



### ***Fighting Rural Poverty with Profit***

**IDE** is a world leader in practical, market-based solutions to rural poverty. We are looking for smart, talented, and motivated Cambodians to join our award-winning Farm Business Advisor support team in Siem Reap and Banteay Meanchey.

#### **Field Officer-Agronomist (2position)**

*Responsibilities* » ♦ Provide high quality agronomic advice about water, pest, soil and nutrition management ♦ Assist Farm Business Advisors to develop and implement their business activities ♦ Conduct and implement field demonstrations ♦ Contribute to field market promotion activities ♦ Contribute to recruit Farm Business Advisors (FBA) within project areas.

*Qualifications* » Degree in agronomy or related field ♦ 3+ years relevant experience, particularly with market-based, commercial production systems ♦ Experience with off-season vegetable production desirable ♦ Fair English and strong Khmer communication skills ♦ report writing ♦ positive team attitude ♦ leadership qualities.

#### **Women are encouraged to apply**



Please send only CV and cover letter to:  
IDE | Cambodia  
PO Box 1577, Phnom Penh  
Or by e-mail to [info@ide-cambodia.org](mailto:info@ide-cambodia.org)

Full position description is available at [www.ide-cambodia.org](http://www.ide-cambodia.org)  
Closing date: Wednesday, 18 August 2010

## POSITION DESCRIPTION

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<b>POSITION TITLE</b>	Field Officer-Agronomists (2 positions)
<b>PROJECT OR DIVISION</b>	Agriculture
<b>REPORTS TO</b>	Area manager
<b>LOCATION</b>	Based in Siem Reap and Banteay Meanchey province with frequent travel out site project area.

### PURPOSE

This position is responsible for implementing all field activities in IDE agriculture projects and Cambodia Agribusiness Development Facility projects (CADF) to integrate small holder farmers into commercial markets for income generation and fulfill the objective of agriculture projects.

### RELATIONSHIPS

(Reporting, collaboration, and supervision relationships may change over time with the addition or departure of staff or changes in organizational structure)

- Reports directly to Area manager.
- Works in collaboration with CADF, Agriculture program and Support unit team.

### RESPONSIBILITIES

(The scope and emphasis of the position responsibilities may change over time: new responsibilities may be added and existing ones dropped or modified as required.)

### MAJOR

- Conduct and implement field demonstrations / trials with communities
- Regular follow up on field demonstrations/trials and data collection
- Provide technical training for agricultural production practices
- Organize farmer field days and exposure visits within and outside project area.
- Contribute to field market promotion activities.
- Contribute to the recruitment of Farm Business Advisors (FBA).
- Assist FBAs to develop and implement their business activities and ensure the qualities products and services are provided properly to their clients.
- Collaborate with provincial department of agriculture (PDA) for implementation of project activities assigned by project management team.
- Contribute with project team in any market assessments as required
- Contribute to agricultural team meetings
- Work closely and report to project coordinator-PRISM

**OTHER**

- Develop a good understanding of IDE Cambodia’s development approach and current projects and programs
- Represent IDE in communications with visitors, clients, partners, donors, the public and others as authorized.

**REQUIREMENTS**

**QUALIFICATIONS AND SKILLS**

- Three years work in rural area with extensive field experiences in field demonstration establishments and agricultural field experiments.
- Graduated university degree in agronomy (horticulture production)
- High level interpersonal, communication, negotiation and persuasive skills
- Ability to take on responsible tasks and activities
- Ability to exercise discretion and respect confidentiality
- Farmers training and extension for horticulture commercial farming.
- Good understanding of vegetable markets for the poor would be preferred.
- Be able to drive motorbike in rural area.

**Person Requirements and attributes:**

**PERSONAL ATTRIBUTES**

- Positive team attitude
- Understands and embraces IDE’s core values
- Open and cooperative approach towards working with others
- Demonstrated ethical behavior in all areas of responsibility
- Able to take the initiative when required
- Trustworthy and honest in all dealings
- Represents the values and ideals of IDE
- Able to work effectively and collaboratively, in a team, when required
- Willing to learn new and different ways to do things
- Takes a responsible approach to own learning and development.
- Willingness to take on additional areas of responsibility relevant to the role
- Pro-active contributor to project and team objectives
- A highly responsible approach to all tasks
- Required to travel by own motor bike (IDE will pay for monthly depreciation and gasoline fee)

**APPROVALS**

	Incumbent (if currently occupied)	First Level Supervisor	Second Level Supervisor
Name			
Title			
Signature			
Date			