our moral obligation to protect minor children and other vulnerable members of society from abuse, exploitation, neglect, and other forms of violence.

Child Safeguarding: Level 3

Gardens for Health International is committed to ensuring a safe working environment for all those who work for us and for all those who come into contact with our staff and representatives, including children and members of the communities with whom we work.

Gardens for Health International takes a zero-tolerance approach to sexual harassment and any other conduct that is discriminatory or disrespectful to others.

The post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) *or* intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.

Health and Safety:

The role holder is required to carry out the duties in accordance with GHI Health and Safety policies and procedures.

Interested candidates should send an application letter plus updated Curriculum Vitae in English, including 3 names of professional referees to careers@gardensforhealth.org. Deadline of application is the 19th December 2025. Please mention **Agriculture Manager** as the subject of your mail.

***Note that only shortlisted candidates will be contacted.**