

Reforest Borneo Today!

Fairventures is looking for an **Smallholder Cocoa Farmer Project Manager**

About Fairventures Worldwide

Fairventures Worldwide (FVW) is a German-based international development organization that drives large-scale forest landscape restoration. Our approach is demand-driven: we link with the private sector and plan forestry interventions with supply chain needs at the core. We partner with communities to develop and test site-specific solutions, ranging from reforestation with fast-growing tree species to non-timber forest products and agroforestry. We aim to restore ecosystems and create livelihood opportunities for local communities on the ground, while contributing to the mitigation of climate change and creating added value along the entire value chain.

Fairventures Worldwide **Smallholder Cocoa Farmer Project Manager**

FVW will be leading a 3-year smallholder-focused project in two districts in Central Kalimantan. The project will use existing cocoa farmer GAP materials to develop a FVW cocoa curriculum that promotes increased income through cocoa garden maintenance, tree rehabilitation and farm management. FVW supports biodiversity and will aim to introduce cocoa to areas where sengon and other lightwood trees are farmed. The project will focus on the entire cocoa value chain including agricultural inputs, farmers and offtakers. The **Project Manager** will lead the field team and will also be responsible for working closely with an international steering committee of cocoa experts.

Candidates for the position will be ranked on the experience and education that proves their ability to carry-out the following tasks:

Skill	Acceptable Candidates	Additional skills of an excellent candidate
Cocoa ID	He/she will identify cocoa varieties most suitable to the local site conditions with the potential to generate high income opportunities.	He/she has experience with cocoa varieties in Kalimantan and knowledge of potential pests and disease in the region.
Project Management	He/she will be able to manage the overall project in the framework of the Farmer Field School methodology. He/she will be able to make a project calendar, work plan, procurement plan and budget. He/she will be able to collect data in an organized and structured process and will comply with all FVW data collection regulations.	He/she has experience with planting plans that include tropical commodities intercropped with fast-growing lightwood timber and/ or grown independently on mid-sized plantations, with the participation of local communities.



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GAP	He/she will use FVW and other Good Agricultural Practice (GAP) manuals to refine and develop a FVW Smallholder Cocoa curriculum and training materials that will be used to train up to 600 farmers over three years.	He/she will bring materials that he/she designed and used in previous smallholder cocoa projects. He/she has experience working with graphic design teams in layout and the creation of training materials.
Nursery	He/she will supervise production of cocoa seedlings in the FV nursery using industry best practice .	He/she has run cocoa nurseries and is able to graft bud wood and teach grafting to others.
Fermentation	He/she will supervise cocoa fermentation and is an expert on cocoa fermentation methodologies.	He/she has experience with fine flavor fermentation and has experimented with different methodologies.
Market analysis	He/she will identify market opportunities and analyze supply chain economics, define product specifications, assess requirements for processing, logistics, certification and other relevant issues.	He/she has carried out market analysis for specific locations in Indonesia in the past.
Kalimantan Coordination	He/she will lead a small team of field trainers. He/she will work with the FVW finance and admin team and report on the project progress.	He/she is able to communicate with project beneficiaries in Dayak and has experience working in Central Kalimantan.
International Coordination	He/she will be an active member of the international steering committee with English as the working language.	He/she has the language and communication skills needed to be the chairperson of the international project steering committee.

Skills and background of qualified candidates:

Background	Acceptable Candidates	Excellent Candidates
Cocoa Farming	He/she is an expert in cocoa planting, maintenance, sanitation, harvesting and post-harvest processing.	He/she has farmed his/ her own cocoa farm and has real life long-term experience.
Training	He/she is a trainer with several years of practical experience working with farmer groups.	He/she is a master trainer able to run TOT and farmer training.
Language	He/she speaks, reads and writes Bahasa Indonesia at a native level.	He/she speaks and can communicate in Dayak.



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	<p>He/she can communicate fluently in spoken English.</p> <p>He/she reads fluently in English.</p> <p>He/she has a basic written level of English.</p>	<p>He/she is comfortable presenting and debating in English.</p>
Education	<p>Bachelor's Degree in Tropical/Subtropical Agriculture (TSA), Food Processing, Sustainable Supply Chains and Production Systems, Agricultural Economics, Value Chains and Rural Development, or a comparable/related subject</p>	<p>Master's degree education in a relevant field.</p>
Project Management	<p>Project Manager with several years' experience designing and leading a cocoa project for small holders.</p>	<p>Experience in procurement cocoa agri-inputs needed for large-scale project implementation.</p> <p>Experience arranging export of small amounts of cocoa out of Indonesia.</p>

Additional Traits of a Member of the Fairventures Team:

We are looking to hire a new member of our team. In addition to technical skills, we are looking for someone who thinks and works like us. FV will put value on the following traits in the application and recruiting process:

- **Innovation:** We are looking for someone who studies the newest trends, analyzes local wisdom and practice, looks for innovations and is open to new ideas.
- **Grounding in Hands-on Forestry and Agriculture:** We are looking for someone who is willing and able to prepare substrate, water plants, prune trees, pick and open pods, deal with pests and lead other workers by example. We get our hands dirty and there are no office-only jobs.
- **Coaching and Mentoring:** We are looking for a leader who coaches and teaches every moment. We believe in coaching across Fairventures and we are looking for a Project Manager who will help all of his/her colleagues grow and develop.
- **Respectful of Communities:** We are looking for someone who has respect for and ability to work with and empower local communities. We want to build on local wisdom and encourage our partners through all interactions.
- **Highly Computer Literate:** We need a leader who is highly computer literate and has the ability and willingness to immediately apply their skills to the Google Suite of applications. We are moving toward being fully cloud-based.
- **Constructive Communicator:** We are looking for someone who can work constructively with supervisors and with teammates. We are looking for someone who actively promotes cooperation and open communication.
- **Regulation Enactor:** We are looking for someone who will study and internalize FVW regulations and policies and then enact them. FVW asks its team members to actively discuss

and debate new regulations and once they have been ratified to use them consistently in the field and to help FVW make sure that they are understood and used by the wider organization.

- **Multi-Stakeholder Manager:** We are looking for someone who is able to manage the needs of multiple levels of stakeholders and set priorities for himself/ herself.

Details of Assignment

- Assignment to begin immediately.
- Assignment based in Central Kalimantan. 25% in Palangka Raya and up to 50% in Gunung Mas and Murung Raya.
- Exact terms will be based on the qualifications of the selected candidate.
- Ability to interact supportively in a multicultural team with empathy and respect is required.

Next Steps

Qualified candidates should send an updated and professional CV. Please edit your CV to allow Fairventures to determine your ability to meet the job demands outlined in this document. Our ability to understand your experience and accomplishments, based only on your CV will determine if you are shortlisted for a position.

Candidates able to submit CVs in both English and Bahasa Indonesia will be given a higher priority.

Make sure to include your full contact information on the CV.

Email to: careers.indonesia@fairventures.org

Date opening: 15 March 2021

This position will close as soon as a qualified candidate has been contracted.

Thank you for your time and your interest in joining the Fairventures team.