



SOCIOLOGIST

The Eswatini Sugar Association (ESA) invites applications from appropriately qualified candidates for the above vacancy. The position reports to the Crop Protection and Extension Officer, and is based at ESA Technical Services in Simunye. The main purpose of the job is to develop and execute conflict management strategies to promote healthy business relationship among growers and related stakeholders for a socially cohesive, productive, profitable and sustainable sugar production.

Key Responsibilities of the Job:

1. Facilitate resolution of social conflicts and disputes between grower groups and individuals in the sugarcane industry.
2. Interact with the country's traditional and civil/legal structures for support in resolving growers' issues both in the traditional as well as the civil way.
3. Conduct assessments of the social risks involved in sustainable development or entrepreneurship and propose mitigation measures.
4. Monitors the socio-economic climate and proactively manage looming social issues that have a potential of impacting negatively on grower's businesses, or harm the industry's reputation
5. Prepare and arrange for implementation of training for social cohesion and social transformation.

The Person: The ideal candidate should have the following minimum attributes:

- (i) Bachelor of Social Science or Bachelor of Arts Degree in Social Sciences with majors in Sociology.
- (ii) Minimum of two years' experience in conflict management work.
- (iii) Valid driver's license

Remuneration: Competitive and commensurate with the responsibilities of the position.

Applications, including detailed curriculum vitae, should be emailed to recruitment@esa.co.sz. All applications should be received by 8 July 2023. The detailed Job Description is available below.





JOB DESCRIPTION

NAME:	DESIGNATION: Sociologist
LOCATION: Technical Services, Simunye	IMMEDIATE SUPERVISOR: Crop Protection and Extension Officer

1. Train growers for social cohesion and social transformation with the aim of ensuring sustainable businesses.
2. Meet with relevant community structures and stakeholders for support in dealing with complicated social issues.
3. Facilitate resolution of social conflicts and disputes between grower groups and individuals in the businesses.
4. Document experiences and lessons learnt on addressing social issues/disputes.
5. Conduct assessments of the social risks involved in sustainable development or entrepreneurship and propose mitigation measures.
6. Visit growers' sites to assess looming social issues that have a potential of impacting negatively on grower's businesses.
7. Prepare training needs analyses of grower groups for inclusion in the overall grower support programme and implementation.
8. Liaise with industry and communities on socio-economic issues that may impact the industry's reputation
9. Interact with the country's traditional and civil/legal structures for support in resolving growers' issues both in the traditional as well as the civil way.
10. Execute other tasks delegated by the Crop Protection & Extension Officer.

QUALIFICATIONS:

1. Bachelor of Social Science or Bachelor of Arts Degree in Social Sciences with majors in Sociology.
2. Knowledge and skills in facilitating resolution of social conflicts and disputes among groups and individuals.
3. Training and mentoring qualification/experience would be an added advantage
4. Excellent analytical, communication and reporting skills
5. Valid driver's license

