

JOB DESCRIPTION

Name:	Designation: Crops Agronomist
Location: Technical Services, Simunye	Immediate Supervisor: Research Manager
Main Purpose of the job Planning, coordinating, and implementing agronomy research and extension activities aimed at improving crop productivity and promoting sustainable agricultural practices.	
Job Requirements i) Bachelor’s degree in Agriculture, Agronomy, Crop Science, or a related field. ii) A postgraduate qualification in Agronomy or related discipline will be an added advantage. iii) A Senior Certificate in Sugarcane Production will be will be preferred.	
Minimum experience required: Five years’ experience on the following: i) Agronomy research, crop production, or agricultural extension services. ii) Field trial design, data analysis, and report writing. iii) Sustainable crop production practices and agricultural research methodologies. iv) Statistical analysis and computer applications relevant to agronomy work. v) Supervising field staff and collaborating with growers and extension agents.	
1. Agronomic Advisory and Technical Support i. Identify and assess agronomic challenges through consultation with Extension Officers, growers, and estate agronomists, and recommend relevant, effective, and sustainable solutions. ii. Provide growers with technical recommendations on fertilizer use, variety selection, chemical ripener applications, and other agronomic practices arising from the agronomy work programme.	
2. Research and Innovation i. Stay abreast of developments in agronomic research and communicate relevant advances by establishing and maintaining relationships with national and international scientists, specialists, and collaborating research institutions; reviewing technical literature; and participating in relevant conferences and workshops. ii. Plan, design, and establish field trials aimed at addressing agronomic challenges, using standard experimental procedures and protocols.	

3. Trial Coordination and Field Operations

- i. Liaise with cooperating estates' agronomy and field staff to ensure the efficient and effective implementation and management of agronomy trials.
- ii. Oversee trial maintenance by ensuring that experimental treatments are applied according to trial designs, conducting regular inspections, and ensuring that data collection follows established standard procedures.
- iii. Manage the maintenance and proper functioning of agronomy equipment through regular inspections and close coordination with operational staff.

4. Data Management, Analysis, and Reporting

- i. Maintain accurate and up-to-date databases for agronomy trial proposals, data, and results to ensure effective storage and retrieval of information.
- ii. Evaluate agronomy trial data for accuracy, conduct statistical analyses, interpret findings, draw relevant conclusions, and prepare comprehensive research reports.

5. Communication and Knowledge Dissemination

- i. Disseminate agronomic information and research findings through reports, newsletters, presentations, technical papers, and other appropriate communication platforms.
- ii. Coordinate the timely production and distribution of the Extension quarterly newsletter by developing publication schedules, compiling and editing articles, formatting content within approved templates, and ensuring high publication standards.

6. Planning and Resource Management

- i. Prepare the annual agronomy budget and monitor expenditure to ensure optimal utilization of resources in support of organisational objectives.
- ii. Develop annual work plans and programmes for agronomy activities, taking into account industry priorities and organisational goals.

7. Staff Performance Management

- i. Monitor and evaluate the performance of agronomy staff by setting performance targets, conducting biannual performance appraisals, and recommending appropriate interventions where necessary.

ADDITIONAL TASKS:

- 1. To perform any other duties as reasonably assigned from time to time by the immediate supervisor.

REVIEWED BY:

SIGNATURE:

DATE:

ACCEPTED BY:

SIGNATURE:

DATE: