



## 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 and respective PARIs.

Ref. No	Post to be advertised	Salary Grade	No of Vacancies	Institute and Location
<b>NARO SECRETARIAT</b>				
01	Civil Engineer	UR 3	1	NARO Secretariat - Entebbe
<b>RESEARCH SCIENTISTS</b>				
02	Animal/Livestock Production Scientist	UR 5(i)	1	Mbarara ZARDI-Mbarara
03	Animal/Livestock Health Scientist	UR 5(i)	3	Ngetta ZARDI-Lira District
				Kachwekano ZARDI-Kabale District
				Mbarara ZARDI-Mbarara District
04	Animal/Livestock Nutritionist	UR 5(i)	1	Bulindi ZARDI – Hoima District
05	Animal/Livestock Breeder	UR 5(i)	1	NaLIRRI-Nakyesasa, Wakiso District
06	Animal/Livestock Physiologist	UR 5(i)	1	NaLIRRI-Nakyesasa, Wakiso District
07	Animal/Livestock Product Development Scientist	UR 5(i)	1	NaLIRRI-Nakyesasa, Wakiso District
08	Pasture Scientist	UR 5(i)	1	NaLIRRI-Nakyesasa, Wakiso District
09	Agro-Forestry Scientist	UR 5(i)	1	Buginyanya ZARDI-Bulambuli District
10	Aquaculture Scientist – Fish Breeder	UR 5(i)	1	NaFIRRI-Kajjansi, Wakiso District
11	Aquaculture Scientist – Fish Pathologist	UR 5(i)	1	NaFIRRI-Kajjansi, Wakiso District
12	Fish Biologist	UR 5(i)	1	NaFIRRI-Jinja District

Ref. No	Post to be advertised	Salary Grade	No of Vacancies	Institute and Location
13	Apiculture Scientist	UR 5(i)	1	Bulindi ZARDI –Hoima District
14	Biotechnologist	UR 5(i)	1	NARL-Kawanda, Wakiso District
15	Plant Breeder/ Geneticist	UR 5(i)	5	NaCRRRI-Namulonge, Wakiso District
				NaSARRI- Serere District (2 posts)
				Ngetta ZARDI-Lira District
				NaCORI –Kituza, Mukono District
16	Agricultural Economist	UR 5(i)	5	Kachwekano ZARDI-Kabale District
				Nabuin ZARDI-Nakapiripirit, District
				NaCORI –Kituza, Mukono District
				NaSARRI- Serere District
				NISCU-Namulonge, Wakiso District
17	Biochemist	UR 5(i)	1	NaCORI –Kituza, Mukono District
18	Entomologist	UR 5(i)	3	NISCU-Namulonge, Wakiso District
				Nabuin ZARDI-Nakapiripirit, District
				NARL – Kawanda, Wakiso District
19	Planning Monitoring and Evaluation Officer	UR 5(i)	2	Bulindi ZARDI-Hoima District
				NARL- Kawanda, Wakiso District
<b>TECHNICIANS</b>				
20	Field Technician	UR 6	5	NaCRRRI-Namulonge, Wakiso District
				NaSSARI-Serere District (3 posts)
				NaLIRRI- Nakyesasa, Wakiso District
21	Laboratory Technician	UR 6	1	Mbarara ZARDI, Mbarara District
	Laboratory Technician (Livestock Nutrition)	UR 6	2	NaLIRRI- Nakyesasa, Wakiso District
	Laboratory Technician(Biochemist)	UR 6	1	NARL- Kawanda, Wakiso District

Ref. No	Post to be advertised	Salary Grade	No of Vacancies	Institute and Location
22	Animal Health Technician	UR 6	1	Bulindi ZARDI-Hoima District
23	Soil Fertility Technician	UR 6	1	Bulindi ZARDI-Hoima, District
24	Farm Manager	UR 5(i)	1	NARL-Kawanda, Wakiso District
<b>SUPPORT STAFF</b>				
25	Assistant Systems Administrator	UR 5(ii)	1	Nabuin ZARDI- Nakapiripirit District
	Assistant Systems Administrator	UR 5(ii)	1	NaFORRI-Kifu-Mukono
26	Administrative Assistant	UR 6	1	NaFIRRI-Kajjansi, Wakiso District
27	Electrician	UR 6	1	NaSARRI-Serere District
28	Deck hand	UR 7	1	NaFIRRI-Jinja District
<b>TOTAL</b>			<b>49</b>	

## NARO SECRETARIAT

Ref No	Job Title	No. of Posts	Institute	Location
01.	CIVIL ENGINEER	1	NARO Secretariat	Entebbe, Wakiso District

**Reports to:** Director Corporate Services  
**Salary Grade:** UR 3  
**Age Limit:** *Not above 50 years.*

**Overall Responsibility:** Supervising firms contracted to design, construct maintain and repair organizational infrastructure.

### Tasks and Responsibilities

- Providing technical and professional advice to NARO Governing Council and Management on infrastructural development.
- Provide advice during pre-contract stage, and supervising construction, rehabilitation works, including defects liability;
- Preparing designs, technical drawings, preparing bills of quantities and cost estimates of civil works to be undertaken.
- Liaising with the NARO Procurement Unit in preparation of solicitation documents, Evaluation of Bids and Recommendation for award of contract.
- Conducting site supervision and quality control of the contractors' workmanship in compliance with the provision of the contract.
- Verifying contractors' equipment on site, key personnel and construction schedule.
- Issuing variation orders, inspecting and approving contractors' interim certificates and certifying completion of work.

- Holding regular site meetings with the contractors.
- Reviewing reports submitted by the Consultants/contractors and verifying the consultants'/contractors' works certificates submitted for payment.
- Overseeing the construction and maintenance of buildings, roads, water supply, drainage and other civil works.
- Monitoring and appraising the progress of civil works and reporting to management on progress made.

**Minimum Qualifications and Experience:**

Candidates should be holders of a Bachelor of Science Degree in Civil Engineering from a recognized university plus working experience of eight (8) years in a reputable organization(s). Possession of a Master's Degree in Civil Engineering will be an added advantage. Must be registered with the Uganda Engineers Registration Board.

## RESEARCH SCIENTISTS

Ref No	Job Title	No. of Posts	Institute	Location
02.	<b>ANIMAL/LIVESTOCK PRODUCTION SCIENTIST</b>	1	<b>Mbarara ZARDI</b>	<b>Mbarara District</b>

**Tasks and Responsibilities:**

- Carrying out research and technology dissemination on livestock production and management in the zone.
- Planning, developing, monitoring and conducting impact assessment of animal production activities on-station and on-farm.
- Carrying out information dissemination and training on new technologies in animal production.
- Formulating experimental/study plans and implementation schedules.
- Developing and managing database for Animal Production.
- Producing technical reports on activities undertaken.
- Collecting, Collating and packaging technologies for animal production improvement.
- Developing partnership with relevant organizations for wide access / dissemination of appropriate technologies.

**Minimum Qualifications and Experience:**

Applicants should hold a Bachelor's Degree in Agriculture (animal science option) or Veterinary Medicine plus a Master's Degree in Animal Production, Breeding, Livestock Marketing or Animal Nutrition. Should have three years demonstrated relevant working experience in a reputable organization. Proven record of publication in referred journals will be added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
03.	<b>ANIMAL/LIVESTOCK HEALTH SCIENTIST</b>	3	<b>Ngetta ZARDI</b>	<b>Lira District</b>
			<b>Kachwekano ZARDI</b>	<b>Kabale District</b>
			<b>Mbarara ZARDI</b>	<b>Mbarara District</b>

**Tasks and Responsibilities:**

- Identifying causes of disease in livestock and poultry.
- Isolating, characterizing and studying the properties of the causative agents.
- Determining epidemiological factors associated with the causative agents.
- Developing appropriate preventive and control measures for the identified diseases.
- Carrying out disease spot- on checks on livestock
- Keeping health records for the livestock
- Carrying out outreach activities to support livestock farmers in the zone
- Producing technical reports

**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. Proven record of publication in referred journals will be added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
04.	<b>ANIMAL/LIVESTOCK NUTRITIONIST</b>	1	<b>Bulindi ZARDI</b>	<b>Hoima District</b>

**Tasks and Responsibilities:**

- Planning, designing, implementing and evaluating of forage species and their responses to animal production.
- Identifying constraints to livestock and forage production.
- Collecting and evaluating promising forage production.
- Collecting and evaluating promising forage germplasm and feed resources for improved livestock nutrition.
- Studying the effects of different forage/feed resources on livestock production.
- Developing strategies for improving livestock production through improved nutrition.
- Determining nutritional requirements for annuals, by species, breed, physiological status and production levels.
- Identifying feeds resources that can provide the nutrient in question.
- Providing models for rational feed utilization; generate feed composition tables and feeding standards.

**Minimum Qualifications and Experience:**

Applicants should hold a Bachelors' Degree in Agriculture with a bias in Animal Science plus a Masters' degree in Animal Production. A minimum of three years demonstrated working experience in a reputable organization.

	Job Title	No. of Posts	Institute	Location
05.	<b>ANIMAL/LIVESTOCK BREEDER</b>	1	<b>NaLIRRI-Nakyesasa</b>	<b>Wakiso District</b>

**Tasks and Responsibilities:**

- Conducting animal breeding research in cattle, goats, poultry, pigs and rabbits.
- Designing and maintaining appropriate animal breeding programmes for the various livestock in line with the National Breeding Act.
- Developing appropriate livestock breeds to meet market demand for breeding stocks.
- Collecting, characterizing conserving and appropriately utilising our indigenous animal genetic resources.
- Identifying priority researchable areas in animal breeding and resources for the execution of the research activities
- Formulate and design practical animal breeding programmes in partnership with farmer breeders associations.

### Minimum Qualifications

Applicants should hold a Bachelor's Degree in Agriculture (Animal Science Option) or Veterinary Medicine with at least five years proven experience in livestock breeding in a reputable organization. Possession a Master's degree in livestock breeding is an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
06.	<b>ANIMAL/LIVESTOCK PHYSIOLOGIST</b>	1	NaLIRRI-Nakyesasa	Wakiso District

### Tasks and Responsibilities:

- Identifying priority researchable areas in animal physiology, biochemistry and resources for the execution of the research activities
- Conducting studies and research in animal cellular and organ structure
- Conducting studies and research in animal physiological functions such as reproduction, movement, and growth in natural and artificial environments.
- Performing controlled experiments on animal nutrition, breeding and health.
- Producing technical reports animal physiology.

### Minimum Qualifications

Applicants should hold either a Bachelor of Veterinary Medicine or Bachelor of Science in Biochemistry plus a Master of Degree in Veterinary Medicine or Masters in Biochemistry or Master's Degree in Animal Science with bias in Animal Nutrition or Animal Physiology. Should have three years demonstrated relevant working experience in a reputable organization. Proven record of publication in referred journals will be added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
07.	<b>ANIMAL/LIVESTOCK PRODUCT DEVELOPMENT SCIENTIST</b>	1	NaLIRRI-Nakyesasa	Wakiso District

### Tasks and Responsibilities:

- Developing and implementing appropriate milk quality control procedures for the dairy products' development platform

- Supervising all dairy processing and product development operations for the dairy products' development platform
- Developing and implementing procedures to ensure adequate hygiene, appropriate milk handling and packaging in the dairy products' development platform
- Developing a diversity of fermented dairy-based products that are responsive to clientele demands
- Developing and implementing procedures for hazard analysis and critical control points in the milk quality and processing platform
- Taking lead in accreditation of dairy processing facilities and certification of different dairy-based products
- Planning and conducting experiments/studies to test and recommend suitable dairy processing and product development technologies and innovations
- Developing grant proposals to secure funding for conducting specific research programmes in line with the institute's strategic plan.

**Minimum Qualifications and Experience:**

Applicants should hold a Bachelors' Degree in Food Science and Technology, Food Processing Technology or Dairy Science plus a Masters' degree in Food Science and Technology (focusing on Dairy Products Development) or Dairy Science from a recognized university. A minimum of three years demonstrated working experience in a reputable organization. Applicants with specialized training in Dairy products development and quality control from a reputable training institution. Experience in diary processing will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
08.	PASTURE SCIENTIST	1	NaLIRRI- Nakyesasa	Wakiso District

**Tasks and Responsibilities:**

- Identifying pasture species adapted to different environments and appropriate for different livestock production systems.
- Evaluating different pasture species in different environments for adaptability, biomass yield, palatability, chemical composition, compatibility in mixtures with other pastures, compatibility with food crops, and enhancement of livestock yield
- Evaluating crop residues that can be used for livestock feed
- Identifying various feed utilization strategies that can be used by farmers to target particular constraints.
- Testing evaluated pasture species on farms to verify performance on farm environment
- Collecting, analyzing and interpreting data from evaluation and on-farm testing exercises
- Documenting results from evaluation and on farm performance testing.
- Addressing issues that develop in relation with growth, development and use of pastures eg pasture disease outbreaks, pasture responses to environmental conditions.

- Collecting, introducing, conserving, characterizing and utilizing pasture germplasm.
- Identifying gaps in pasture production and designing suitable technologies and innovations to address the identified gaps.
- Planning and conducting experiments/studies to test and recommend suitable pasture production technologies and innovations.
- Developing grant proposals to secure funding for conducting specific research programs in line with the institute's strategic management plan.

**Minimum Qualifications and Experience:**

The applicant should possess a Bachelor of Science degree in Agriculture, Horticulture and Botany plus a Master of Science degree in Crop Science, Plant Breeding and Biotechnology, Seed Systems, Pasture Agronomy or Animal Science from a reputable University. The applicant should have undertaken specialized training in pasture agronomy, breeding or general pasture science from a reputable University or research institution.

Ref No	Job Title	No. of Posts	Institute	Location
09	AGRO-FORESTRY SCIENTIST	1	Buginyanya ZARDI	Bulambuli District

**Tasks and Responsibilities:**

- Characterizing and documenting the agro forestry innovations/practices in the various farming systems and identifying strategic entry points for research and development.
- Evaluating the interactions between the different components in agro forestry practices.
- Matching trees/shrub species to sites.
- Developing recommendation domains for agro forestry practices/technologies.
- Participating in tree germ-plasm acquisition, multiplication and distribution.
- Designing and implementing innovative and integrated research projects, experiments and studies based on thematic multi-disciplinary and cross-functional teams.
- Developing and delivering training programs in the area of integrated natural resource management.

**Minimum Qualifications and Experience:**

Applicants should hold a Masters' Degree in Agro-forestry from a recognized University with a at least three years demonstrated experience in Agro-forestry research. Any proven record of publications in referred journals will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
10.	AQUACULTURE SCIENTIST FISH BREEDER	1	NaFIRRI	Kajjansi, Wakiso District

**Tasks and Responsibilities:**



- Planning and implementing priority constraint-determined break-through research on fish breeding and purification of related strains of fish for fish farming.
- Developing and characterizing fish strains for release.
- Developing or adopting and documenting technologies for propagation of new species in aquaculture.
- Documenting traits and attributes of fish breeds.
- Designing, implementing and documenting guidelines for fish farmers in improved brood stock management.
- Supervising on-station breeding experiments and on-farm breeding performance.
- Providing technical guidelines on improved fish breeds.

**Minimum Qualifications and Experience:**

Applicants should hold an Honors Bachelor’s Degree in Fisheries and Aquaculture or related biological subjects plus a Master’s Degree in Fisheries or Aquaculture with practical two years relevant working experience. Any proven record of publications in referred journals will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
11	<b>AQUACULTURE SCIENTIST FISH PATHOLOGIST</b>	2	NaFIRRI	<b>Kajjansi, Wakiso District</b>

**Tasks and Responsibilities:**

- Identifying and characterizing fish health issues that require in-depth review and plan to conduct breakthrough research and studies related to aquatic animal health in Uganda.
- Planning and conducting epidemiological surveys on fish health in Uganda.
- Contributing to the aquatic Animal Disease Diagnostic platform in laboratories and filed.
- Contributing to the development of control and prevention strategies for fish disease conditions in Uganda.
- Ensuring implementation of a robust biosecurity and biosafety strategies in aquaculture systems in the country.
- Developing and promoting the adoption of standards, recommendations, and guidelines for fish health, safety, and welfare for increased and sustainable fish production
- Preparing research proposals and source for funding to implement the national research agenda
- Disseminating aquatic animal health information to relevant stakeholders

**Minimum Qualifications and Experience:**

Applicants should hold an Honors Bachelor’s Degree in Fisheries and Aquaculture or related biological subjects plus a Master’s Degree in Fisheries or Aquaculture with practical three years relevant working experience. Any proven record of publications in referred journals will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
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<b>12.</b>	<b>FISH BIOLOGIST – FISH STOCK ASSESSMENT</b>	<b>1</b>	<b>NAFIRRI</b>	<b>Jinja District</b>
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**Tasks and Responsibilities**

- Planning and implementing priority constraint-determined research in fish stocks through; trawl/gill-net/hydro-acoustic, catch assessment and Frame Surveys.
- Participating in the development, update and application of Standard Operating Procedures, in implementing the above surveys.
- Mapping the spatial biomass/fish stock patterns in each fishery area.
- Providing regular information on trends in fish stocks and harvesting patterns of key commercial species and make recommendation for their management
- Providing monitoring information on stock characteristics of key commercial fish species.
- Providing periodic advice on management of fish stocks to the relevant stake holders.

**Minimum Qualifications and Experience:**

A Master's Degree in Botany and Zoology or Fisheries and Aquatic Sciences with at least three years' experience in fisheries. Experience in population dynamics, stock assessment or any related area assessment from a recognized institution is an added advantage.

<b>Ref No</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>13.</b>	<b>APICULTURE SCIENTIST</b>	<b>1</b>	<b>Bulindi ZARDI</b>	<b>Hoima District</b>

**Tasks and Responsibilities:**

- Identifying priority researchable areas of apiculture and resources for the execution of desired research activities.
- Conducting experiments on causes and control of bee diseases and factors affecting yields of nectar and pollen on various plants visited by bees.
- Conducting research on pollination.
- Improving bee stains, utilizing selective breeding by artificial insemination.
- Collecting, characterizing, conserving and appropriately utilize indigenous bee genetic resources.
- Formulating and designing practical apiculture programs in partnership with farmer beekeeping associations.

**Minimum Qualifications and Experience:**

Bachelor of Science degree in Agriculture or Biological Science with a proven interest in beekeeping plus a Master's of Science degree in Apiculture or its equivalent. Applicants should have at least three years working experience in bee-keeping.

<b>Ref No</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>14.</b>	<b>BIOTECHNOLOGIST</b>	<b>1</b>	<b>NARL-Kawanda</b>	<b>Wakiso District</b>

**Tasks and Responsibilities:**

- Identifying biotic constraints of major crops that can be addressed more efficiently using biotechnology
- Identifying, optimizing and applying biotechnologies for crop improvement, plant disease diagnosis and environmental management
- Optimizing standard operating procedures (SOPS) for conducting biotechnology research and experiments.
- Conducting exploratory/gene discovery experiments.
- Carrying out gene expression, regulation, and pathway analysis.
- Developing transformation and regeneration protocols.
- Assessing use and efficacy of micro-organisms.
- Conducting 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 three years' research experience and good skills in tissue culture laboratory techniques.

Ref No	Job Title	No. of Posts	Institute	Location
15.	<b>PLANT BREEDER/ GENETICIST</b>	5	<b>NaSARRI (2 posts)</b>	<b>Serere District</b>
			<b>NaCRRI</b>	<b>Namulonge, Wakiso District</b>
			<b>Ngetta ZARDI</b>	<b>Lira District</b>
			<b>NaCORI-Kituza</b>	<b>Mukono District</b>

**Tasks and Responsibilities**

- Collecting, introducing, conserving, characterizing and utilizing germplasm.
- 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.
- Developing new crop varieties that respond to socio-and environmental constraints.
- Conducting comprehensive literature review and updating literature of major crops.
- 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 programs 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.

Ref	Job Title	No. of	Institute	Location
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No		Posts		
16.	<b>AGRICULTURAL ECONOMIST</b>	4	<b>Kachwekano ZARDI</b>	<b>Kabale District</b>
			<b>NaCORI</b>	<b>Kituza-Mukono</b>
			<b>NaSARRI</b>	<b>Serere District</b>
			<b>NISCU unit</b>	<b>Namulonge, Wakiso District</b>

NISCU: National Invasive Species Units based at Namulonge

#### **Tasks and Responsibilities:**

- Designing and implementing quantitative and qualitative socio-economics research.
- Collecting and analyzing primary and secondary social, economic, market value chain and policy research data using standard statistical software.
- Establishing and updating baseline, crop production, sector actors, policies, markets and marketing, and post-harvest/utilization information
- Designing and studying 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
- Evaluating demand and supply of crop production inputs such as seed and other innovations.
- Spearheading monitoring, evaluation and learning pertaining to crops research for development interventions
- Contributing to clear articulation of impact pathway to achievement of project goals
- Compiling, summarizing, documenting, publishing research and secondary data into reports, policy briefs, peer reviewed journal articles, newsletters and strategy documents to strengthen research for development
- Supporting engagement with key stakeholders and strategic partners.
- Developing marketing and promotional strategies for different crops /products in collaboration with key partners
- Participating in the development of market linkages and business models that enhance market access of smallholder farmers, in collaboration with market value chain actors.
- Translating 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.
- Publishing 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.

Ref No	Job Title	No. of Posts	Institute	Location
17.	BIOCHEMIST	1	NACORI-Kituza	Mukono District

**Tasks and Responsibilities:**

- Planning, designing and evaluating the biochemical composition of commercial coffee varieties.
- Investigate the genetic, chemical and physical attributes of newly improved coffee varieties.
- Identifying cellular and developmental events that are linked to coffee cup quality.
- Applying diversified knowledge of scientific research principles, practices, and protocols in conducting research activities.
- Developing biochemical profiles of Uganda’s Commercial coffee Varieties.
- Prepare analyses, concept papers, technical and scientific papers and reports as well as other documentation for publication and dissemination.

**Minimum Qualifications and Experience:**

Applicants should hold a Master’s Degree in Biochemistry with at least three years relevant working experience. Possession of a PhD will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
18.	ENTOMOLOGIST	1	NISCU	Namulonge, Wakiso District
		1	Nabuin ZARDI	Nakapiripirit District

NISCU: National Invasive Species Units based at Namulonge

**Tasks and Responsibilities:**

- Planning, designing, implementing and evaluating friendly pest management techniques.
- Understanding crop plants and agro-ecological conditions and their relationship with pests and incorporate knowledge gained into broad based pest management kits.
- Developing 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 possessing PhD degree will be with an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
19.	PLANNING, MONITORING AND EVALUATION OFFICER	2	Bulindi ZARDI	Hoima District
			NARL-Kawanda	Wakiso District

**Tasks and Responsibilities:**

- Establishing baseline information on all research programs and projects at Institute.
- Conducting regular monitoring and evaluation of research activities at the Institute to ensure quality assurance.
- Documenting progress and achievements of each project at the Institute.
- Advising 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 programs in line with the institute's strategic management plan.

**Minimum Qualifications and Experience:**

Applicants should possess a good Bachelor of Arts in Economics or Bachelor of Science in quantitative economics degree plus a postgraduate qualification in project planning or monitoring and evaluation or in a related discipline. Should have at least three years relevant working experience as an Economist or Planner.

**TECHNICIANS**

Ref No	Job Title	No. of Posts	Institute	Location
20	FIELD TECHNICIAN	5	NaCRRI-Namulonge	Wakiso District
			NaSAARI (3 posts)	Serere District
			NaLIRRI	Nakyesasa, Wakiso District

**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
- Participating in developing and delivering education and training programs to farmers and other stakeholders including students on visits and attachments
- Participating in agricultural exhibitions and other programs designed for technology transfer.

**Minimum Qualifications and Experience:**

Applicants should hold a Diploma in Agriculture (Crop Production and Management) or equivalent qualifications. Should have a minimum of two (2) years’ demonstrated working experience in a related field from a recognized organization. Possession of a Bachelor’s Degree in Agricultural related subjects will be of an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
21.	<b>LABORATORY TECHNICIAN</b>	4	<b>Mbarara ZARDI</b>	<b>Mbarara District</b>
	<b>LABORATORY TECHNICIAN (Livestock Nutrition) – 2 posts</b>		<b>NaLIRRI - Nakyesasa</b>	<b>Wakiso District</b>
	<b>LABORATORY TECHNICIAN (Biochemist)</b>		<b>NARL-Kawanda</b>	<b>Wakiso District</b>

**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 Laboratory Technology (Biological techniques) or equivalent qualifications with at least two years' experience in a reputable organization. Possession of a Bachelor's Degree in Biomedical Laboratory Technology or Bachelor's Degree in Laboratory Technology (Biology) is an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
22.	<b>ANIMAL HEALTH TECHNICIAN</b>	1	<b>Bulindi ZARDI</b>	<b>Hoima District</b>

**Tasks and responsibilities:**

- Participating in collection and preparation of animal specimens/samples
- Receiving, processing and performing laboratory analyses on animal samples in order to produce reliable and precise data to support scientific investigations
- Conducting tests on new products or experimental processes
- Using, cleaning and maintaining various types of equipment
- Handling and storing chemicals and other materials.
- Handling of compressed gas cylinders.
- Maintaining notebooks, laboratory database(s) and documenting procedures.
- Recording and sometimes interpreting results to present to senior colleagues.
- Initiating the development of standard operating procedures (SOPs) for different laboratory procedures.
- Using computers and performing mathematical calculations for the preparation of graphs.
- Conducting searches on identified topics relevant to the research;
- Following and ensuring strict safety procedures and safety checks.
- Participating in baseline surveys to determine farmer needs and production constraints.



### Minimum Qualifications and experience

Applicants should hold a Diploma in Animal Production and Management or a Diploma in Animal Husbandry or equivalent qualifications. Should have a minimum of two (2) years' demonstrated working experience in a related field from a recognized organization. Possession of a Bachelor's Degree in related subjects will be of an added advantage

Ref No	Job Title	No. of Posts	Institute	Location
23.	SOIL FERTILITY TECHNICIAN	1	Bulindi ZARDI	Hoima District

#### Tasks and responsibilities:

- Developing a field plan for conducting experiments on on-station or at fields.
- Preparing and maintaining laboratory materials, setting-up, adjusting, calibrating, cleaning, maintaining, and troubleshooting laboratory and field equipment.
- Visiting farmers to identify soil fertility problems.
- Collecting and analysing soil specimens and plant samples.
- Receiving and prepare laboratory samples for analysis.
- Measure or weigh compounds and solutions for use in testing as well as preserving, isolating and analysing samples and specimens as directed.
- Conducting standardized soil tests and laboratory analyses to evaluate the quantity or quality of physical or chemical substances in different types of soils.
- Collecting meteorological information and data covering weather parameters.
- Collaborating with scientists in disseminating and presenting research results to multi-sectoral stakeholders.

### Minimum Qualifications and Experience

A Diploma in Agriculture or equivalent qualifications from a recognized institution with at least 2 years working experience in the relevant field. Possession of a Bachelor's Degree in the relevant field is an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
24.	FARM MANAGER	1	NARL- Kawanda	Wakiso District

#### Tasks and responsibilities:

- Planning finances and production to maintain farm progress against budgeted parameters
- Planning land use for income generation to contribute to the institute financial obligations.
- Coordinating a wide range of farm preparation activities such as ploughing, furrowing, weeding and spraying as well as harvesting and post-harvesting activities.
- Monitoring and documenting land use, fertilizer application as well as quality and quantity livestock.
- Establishing marketing channels, conferring with buyers and arranging for sale of farm products in collaboration with the relevant section of the institute.

- Protecting the environment and maintaining biodiversity.
- Coordinating the maintenance and repair of farm building, machinery and equipment.
- Participating in multidisciplinary teams to develop, implement and evaluate strategic management plans, in order to achieve set objectives.
- Maintaining records of all aspects of operations in the farm and also preparing monthly progress reports and annual technical reports showing achievements against planned targets as well as providing justification for performance variances.

### Minimum Qualifications and Experience

Applicants should hold an Honors Bachelor’s degree in Agriculture, Animal Production, Agricultural Extension or Agri-business. Should have at least a minimum of three years demonstrated working experience in the relevant field from a reputable institution.

## SUPPORT STAFF POSITIONS

Ref No	Job Title	No. of Posts	Institute	Location
25.	ASSISTANT SYSTEMS ADMINISTRATOR	2	Nabuin ZARDI	Nakapiripirit District
			NaFORRI	Kifu-Mukono District
			Bulindi ZARDI	Hoima District

### Tasks and Responsibilities:

- Maintaining regular backups of all NARO data stored on the LAN and WAN and ensuring that all designated systems are subject to a daily, weekly, monthly and annual electronic and media backup and restore regime.
- Ensuring safety and security of all computerized data, information, files and documents
- Ensuring internet availability and reliability, working with ISP to make sure that Internet services are working well and properly managed.
- Administering and maintaining institute systems and applications like Microsoft Dynamics Solomon, Research and Network management software among others and periodically document and furnish status reports to the systems administrator.
- Ensuring full operation of Active Directory Administration & security attributes, establishing directories, drive-mapping, configuring network printer & providing user access.
- Training staff on the use of the office intranet, network sharing, archive official documents/emails, and support in the implementation of the electronic archive of all documents.
- Troubleshooting and monitoring network problems: File Server Traffic, usage and performance, network security access and space usage, Virus detection, removal and prevention for all systems and follow up with staff for corrective measures
- Implementing and applying corporate NARO ICT policies, strategies and plans and ensure they are adhered to as guided by the systems administrator.
- Maintaining documentation of processes, procedures and troubleshooting guides including tracking service provider requests through to completion.

- Testing and verifying newly procured ICT equipment against approved quotations received from suppliers.
- Regular extending system support to all the PARIs as assigned by the Systems administrator.
- Coordinating efforts of content gathering and publication of Institutes' electronic content onto NARO digital platforms.
- Regularly extending system support to all the PARIs as assigned by the Systems administrator.

**Minimum Qualifications and Experience:**

- Applicants should possess a Bachelor's Degree in Computer Science, Computer Engineering, Business Computing or Information Technology with certification in CCNA and working experience of two years in a WAN environment.
- Must have the ability to manage demands with frequent changes or delays and able to work in a team environment.
- Strong understanding of together with the ability to administer Linux servers.
- Solid understanding of network fundamentals with CCNP certification
- Exhibit complete knowledge in Microsoft Dynamics Solomon, Terminal server services and Citrix Xen App platforms.
- Demonstrate ability with Ms project methodologies
- Possess scripting / automation knowledge in tools such as, PERL, AWK, shell scripting etc.
- Possess working knowledge of Web servers (Apache, Tomcat, WebLogic a plus).

<b>Ref No</b>	<b>Job Title</b>	<b>No. of Posts</b>	<b>Institute</b>	<b>Location</b>
<b>26.</b>	<b>ADMINISTRATIVE ASSISTANT</b>	<b>1</b>	<b>NaFIRRI</b>	<b>Kajjansi, Wakiso District</b>

**Tasks and Responsibilities:**

- Drafting correspondence, scheduling appointments, organising and maintaining files.
- Responding to telephone inquiries, giving information to callers and routing calls to appropriate officials and also placing outgoing calls.
- Updating the office diary, providing information to callers and visitors, typing letters and reports as well as filing and retrieving documents.
- Receiving official visitors and walk-in customers by ascertaining the nature of business and directing them accordingly.
- Receiving, sorting, recording and distributing mail, general correspondence and documents to appropriate officials.
- Scheduling appointments and screening requests for meetings, synchronizing and updating appointments.
- Preparing both local and international itineraries, confirming travel, freight and hotel reservations.
- Locating and attaching appropriate files to correspondence or queries as well as organizing filing and retrieval systems.
- Overseeing the proper maintenance, storage, retrieval of files and documents in order to ensure that they are accessible and secure.

- Organizing meetings and conferences and accurately recording proceedings of various deliberations.
- Monitoring and tracking the progress of various assignments and regularly updating the supervisor and other members of staff on deadlines and problems.

**Minimum Qualifications and Experience:**

- Applicants should hold a Diploma in Secretarial Studies from a reputation institution.
- Proficiency in using word processing and other computer software packages, including use of the e-mail, the internet as well as local and wide area network systems.
- Three (3) years progressive experience gained in a busy executive office.
- Possession of a Bachelor’s Degree in Secretarial and Office Management will be an added advantage.

Ref No	Job Title	No. of Posts	Institute	Location
27.	ELECTRICIAN	1	NaSARRI	Serere District

**Tasks and Responsibilities:**

- Carrying out routine checks for repairs and maintenance of electrical equipment ;
- Installing, maintaining and operating electrical equipment;
- Repairing and maintaining electrical works;
- Testing electrical equipment for proper operation;
- Interpreting drawings;
- Carrying our inspection of electrical works;
- Maintaining appropriate service and repair records;
- Complying with safety guidelines and procedures; and
- Responding to routine and emergency calls for repairs and service.

**Minimum Qualifications and Experience:**

Applicants should hold an Ordinary Diploma in Electrical Engineering from a reputation institution with at least three years working experience in a reputable organization.

Ref No	Job Title	No. of Posts	Institute	Location
28.	COXSWAIN/DECKHAND	1	NaFIRRI	Jinja District

**Tasks and Responsibilities:**

- Assisting the Vessel Skipper and Marine Engineer in preparing and handling research Vessels and canoes during cruises/surveys.
- Manipulating otter doors and hydraulic Winch in deployment and retrieval of trawl nets during fishing operations.
- Operating and piloting manual and motorized canoes and launches.
- Supporting scientists in fish sample collections using diverse fishing gears.
- Preliminary trouble shooting on outboard engines and rectify while in the field.
- Supporting the fishing gear technician in fabrication, repair and maintenance of diverse fishing gears.

- Care and maintenance of research vessels and canoes.

**Minimum Qualifications and Experience:**

Applicants should hold an ordinary certificate in education with demonstrated two year working experience in handling and maneuvering fishing or transport vessels and canoes. Higher qualification from a fisheries related training is added advantage.

**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 applications together with a detailed curriculum vitae giving telephone and e-mail addresses and names and addresses of 3 (three) referees as well as copies of academic certificates and testimonials to the undersigned not later than 5.00 p.m. on **21<sup>st</sup> February 2019**.

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 not more than two (2) positions.

Only shortlisted candidates will be contacted and notified via NARO web-site, telephones and e-mail addresses as provided on the CV. Short-listed candidates will be required to provide certified copies of their Academic Qualifications.

**Only applications responding to this advert will be received.**

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

***Details of the jobs are posted on the NARO website [www.naro.go.ug](http://www.naro.go.ug) under Announcements.***