



## RECRUITMENT OF FARM HEAD – OLTUROTO FARM

Nanga is a registered Non-Government Organisation in Kenya, registered by the NGO Coordination Board under registration number OP. 218/051/2009/0259/5860 and which is exclusively funded by Kickstart Kids International Limited in Australia and Kickstart Kids International (UK) (Collectively referred to as “Kickstart”). Nanga, in partnership with Kickstart, is focused on raising, mobilizing and disbursing funds and other resources for the promotion of the organizational objectives

Nanga’s mission is *“To work with impoverished communities in sustainable ways to kickstart the lives of orphans and vulnerable children.”* This is achieved through four pillars:-

Family	Community	Sustainability	Integrity
Recognising that the best environment for a child to grow up in is a true family environment.	Working in partnership with local communities to deliver projects that benefit the whole district.	Providing environmentally and financially sustainable programs that empower kids in the long term.	Keeping the kids at the centre of everything we do.

Nanga values openness, transparency and equality in all its dealings with the local communities we serve and partners we work alongside.

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### OLTUROTO CHILDRENS VILLAGE

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Olturoto Childrens Village (OCV) opened its doors on 26 June 2014 to eight girls. OCV’s model of care is based on providing quality family based care on a transitional basis. The children are admitted into OCV for a period of approximately one year. During their stay at OCV, the children live in a three bedroomed house set up to run as a family with one adult taking care of a maximum of eight children per house. The maximum capacity for the site will be 32 children housed in four different houses. Two of the 32 beds will be kept vacant for emergency cases. Our current capacity is 16 children. However, this is expected to grow in the coming year to 32.



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## OLTUROTO FARM

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In order to achieve financial sustainability as outlined above, Nanga has established farming on a 27 acre farm in Olturoto, Kajiado North County in Kenya as one of its income generating activities (IGAs) through a profit for purpose model.

The Olturoto farm has been operational since 2010. This land was virgin soil in a dry, stony area with no available source of water. A drip irrigation system and a borehole with solar pump were installed and the land was cleared with planting commencing thereafter. The crops grown rotationally are **extra fine beans, onions and capsicum..** The farm also grows other crops for consumption by the home e.g. water melon, tomatoes and butter nut. Any excess is sold at a profit..

Nanga owns 7 out of the 27 acres. The additional 20 acres of land has been acquired on a lease basis in order to increase farming capacity thus generating more income to support the home. The need for additional land is driven by the organization's objectives to ensure that OCV is financially sustainable and can support all 32 children once at full capacity. Out of the 27 acres, 12 acres are currently under production.

**Nanga Organization is therefore seeking a self-driven, professional, focused and entrepreneurial Farm Head to run and manage 27 acres of land and ensure the profit-for-purpose model is achieved in order to support the home.**



## REQUIREMENTS

<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>• A Diploma in Agriculture or related field</li> <li>• Any other relevant certificates</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Certificate of good conduct</li> <li>• Must be willing to relocate and live within the vicinity of the farm in Olturoto (25kms from Kitengela Town)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least <b>3 &amp; above years</b> of experience in a mixed farm setting, including experience of working directly with farm workers.</li> <li>• High degree of involvement in planning, monitoring and evaluation, preparation of budgets and cash flow management</li> <li>• Demonstrated experiencing searching for and securing of profitable markets for the farm's produce</li> <li>• A proven sales record and achievement of set targets</li> <li>• Management and development of staff to maximise performance</li> <li>• Understanding and experience working with drip irrigation systems</li> <li>• Experiencing in design and implementing highly efficient and effective planting programmes</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to meet and surpass targets</li> <li>• Management and supervisory skills, strong personnel and relational skills</li> <li>• High ability for establishing and maintaining amicable external relationships with partners, export companies, suppliers, customers, local administration, local community and others</li> <li>• Ability to manage, motivate, develop and inspire people to perform to their best ability</li> <li>• Ability to prioritise work and meet deadlines</li> <li>• Pro-active in developing new opportunities and an excellent networker</li> <li>• Computer literacy</li> <li>• Strong written and verbal communication skills and fluency in Kiswahili and English</li> </ul>



	<ul style="list-style-type: none"> <li>• Must be proficient at using email as a primary method of communication with trustees</li> <li>• Have ability to present progress reports and updates to trustees at board meetings.</li> </ul>
<b>Motivation/ Outlook</b>	<ul style="list-style-type: none"> <li>• Resolute and committed to achieving high quality standards of farm operations</li> <li>• Well organised, self-directed, flexible and committed to achieving high standards</li> <li>• Results-oriented with the ability to be creative and innovative</li> <li>• Willing to work long hours including weekends</li> </ul>

**All Nanga staff are expected to work in the following manner:-**

1. Work within the framework of OCVs core values, promoting its ethos and mission statement.
2. Work towards achieving organizational objectives.
3. Ensure familiarity with and adhere to all organizational policies and procedures.
4. Undertake and apply learning from appropriate training and development programmes.
5. Undertake the role in a manner appropriate to the cultural context and within the local legal framework.

Interested candidates may send their application letters and completed application form to [info@kickstartkidsinternational.com](mailto:info@kickstartkidsinternational.com) by **COB Thursday 3<sup>rd</sup> November 2016**. Candidates must provide their current salary and expected salary in their application form.

*Nanga Organization is an equal opportunity employer. **NO CANVASSING ALLOWED.***