

JOB DESCRIPTION

Name:	Designation: Research Manager
Location: Technical Services Simunye	Immediate Supervisor: Head of Extension and Technical Services
Main Purpose of the job	
<p>Oversees agricultural research projects and teams, ensuring that research activities are strategically aligned with industry needs. This role involves developing research plans and programs, guiding implementation, coordinating with cross-functional teams, managing budgets, and analyzing data to generate actionable insights that inform the sugar industry and support evidence-based decision-making.</p>	
Job Requirements <ul style="list-style-type: none"> i) Bachelor's degree in Agriculture, Agronomy, Crop Science, or a related field. ii) Master's degree or Ph.D. in Agricultural Research, Plant Science, or related field preferred. 	
Minimum experience required: <p>5 – 10 years' experience on the following:</p> <ul style="list-style-type: none"> i) Agricultural research methodologies and experimental design ii) Budgeting and resource allocation for research projects iii) Leadership and Management Skills iv) Project Management and Strategic planning v) Presentation of research papers or reports 	
Summary of duties and responsibilities: <ol style="list-style-type: none"> 1. Strategic Planning <ul style="list-style-type: none"> i) Design and implement research strategies by identifying stakeholder needs (growers & millers). ii) Define research objectives, develop methodologies, and create comprehensive project plans. 2. Budget Formulation <ul style="list-style-type: none"> i) Develop and control budgets to finance agricultural research projects. ii) Ensure optimal use of resources for maximum impact. 3. Leadership Provision <ul style="list-style-type: none"> i) Lead, mentor, and coordinate research teams. ii) Foster a collaborative environment to support the prosperity of the sugar industry. 	

4. Project Management

- i) Oversee the entire lifecycle of agricultural research projects.
- ii) Manage timelines, budgets, and resources effectively.

5. Data Management and Interpretation

- i) Ensure quality control in data collection and analysis.
- ii) Translate complex findings into clear, actionable recommendations for stakeholders.

6. Stakeholder Communication

- i) Present research proposals and results to Eswatini Sugar management, stakeholders, and at technical conferences.
- ii) Facilitate knowledge transfer within the industry.

7. Research Collaboration

- i) Build and manage bilateral agreements with research institutions and universities.
- ii) Advance the industry's research and development interests through partnerships.
- iii) Manage intellectual property rights for Eswatini sugar research outcomes.

ADDITIONAL TASKS:

1. Serve in Eswatini Sugar Committees and Task teams as may be required from time to time.
2. To represent the Sugar industry in various external relevant committees as delegated.
3. To perform any other duties as reasonably assigned from time to time by the immediate supervisor.

REVIEWED BY:	ACCEPTED BY:
SIGNATURE:	SIGNATURE:
DATE:	DATE: