



## NATIONAL AGRICULTURAL RESEARCH ORGANISATION (NARO)

# JOB OPPORTUNITIES

The National Agricultural Research Organisation is established by the National Agricultural Research Act 2005 as a body corporate with the mandate to provide strategic direction for publically funded agricultural research in Uganda. The organisation is composed of the Council as its governing body, Committees of Council, a Secretariat for its day-to-day operations with semi-autonomous Public Agricultural Research Institutes (PARI's) under its policy guidance. The Director General invites suitably qualified Ugandans to apply for the following positions at NARO Secretariat, Entebbe.

Job Ref	Job Title	No. of Posts	Institute	Location
01.	Principal Procurement Officer/Head, Procurement & Disposal of Assets Unit	1	NARO Secretariat	Entebbe - Wakiso District

**SALARY: SALARY GRADE U3**

### **Job Purpose:**

To provide guidance and technical advice regarding planning, budgeting and controlling of procurement and disposal of assets of the Organization, to ensure value for month.

### **Key Duties and Responsibilities**

- To facilitate and provide technical support on procurement policy review, procurement planning processes, budgetary control of public resources and disposal of Public Assets of the entity.
- To review Procurement Audit reports to ensure compliance and conformity with legal and regulatory framework governing the procurement and disposal of Public Assets.
- To prepare, compile and submit appropriate reports to the Contracts Committee, Accounting Officer and User Departments.
- To put in place appropriate internal controls systems to ensure compliance and regulations of governing procurement and disposal of Assets function
- To consolidate and review the procurement plan of the entity and prepare any procurement reports periodically.
- To coordinate the effective management of the evaluation process, including constitution of evaluation team, timely evaluation and submission of evaluation to the Contract Committees.
- To coordinate, monitor and appraise the contracts management process in the entity.

- To ensure effective management of negotiation processes.
- To prepare bids for high value and specialized procurements.
- To supervise, mentor and motivate subordinate staff.

**Personal specification**

**a) Recognized Academic Qualifications:**

A Honors Degree in Procurement and Supply Chain Management or Bachelor of Commerce or Bachelor of Business Administration (BBA) with Specialization in Procurement and Supply Chain Management **PLUS** either full professional qualification/membership of Procurement (CIPs, ISM, CILT) from a recognized awarding Institution or a Master’s Degree in Procurement from a recognized University.

**b) Working experience**

- Relevant working experience of at least eight years, four of which must have been at a senior level from a reputable Organization.
- Three years’ experience involvement in heading procurements in World Bank and other International Donor funded Projects.

Job Ref	Job Title	No. of Posts	Institute	Location
02.	Senior Knowledge Management Officer	1	NARO Secretariat	Entebbe – Wakiso District

**SALARY: SALARY GRADE UR 4**

**Job Purpose:**

To harness and optimize NARO’s knowledge assets for effective and efficient delivery of research services and products.

**Tasks and Responsibilities:**

- Provide leadership and guidance in the formulation of organizational Knowledge Management (KM) policy frameworks.
- Identify and implement appropriate approaches and processes to influence change in the organization to embrace appropriate KM and related practices for its transformation into a knowledge-centric organization.
- Lead and guide the coordination and exploitation of organizational knowledge resources, in order to create benefit and competitive advantage
- Guide the identification, development and operations of KM platforms and systems.
- Provide leadership in knowledge brokerage by connecting people with knowledge to those who need it and formation of communities of practice knowledge networks.
- Lead and supervise critical appraising of KM solutions
- Identify and support knowledge management champions in the organization and develop their competencies.
- The CKO/CLO is responsible for the overall strategy, planning, and implementation

**Minimum Qualifications:**

The position of a Senior KMO, requires applicants possessing a Bachelor's Degree in Biological Sciences, Information Science or Development Studies with a Master's Degree in either Information Management or Communication Studies or Knowledge Management.

Applicants should have a minimum of five years demonstrated experience in relevant field in a reputable organization. Experience in agricultural related organization is an added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>03.</b>	<b>DATABASE MANAGEMENT OFFICER</b>	<b>1</b>	<b>NARO Secretariat</b>	<b>Entebbe-Wakiso District</b>

**SALARY: SALARY GRADE UR 5(i)**

**Job Purpose:**

To collect, organize, store and enable users access to the organization's information through designing, developing, implementing and maintaining organizational database systems.

**Tasks and Responsibilities:**

- Data modelling, designing and setting up new databases, including monitoring and improvement of the quality and completeness of NARO's central and distributed databases.
- Planning and guiding on information technology (IT) needs and capacity requirements for appropriate accommodation of growing database demands in NARO.
- Writing and maintaining database documentation, including training manuals, data standards, procedures and definitions for the data dictionary (metadata).
- Determining the best possible method of organising back-end data and front-end accessibility for end-users, to ensure NARO knowledge is connected to people who need it
- Commissioning and installing new database management system (DBMS) applications and customising existing applications in order to make them fit for purpose.
- Administering database access rights, performance measurement and data backup and recovery.
- Ensuring that storage and archiving procedures are functioning correctly.
- Creating complex query definitions that allow data to be extracted.
- Training relevant users of the database system in how to input and extract data.
- Ensuring that all NARO data complies with legal regulations such as the Data Protection Act of Uganda
- Managing the research Portal content and architecture to ensure all research processes and results content is up to date and refreshed as needed.

- Uploading content onto the necessary knowledge management channels, e.g. SharePoint and Intranet to ensure ease of accessibility and to support initiation of a drive to self-service culture for all colleagues including key stakeholders.
- Perform any other duties as may be assigned by the immediate supervisor

**Required skills and competencies**

- Programming, web development, structured query language (SQL), Unix and database management systems (DBMS).
- Strong analytical and organisational skills
- Eye for detail and accuracy
- Ability to understand information research needs
- Proficient in MS Office (Excel, Access, Word etc.)
- Strong leadership skills
- Knowledge of 'relational database management systems' (RDBMS), 'object oriented database management systems' (OODBMS) and XML database management systems

**Minimum Qualifications and Experience:**

- Applicants should hold a Bachelors Degree in a relevant ICT field such as computer science, Software engineering, Information Technology. Possession of a Master’s degree in the relevant field is an added advantage.
- Advanced knowledge of programming in relevant languages
- Five (5) year experience with database software/web applications.
- Five (5) year experience in an information sharing environment with experience of data analysis
- Experience in a position of management or equivalent qualifications.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>04.</b>	<b>Senior Incubation and Commercialization Officer</b>	<b>1</b>	<b>NARO Secretariat</b>	<b>Entebbe - Wakiso District</b>

**SALARY: SALARY GRADE UR 4**

**Job purpose:** To spearhead transformation and commercialization of NARO technologies, in compliance with the institutional Intellectual Property (IP) policy framework.

**Tasks and Responsibilities:**

- The incumbent will perform the following duties:
- Develop and operationalize technology incubation guidelines and facilitate product development.
- Facilitate formation and strengthening of effective collaborations and linkages between NARO and the industry on sustainable generation and/or commercialization of technologies.
- Facilitate establishment of networks for creating market opportunities of agri-businesses initiatives based on NARO technologies

- Plan and coordinate technology economic analysis activities to ascertain technology value for commercialization.
- Guide the processes for, and support establishment and management of technology incubation centres in NARO
- Spearhead development and implementation of strategies for commercialization of NARO owned IPs.
- Monitor performance of NARO’s commercialized technologies in the market.
- Perform any other duties as may be assigned by the immediate supervisor

**Minimum Qualifications and Experience**

- Applicants should be Ugandans holding a Bachelor’s of Science degree in Agricultural or biological sciences, plus a business related Master’s degree, from a recognized university.
- Should have a minimum of four years of proven experience in technology incubation processes and product commercialization
- Ability to develop commercialization strategies and business plans
- Experience in conducting market research to guide generation and commercialization of technologies
- Good report writing and communication skills.
- Good interpersonal skills and ability to work, and timely produce accurate results in an environment with multiple and challenging tasks to be handled simultaneously.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>05.</b>	<b>INTERNAL AUDITOR</b>	<b>1</b>	<b>Rwebitaba ZARDI</b>	<b>Kyenjojo – District</b>

**SALARY: SALARY GRADE UR 5(i)**

**Job purpose:**

To provide assistance to the Head Internal Auditor in performing financial and managerial audits of general operations. The duties include analyzing evidence data as a basis for an informed, objective opinion and preparing comprehensive reports addressed to management and or external oversight agencies.

**Tasks and Responsibilities:**

- Participate in performing financial and managerial audits of general organizational operations in accordance with acceptable professional standards.
- Aid the Head Internal Auditor in determining whether areas reviewed are performing their planning, accounting, custodial and control activities in compliance with managerial guidelines and applicable statements of policy and procedures, and in a manner consistent with both organizational and high standards of administrative practice.
- Obtain and analyze data to provide an objective informed opinion on the accuracy and fairness of financial statements. This includes performing analytical procedures and recommending adjustments to organizational financial statements.

- Determine the direction and external of assigned audits. Prepare the program and establish procedures which may include statistical sampling and electronic data processing. Prepare working papers supporting opinions presented in the report to administration and external agencies.
- Participate in audits of organizational systems to ensure effectiveness of accounting and managerial controls and accuracy of recorded data, promote efficiency, safeguard organizational assets, and monitor compliance with applicable laws, policies and procedures.
- Exercise professional judgment to determine materiality of findings and adequacy and effectiveness of the operation.
- Discuss deficiencies and recommend corrective actions to improve operations and reduce costs. Plan and prepare formal written reports addressed to department administrators.
- Assist in the performance of special reviews requested by management.
- Maintain knowledge of current accounting and audit practices through continuing professional education.
- Perform other related duties incidental to the work described to you by the Director of Research and Head Internal Audit.

**Minimum Qualifications and Experience**

- Applicants should possess a Bachelor’s degree in Accounting and Finance, Bachelor of Commerce or other qualitative discipline from an recognized university.
- Professional qualification in related areas CPA, ACCA and CIA will be an added advantage.
- Three years of full time experience in Internal Audit, External Auditing, or Accounting.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>06.</b>	<b>STORES ASSISTANT</b>	<b>3</b>	<b>NaLIRRI</b>	<b>Tororo – District</b>
			<b>NaFIRRI</b>	<b>Jinja – District</b>
			<b>Buginyanya</b>	<b>Bulambuli - District</b>

**SALARY: SALARY GRADE UR 6**

**Tasks and Responsibilities:**

- Receive and verify incoming supplies in conjunction with internal audit.
- Check all incoming supplies against order
- Put supplies in proper safe stock location.
- Issue supplies from store and execute proper forms.
- Take periodic stock counts in line with set standards.
- Maintain generally accepted storekeeping standards governing categorization billing and records.
- Liase with Procurement Unit on replenishment and acquisition of materials in respect to lead times and delivery details.

- Advise Management on Un serviceable, obsolete and unwanted materials in store with the view of disposing of the same.

**Minimum Qualifications and Experience:**

Applicants should hold a Diploma in Stores Management or equivalent obtained from a recognised institution with at least 3 years working experience in a reputable organisation or Government Department. Possession of Bachelor’s Degree is an added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>07.</b>	<b>DEVELOPMENT COMMUNICATION OFFICER</b>	<b>1</b>	<b>NaFIRRI</b>	<b>Jinja District</b>

**SALARY: SALARY GRADE UR 5(ii)**

**Tasks and Responsibilities:**

- Plan and direct development and communication of informational programs to maintain favorable public and stakeholder perceptions of the institute.
- Gather, package and edit newsletters, reports, journals, technical reports, posters, brochures, internet web pages and other publications for internal and external audiences
- Coordinate production of advertisements and dissemination of appropriate technologies, prepare quarterly progress and annual reports for the institute.
- Plan and develop informational materials and implement activities designed to improve community and employee understanding and acceptance of the institute’s policies, objectives, strategies and services.
- Establish collaborative partnerships with intermediaries and other sector institutions including international organizations.
- Participate in multidisciplinary teams to develop, implement and evaluate strategic management plans, in order to improve performance standards.

**Minimum Qualifications and Experience:**

Applicants should hold a Bachelor’s Degree in Mass Communication with a bias to Development Communication. Should have at least three years working experience in development communication in a reputable organization. Possession of a Master’s degree in related field will be an added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>08.</b>	<b>DRIVERS</b>	<b>3</b>	<b>NaFORRI</b>	<b>Kifu-Mukono district</b>
			<b>NaCRRI</b>	<b>Namulonge- Wakiso District</b>
			<b>Ngetta ZARDI</b>	<b>Lira District</b>

**SALARY: SALARY GRADE UR 7**

### **Duties and Responsibilities**

- Undertaking routine and preventive maintenance of motor vehicle by checking and topping-up the level of petrol, oil, water, battery electrodes and tyre pressure before operating the vehicle.
- Regularly cleaning and polishing the vehicle, changing tyres as well as making minor repairs or adjustments.
- Driving motor vehicle (car and van) to transport directors, staff, clients and others to designated locations.
- Performing miscellaneous errands such as collecting and delivering mail and other items as well as buying goods, supplies and consumer items.
- Loading and offloading baggage, goods and other material supplies with due regard to the safety of other people.
- Maintaining records of the motor vehicle's daily activity showing journey, mileage, petrol, oil and signature of authorising officer to account for all the journeys made.
- Regulating the radio, heating, lighting and ventilation system for passenger comfort.
- Observing traffic and safety precautions in order to prevent accidents and to avoid traffic violations. In addition, undertakes first aid in case of injuries.
- Reporting motor vehicle accident to the traffic police and the Maintenance Officer, obtaining police abstract report and completing insurance accident report form in conformance to traffic rules and regulations.
- Requisitioning for petrol, lubricants and spare parts and maintaining a record accounting for the same.
- Taking the motor vehicle for major service or repairs in accordance to planned preventive maintenance schedule or insurance accident report.
- Assisting in performing miscellaneous tasks such as photocopying documents and cleaning the compound when not driving.
- Performing any other duties assigned to you by the immediate supervisor/Director

### **Minimum Qualifications and Experience:**

Applicants should possess a driving Permit without any endorsements (Valid driving permit with at least three classes: DL, CM and B plus a Uganda Certificate of Education ("O" Level) with a least four passes including English Language.

Applicants should have a minimum of five (5) years relevant experience driving cars and omni-buses.

## **SCIENTISTS**

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>09.</b>	<b>PLANT BREEDER/ GENETICIST</b>	<b>1</b>	<b>Kachwekano ZARDI</b>	<b>Kabale District</b>
			<b>Abi ZARDI</b>	<b>Arua District</b>

**SALARY: SALARY GRADE UR 5(i)**

### **Tasks and Responsibilities**



- Conducting comprehensive literature review and update literature of major crops in the zone.
- Collecting, introducing, conserving, characterizing and utilizing germplasm relevant to the zone
- Drawing up short-, mid- and long-term plant breeding goals and objectives.
- Designing plant breeding strategies for the short and long term goals and objectives.
- Planning and conducting experiments/studies to achieve the desired objectives.
- Conducting participatory evaluation and/or breeding for other various desirable traits needed in/by (food, feed, processed products, local and/or export markets).
- Developing grant proposals to secure funding for conducting specific research programmes in line with the institute's strategic management plan.

**Minimum Qualifications and Experience:**

Applicants should hold a Master's Degree in Plant Breeding, Genetics or Molecular Breeding. Should have a minimum of three years demonstrated working experience in a related field and proven record of publication in referred journals. Possession of a PhD in Breeding will be an added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>10.</b>	<b>CROP ENTOMOLOGIST</b>	<b>1</b>	<b>Nabuin ZARDI</b>	<b>Nakapiripirit</b>

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Plan, design, implement and evaluate friendly pest management techniques.
- Understand crop plants and agro-ecological conditions and their relationship with pests and incorporate knowledge gained into broad based pest management kits.
- Develop mathematical/ Statistical models for prediction of pest population dynamics, infestation levels, crop phenology and associated biotic and environmental factors for effective pest management.
- Testing pesticides and applications for use in production of high quality products for local and International market.
- Making appropriate recommendation to guide farmers, policy makers, importers and economies of agricultural products.

**Minimum Qualifications and Experience:**

Applicants should hold an Master's Degree in Entomology with at least three years relevant working experience. Applicants with either Bachelor's Degree in Agriculture or Bachelors of Science in Zoology (Upper Second) may be considered.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>11</b>	<b>AGRONOMIST</b>	<b>1</b>	<b>NARL Kawanda</b>	<b>- Wakiso District</b>

**Task and Responsibilities:**

- Design and implement farmer participatory research for crop commodity systems.
- Collect, analyse and interpret agronomy and on-farm research trial data.

- Study the effects of various cropping systems on crop yield and determine the most efficient cropping system for optimum crop production.
- Identify nutrient needs of the various crops (plant nutrition) and develop corrective measures to alleviate the problems.
- Develop appropriate crop and soil management technologies that are gender responsive and avoids soil resource mining but increase crop yield.
- Study the effects of weeds, weed competition and nutrient mining on crop yield, diseases and insect pests.
- Collaborate with other researchers in multiplication of early generation seed.
- Disseminate study results through farmer feedback workshops, training workshops and sessions, conferences, seminars, brochures, newsletters, journals, reports, media, field days and agricultural shows.
- Contribute to the development of training and outreach materials, training of farmers, extension personnel, university students and interested parties on pasture improvement and management.

**Minimum Qualifications and Experience:**

Applicants should hold a Masters’ degree in Soil Science or Crop Science with a bias in Agronomy. Should have at least three years demonstrated working experience in a reputable organization with good skills in experimental design, data collection, analysis, interpretation and report writing.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>12.</b>	<b>ANIMAL/LIVESTOCK HEALTH SCIENTIST</b>	<b>2</b>	<b>Bulindi ZARDI</b>	<b>Hoima District</b>
			<b>Mbarara ZARDI</b>	<b>Mbarara District</b>

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Identify causes of disease in livestock, including poultry.
- Isolate, characterize and study the properties of the causative agents.
- Determine epidemiological factors associated with the causative agents.
- Develop appropriate control measures for the identified diseases.
- Carry out disease spot- on checks

**Minimum Qualifications and Experience:**

Applicants should hold a Bachelors’ Degree in Veterinary Medicine plus a Master’s of Science in Veterinary Diagnostics or Epidemiology. Should have three years demonstrated relevant working experience in a reputable organization with proven record of publication in referred journals will be added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>13.</b>	<b>BIOTECHNOLOGIST</b>	<b>1</b>	<b>NARL- Kawanda</b>	<b>Wakiso District</b>

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Identify biotic constraints of major crops that can be addressed more efficiently using biotechnology
- Identify, optimise and apply biotechnologies for crop improvement, plant disease diagnosis and environmental management
- Conduct exploratory/gene discovery experiments
- Carry out gene expression, regulation, and pathway analysis
- Develop transformation and regeneration protocols
- Assess use and efficacy of micro-organisms
- Conduct genetic/biochemical/mutant analysis

**Minimum Qualifications and Experience:**

Applicants should hold a Master of Science in areas of Molecular Genetics, Biotechnology, Molecular Biology, Molecular Plant Pathology, Molecular Plant Bacteriology, Molecular Plant Virology, or Molecular Entomology with two years post-qualification research experience and good skills in tissue culture laboratory techniques.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
14.	<b>PLANNING, MONITORING AND EVALUATION OFFICER</b>	1	Ngetta ZARDI	Lira District

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Establish baseline information on all research programmes and projects at Institute
- Conduct regular monitoring and evaluation of research activities at the Institute to ensure quality assurance
- Document progress and achievements of each project at the Institute
- Advise researchers and management on planning, monitoring and evaluation
- Participating in the formulation of strategic management plans for the research institute, including development of annual work plans and budgets
- Developing grant proposals to secure funding for conducting specific research programmes in line with the institute's strategic management plan.

**Minimum Qualifications and Experience:**

Applicants should hold a Master's Degree in Agricultural Economics, Economic Policy, Development Studies, Rural Sociology, Socio Anthropology, Agricultural Marketing or Extension or any other relevant discipline from a recognized University. Should have at least three years demonstrated relevant working experience in a related field

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
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15.	SOCIO ECONOMIST	2	Abi ZARDI	Arua District
			Mukono ZARDI	Mukono District

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Design and implement quantitative and qualitative socio-economics research
- Collect and analyze a broad range of primary and secondary social, economic, market value chain and policy research data using standard statistical software
- Establish and regularly update baseline, crop production, sector actors, policies, markets and marketing, and post-harvest/utilization information
- Design and study profitability, technical and financial viability, markets, adoption and impacts of crop innovations, interventions, including associated drivers and dynamics, and dis-aggregated by various socio-economic parameters
- Evaluate demand and supply of crop production inputs such as seed and other innovations
- Spearhead monitoring, evaluation and learning pertaining to crops research for development interventions
- Contribute to clear articulation of impact pathway to achievement of project goals
- Compile, summarize, document, publish research and secondary data into reports, policy briefs, peer reviewed journal articles, newsletters and strategy documents to strengthen research for development
- Support engagement with key stakeholders and strategic partners
- Develop marketing and promotional strategies for different crops /products in collaboration with key partners
- Participate in the development of market linkages and business models that enhance market access of smallholder farmers, in collaboration with market value chain actors.
- Translate research findings into practical priorities for development, policy decisions and strategies that facilitate adoption, stimulate scaling up and out of project outputs, and enhance social inclusiveness.
- Publish research findings in international peer reviewed journals and contribute to dissemination of results to stakeholders

**Minimum Qualifications and Experience:**

- Applicants should hold a Bachelor’s Degree in Agriculture or Agricultural Economics plus a Master’s Degree in Agricultural Economics, Economic Policy and Development Economics.
- Should have a minimum of three years demonstrated working experience in a relevant field in reputable organization, with good skills in qualitative, quantitative research method, report writing. Possession of strong skills in qualitative, quantitative analysis of data and information process appropriate software such as R, STATA and SPSS, and econometric models and demonstrated knowledge of programming tools for planning, monitoring, evaluation and learning. Possession of a PhD degree will be an added advantage.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>16.</b>	<b>RURAL SOCIOLOGIST</b>	<b>1</b>	<b>Nabuin ZARDI</b>	<b>Nakapiripirit District</b>

**SALARY: SALARY GRADE UR 5(i)**

**Tasks and Responsibilities:**

- Collect, collate and analyse data pertaining to peoples livelihoods and farming systems including cost benefit analysis
- Conduct field studies, including marketing, baseline surveys and needs assessment.
- Spearhead the monitoring and evaluation of the technologies, developed and disseminated.
- Conduct studies and impact assessment on technology adoption.
- Participate in the formulation of strategic management plans for the research institute, including development of annual work plans and budgets.
- Identify priority constraints in agriculture and livestock production.
- Develop grant proposals to secure funding for conducting specific research programmes in line with the Institute’s strategic management plan.
- Design and implementing innovative and integrated research projects based on thematic multi-disciplinary and cross-functional teams.
- Formulate and design experiments/studies with implementation plans and schedules. Also determining resources requirements and preparing annual budgets as required for the research project.

**Minimum Qualifications and Experience:**

Applicants should hold a Master’s Degree in Rural Sociology or Socio Anthropology. Should have a minimum of three years working experience in a related field in a reputable organization.

## **TECHNICIANS**

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>17.</b>	<b>AQUACULTURE TECHNICIAN</b>	<b>1</b>	<b>Nabuin ZARDI</b>	<b>Nakapiripirit District</b>

**SALARY: SALARY GRADE UR 6**

**Tasks and Responsibilities:**

- Prepare work plans for field sampling and data collection on the biology and ecology of different species of fish.
- General data and biological and ecological parameters of different fish species.
- Characterization of sampling ponds including composition, relative abundance, population structure, maturity distribution.
- Collection and preservation of fish samples for food and fecundity analysis.
- Interacting with fisher communities to understand their problems.

- Participate in workshops, Agricultural shows and any other activity related to information dissemination.

**Minimum Qualifications and Experience:**

- Applicants should hold an Ordinary Diploma in either Science Technology (Biology) or Fisheries Management Technology from a recognized institution.
- Should have a minimum of two (2) years' demonstrated working experience gained from a fisheries related institution. Should have the following Key Competencies: knowledge and skills in aquaculture; must be computer literate; must have Knowledge in data analysis & use of statistical tools and ability to collect and analyze data and write reports.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>18.</b>	<b>ANIMAL PRODUCTION TECHNICIAN</b>	<b>1</b>	<b>Kachwekano ZARDI</b>	<b>Kabale District</b>

**SALARY: SALARY GRADE UR 6**

**Tasks and Responsibilities:**

- Providing support to Scientists undertaking research and experiments with livestock and insects and contributing to experiments performed in order to generate a technology/information
- Implementing/setting up research experiments and trials
- Submitting data sets to Scientists for analysis
- Contributing to technology promotion and information dissemination through involvement in production of information materials such as brochures, factsheets, user guides, and manuscripts
- Contributing to production of livestock feed, breed materials, diagnostic kits
- Performing experimental testing, monitoring experiments, making observations and maintaining quality control records as well as preparing test results and writing reports of findings
- Operating equipment, preparing, installing and undertaking maintenance and repair of laboratory instruments and equipment
- Contributing to outreach activities and institutional capacity strengthening through farmer trainings, supervision of internship students, instruction of students and performing other special assignments

**Minimum Qualifications and Experience:**

Applicants should hold a Higher National Diploma in Animal Production/Animal Husbandry or Diploma in Agriculture with a bias in Animal Production from a recognized institution. Should have at least two years demonstrated working experience in relevant field such as conducting animal and forage evaluation experiments gained from a reputable organization.

<b>Job</b>	<b>Job Title</b>	<b>No. of</b>	<b>Institute</b>	<b>Location</b>
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Ref		Posts		
19.	<b>LABORATORY TECHNICIAN</b>	<b>1</b>	<b>NaCRRRI Namulonge</b>	<b>- Wakiso District</b>

**SALARY: SALARY GRADE UR 6**

**Tasks and Responsibilities:**

- Preparing and maintaining laboratory materials, equipment, facilities and work area in a clean condition
- Setting-up, adjusting, calibrating, cleaning, maintaining, and troubleshooting laboratory and field equipment.
- Receiving and prepare laboratory samples for analysis, following proper protocols in order to ensure effective storage, handling, and disposal of samples and specimens such as solutions, soils and plants for isolation, analysis and labeling.
- Measure or weigh compounds and solutions for use in testing as well as preserving, isolating and analyzing samples and specimens as directed
- Processing samples and amplification of DNA, prepare culture media, centrifuge as well as grinding, drying, packaging, weighing, incubation, sterilization, digesting and extraction
- Conducting standardized biological, microbiological and biochemical tests and laboratory analyses to evaluate the quantity or quality of physical or chemical substances in plants and other products.
- Examine specimens to detect the presence of disease or other problems through observation, examination, identification, isolation and purification of samples
- Feed laboratory animals and insects
- Conducting pathogenicity test, re-isolation for multiplication and inoculum preparation
- Conducting incidence and severity assessment and participating in the screening of materials for disease damage and pest resistance
- Monitor and observe experiments, recording production and test data for evaluation
- Providing input on the development of the annual budget, especially item and cost specifications
- Providing input in the design and construction of facilities for undertaking experiments
- Undertaking routine maintenance of laboratory equipment and facilities including installation and calibration
- Requisition for laboratory materials and equipment according to approved budget
- Disposal of waste products in accordance with safety regulations
- Observing laboratory health and safety procedures
- Analyzing experimental data, interpret results and writing reports and summaries of findings.

**Minimum Qualifications and Experience:**

Applicants should hold a Diploma in Science Technology, Biological Laboratory procedures or equivalent qualifications with at least two years' experience in a reputable organization.

<b>Job Ref</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>20.</b>	<b>FIELD TECHNICIAN</b>	<b>1</b>	<b>NaCRRRI</b>	<b>Namulonge-Wakiso District</b>

**SALARY: SALARY GRADE UR 6**

**Tasks and Responsibilities:**

- Developing a field plan for conducting experiments on either the Institute's research farm or on land belonging to farmers
- Preparing materials such as seeds, fertilizer, measurement instruments and other supplies for undertaking field experiments
- Preparing the experimental plot, planting seeds and labeling each experimental block according to the field plan
- Collecting data, specimens and samples at various experimental plots
- Monitoring the experimental plots for germination and sprouting as well as replanting, gap filling and tagging
- Weeding and thinning excess, diseased, weakling and stunted seedlings to ensure continuous growth
- Application of fertilizer, inoculations, infestations and labeling according to field specifications
- Observing, examining and recording pollination and tagging
- Undertaking harvesting and post-harvesting activities including drying and packing
- Conducting disease surveillance by visiting farmers to establish extent of disease and pest outbreak
- Participating in baseline surveys to determine farmer needs and production constraints as well as establish the impact of technology adoption
- Participate in developing and delivering education and training programs to farmers and other stakeholders including students on visits and attachments
- Participate in agricultural exhibitions and other programs designed for technology transfer.

**Minimum Qualifications and Experience:**

Applicants should hold a Diploma in Agriculture or equivalent qualifications. Should have a minimum of two (2) years' demonstrated working experience in a related field from a recognized organization.

**TENURE AND AGE FOR ALL POSTS:**

**Tenure of Office:** *Five years contract renewable subject to satisfactory performance.*

**Age:** *Candidates should not be above 45 years of age.*

**Application Procedures:**

Interested persons with the above requirements should submit hand-written applications together with a detailed curriculum vitae giving day-time telephone numbers and names and addresses of 3 (three) referees as well as copies of professional



certificates and testimonials to the undersigned not later than 5.00 p.m on **3<sup>rd</sup> November 2017.**

Applicants are advised to quote the reference number of the post applied for on the top left hand corner of the envelope and on the application letter specifying the institute of preference and should apply for a maximum of two (2) posts which should be addressed below:

Only shortlisted candidates will be contacted and should be in **possession of certified copies of academic documents and professional certificates.**

**The Director General,  
National Agricultural Research Organization,  
P.O.Box 295, Entebbe**

***N.B The advert could also be viewed at NARO website [www.naro.go.ug](http://www.naro.go.ug).***