

# Terms of Reference

## **General information**

- Position:** Sustainable Livelihoods Specialist - Sustainable Sourcing Programme India
- Details:** Full-time (40 hours/week)
- Location:** India, preferably on New Delhi
- Contract type:** Project staff – consultant basis (long-term)
- Starting date:** May 2<sup>nd</sup>, 2023
- Term:** One year, renewable for three years upon performance review
- Reports to:** ESG Programming Senior Manager

## **Background**

The Sustainable Agriculture Network (SAN) is global collaborative network, with a mission of transforming agriculture to secure a sustainable future for food, nature, and rural communities. With more than 20 years of experience in over forty countries and one hundred crop systems, SAN works with corporate and institutional partners to provide innovative, practical, and credible agricultural solutions to some of the most pressing environmental and social problems of our time.

*SAN is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, sexual orientation, disability, or any other legally protected status. We are committed to providing reasonable accommodations for qualified individuals with disabilities and ensuring that all employment decisions are based on valid job requirements.*

## **General description**

SAN is recruiting for a key role to support the execution of national projects related to fair working conditions, gender equality, food security, and access to education, health care and safe drinking water for farming communities, as part of its Sustainable Sourcing Programme (SSP). This position will be based in India, working closely with the SSP country team (based in Bengaluru and Rajasthan), the SSP Steering Committee (based in Europe) and with the team located at SAN Headquarters (Costa Rica). The position will require regular travel within India, and occasional travel abroad.

## **Responsibilities**

The main responsibility of this position is to oversee the implementation of sustainable livelihoods projects in India. Related and additional responsibilities will include:

- Coordinate SSP activities with team members, consultants, funders, and participant companies.
- Facilitate a coordinated solution response by SSP stakeholders to the identified needs and gaps.
- Monitor activities, regulations and national/international discourses related to livelihood issues, and ensure relevant databases are maintained and SSP stakeholders are informed.
- Design, develop, prepare, and execute capacity building strategies for farmer communities and SSP stakeholders, in topics relevant to fair working conditions, gender equality, food security, and access to education, health care and safe drinking water.
- Conduct field visits, research, meetings, communications, and others, as required to support the implementation of the field projects.

- Provide on-going feedback to the SSP Steering Committee on how to promote community-based coordinated livelihood response and strategies, and adjust or enhance Programme approaches, procedures and tools for increased stakeholder engagement and implementation efficiency.
- Provide efficient technical support for the correct planning, execution, and monitoring of current and future livelihoods' enhancement projects within the SSP.
- Support the design of Monitoring & Evaluation tools and mechanisms.
- Support the communication and coordination activities with India-based organizations and regularly engage with them to follow up on activities' implementation.
- Contribute to technical topic research and the development and enrichment of the Programme's knowledge, sustainability solutions, and support tools and materials (reports, guides, and other knowledge products such as short information leaflets) related to human rights, agriculture, farmers, and value chains.
- Contribute to the development of the SSP work in India, and the research and engagement with local and international organizations to secure resources and partnerships for project implementation.
- Submit reports on activities on a periodical basis and as requested.
- Occasionally engage (ad hoc) with the SAN Core Team to support the organizations' business development, proposal writing, and strategic planning efforts

### **Position requirements**

- India resident.
- Hindi native speaker, with strong English skills (both oral and written). Other language skills (specially from local Indian languages) are an advantage.
- Advanced university degree in sustainable livelihoods, rural development, public policy, social work or other relevant social sciences, with emphasis in human rights. Studies on biodiversity, nutrition, gender, and education are an advantage.
- At least 5 years of relevant experience, including:
  - work on/with farms, farmers, farming and rural communities and related government and autonomous organizations.
  - demonstrated experience designing and managing rural development projects with multiple stakeholders (local, national, and international).
  - experience in data collection design and analysis related to sustainable livelihoods.
  - experience in evaluation of training needs, assessment of good practices and designing and delivering effective training sessions for farmers, technical extension agents and outreach to farming communities.
- Excellent technical background in/understanding of sustainable livelihoods, poverty reduction, and rural development.
- Awareness and sensitivity of culture and gender in the rural agriculture sector.
- Proven written and verbal communications skills for audiences of diverse social, cultural, and educational backgrounds.
- Ability and willingness to work independently and remotely, in close collaboration with SAN's international team.
- Availability to travel within India.

## **What we offer**

- Competitive compensation
- Flexible working hours
- A friendly, international team of colleagues, with a pleasant work environment
- Excellent opportunities for growth and professional development

Interested and qualified individuals shall submit their CV in English (max. two (2) pages) and a cover letter (max. one (1) page) to [recruitment@san.eco](mailto:recruitment@san.eco) stating "Sustainable Livelihoods Specialist India - Vacant 2023" as the subject line. The closing date for applications is **March 25th<sup>h</sup>, at 18:00 (India - GMT+5:30).**

Kindly note that only applications that follow the above instructions will be considered. Due to the high number of applications, contact will only be made with shortlisted candidates.