



FRIENDS EFFORT TO SUPPORT YOUTH

*Gasabo KG 37 Ave, Opposite EAR Kimironko Parish; Close to Bibare Cell HQ.
Kigali, Rwanda
www.fesyrwanda.org.rw*

TERMS OF REFERENCE (ToR)

Recruitment of Field Officers—Poultry Value Chain Development Project

1.Position Information

- **Position Title:** Field Officer – Poultry Value Chain Development
- **Number of Positions available:** 8
- **Contract Duration:** Fixed-term (6 months, renewable based on performance and funding)
- **Reporting to:** Project Manager

2.Background and Context

Friends Effort to Support Youth (FESY) is a national NGO, legally established in 2016. Its committed to advancing socio-economic empowerment of youth and women through market-oriented and participatory development approaches that addresses structural barriers, strengthens skills and entrepreneurship capacity and facilitates access to finance to create sustainable and competitive livelihoods. More about FESY/www.fesyrwanda.org.rw

In partnership with World vision Rwanda FESY is Currently Implementing THRIVE 20230 Program focusing exclusively on poultry value chain development by enhancing Producer Group capacities, brokering commercially viable market linkages, introducing improved poultry technologies and management practices, and facilitating access to financial services through S4T and FAST loan mechanisms. The overarching aim is to enable THRIVE households to achieve sustainable income growth and increased resilience through poultry enterprises.

To ensure effective project delivery at field level, FESY seeks to recruit a qualified Field officers who combine **technical expertise in poultry production with strong value chain and enterprise development skills**.

3. Purpose of the Assignment

The Field Officers will serve as **frontline implementers and value chain facilitators**, responsible for translating project design into measurable impact at community level.

The role integrates:

- Technical extension services especially on Poultry value chain, Enterprise development
- Market systems facilitation, financial inclusion, Data-driven performance management

Field Officers are expected to act not only as technicians but as “**enterprise accelerators**” supporting farmers to transition from subsistence to **commercial poultry production systems**.

4. Scope of Work and Key Responsibilities

4.1 Technical Support on Poultry Production

- Deliver hands-on training on: Improved poultry breeds and production systems, Housing and biosecurity standards, Vaccination schedules and disease surveillance, Feed formulation and cost optimization
- Conduct routine farm visits for: Performance monitoring, troubleshooting disease and management issues, promote climate-resilient poultry practices, Ensure compliance with national veterinary and animal health standards

4.2. Producer Group Strengthening and Institutional Development

- Mobilize and organize poultry producer groups (PGs) and cooperatives, Strengthen Governance and leadership structures, Record-keeping and financial management systems; Facilitate business planning and enterprise development and Promote aggregation models for economies of scale

4.3. Market Systems and Value Chain Development

- Facilitate linkages between farmers and Input suppliers (feed, vaccines, day-old chicks), Veterinary service providers and Buyers (hotels, schools, traders, processors). Promote collective marketing strategies and contract farming arrangements where applicable.
- Support value addition initiatives including egg handling and grading, poultry meat processing and packaging and manure utilization for agribusiness

4.4. Financial Inclusion and Enterprise Development

- Link farmers to SACCOs, banks, and microfinance institutions, Savings groups and internal lending communities; Facilitate access to credit schemes (e.g., FAST loans, S4T mechanisms)
- Deliver training on financial literacy, Enterprise management and Cost-benefit analysis and profitability tracking

4.5. Data Collection, Monitoring, and Reporting

- Collect and manage field data using digital tools such as Kobo Collect, LMMS and Excel / Power BI dashboards
- Track key performance indicators such as Poultry productivity (egg/meat output), Mortality rates, Income and savings growth and Nutrition outcomes at household level
- Prepare and submit weekly, monthly, and quarterly, progress reports
- Support the documentation of success stories, Learning and adaptive management processes

4.6. Community Engagement and Behavior Change like facilitation to community awareness rising on commercial mindset transformation and Nutrition and household resilience: Promote gender equality and social inclusion (GESI), Youth inclusion, Participation of vulnerable households, Strengthen household-level decision-making and livelihood resilience.

4.7. Stakeholder Coordination

- Work closely with World Vision Rwanda cluster teams, Local authorities, Both public and Private Veterinary officers and financial service providers
- Participate in review meetings and reflection and learning workshops

5. Required Qualifications and Experience

5.1. Academic Qualifications

- Bachelor's or Master's degree in one of the following professionals: Veterinary Medicine, Animal Production, Animal Sciences, Agriculture and Agribusiness or related field
Having master's degree in the above professionals in an added value

6.2. Professional Experience

- Minimum of **5 years** of relevant experience in Poultry production or livestock extension, Community-based agricultural development, working with farmer groups or cooperatives and demonstrated experience in **poultry value chain development** is highly desirable

7. Duty Stations and other Requirements

- Positions are district-based within project implementation areas, Frequent field travel is required, valid motorcycle driving license (Category A) is very recommended, willingness to reside and work in assigned districts is required.

8. Reporting and Supervision

Field Officers will report directly to the Project Manager at FESY.

9. Application Requirements

Interested candidates should submit:

- Cover letter highlighting relevant experience
- Updated CV (maximum 3 pages)
- Copies of academic and professional certificates
- **At least three professional referees' details including** Name, Position/Organization, Email and Phone number

10. Submission Details

- **Submission Deadline:** 2nd April 2026 to info@fesyrwanda.org.rw or fesyrwanda@gmail.com
- **Email Subject title:** Application – Field Officer (Poultry Value Chain) – Applicant Name
For more clarification, please contact our communication team on 0785217989

NB: Only selected candidates will be contacted for the next steps of recruitment process.

11. Disclaimer.

FESY reserves the right to accept or reject any application and is not obligated to provide justification for its decisions. Only selected candidates will be communicated for next steps

RWABWERA James Kellon

Executive Director

