



04th April 2025

Our ref: PICOT/Admin/Job/04/2025

Your ref:

JOB OPPORTUNITY

1. Community Based extension workers

- Koboko (Lobule, Dranya, Midia & Abuku)-08 positions
- Yumbe (Kululu, Romogi, Odravu & Lori)-15 Positions

Background to PICOT

Partners in Development and Center for Holistic Transformation (PICOT) formerly known as Partners in Community Transformation is a non-profit, indigenous Non-Governmental Organization registered with The Uganda Registration Services Bureau (URSB) as a Company limited by guarantee and the Uganda National NGO Bureau as a National NGO with mandate to operate in the whole of Northern Uganda. However, PICOT currently operates in six (7) District (Koboko, Maracha, Yumbe, Terego, Madi-Okollo Arua and Arua City) in the West Nile Sub-region.

PICOT was founded in 2005 as a Community-Based Organization (CBO) by a group of progressive youth who felt concerned about the development needs and challenges affecting the youth, women and the general communities of Koboko District and West Nile at large.

PICOT's core thematic areas of focus are **Livelihood & Agriculture, Community Health Promotion, Environment & Climate Change Actions, Education & Skills Development, Community Governance, Accountability and Human Rights, and Institutional Capacity Development.**

PICOT works in close collaboration with local governments, communities, schools, health centers and other development partners to enhance citizens' participation in their own development to improve livelihoods, community governance and service delivery among others.

VACANCY OVERVIEW.

PICOT and Consortium members have secured funding from DANIDA to implement Uganda Refugees Resilient Initiative (URRI) programme, in Geographical Lot 1 (Moyo, Obongi, Yumbe) and Lot 2 (Koboko, Terego, Madi-Okollo).



The objective of the URRI programme is to enhance climate resilience for women, men and youth in refugee and host communities and promote inclusive, cohesive and environmentally sustainable development in refugee affected areas aligned with local priorities. The programme is fully integrated, aiming for sustainable results through the mutual reinforcement of the three outcome areas; 1) Enhanced climate adaptation and resilience for women, men and youth in refugee and host communities through inclusive climate-smart agriculture, 2) Sustainable management of the environment in refugee-affected areas through inclusive interventions leading to enhanced conservation of natural resources, biodiversity, ecosystem services, and productivity, and 3) Enhanced gender equality and women’s empowerment and rights among refugees and host communities in relation to agriculture, climate change adaptation and sustainable management of the environment. URRI will start in September 2024 and run to December 2028.

PICOT will be implementing the Programme in Koboko and Yumbe Disticts.

In lieu of the above, PICOT hereby invites applications from competent, qualified experienced, team player, enthusiastic, passionate and dedicated individuals to join its dynamic and result-oriented team of staff to fill the positions below, to serve and grow

Job Title: Community-Based Extension Worker

Reports to: Agricultural Extension Officer

Duty station: Yumbe or Koboko District (Subcounty Based)

Duration: 1 year (Renewable upon availability of funds and performance)

Job purpose:

The Community-Based Extension Worker will serve as the last-mile extension workforce under the Uganda Refugee Resilience Initiative (URRI), supporting the Agricultural Extension Officers in training and guiding farmer groups on CSA practices and sustainable environmental management.

Key duties and responsibilities.

- Mobilize and train farmer groups on Climate-Smart Agriculture (CSA) techniques.
- Demonstrate best agronomic practices, soil conservation methods, and sustainable farming approaches.
- Support communities in adopting environmentally friendly practices to restore and conserve degraded landscapes.
- Work closely with Agricultural Extension Officers to disseminate agricultural extension messages.
- Conduct regular field visits to monitor and provide technical support to farmers.



- Promote Village Savings and Loan Associations (VSLA) within farmer groups to enhance financial resilience.
- Report on group progress and challenges to the supervisors.
- Any other duties as assigned by the supervisors.

Education and Experience

- Certificate in Agriculture, or any related field.
- Experience working with farmer groups or community-based training programs is an added advantage.
- Strong understanding of Climate-Smart Agriculture practices.
- Ability to work in rural and refugee-affected communities.
- Good communication and facilitation skills.
- Knowledge of local languages spoken in Yumbe and Koboko is an added advantage.

Competencies

- Passion for agriculture and rural development.
- Strong interpersonal and mobilization skills.
- Ability to work independently and as part of a team.
- Willingness to work and travel within project areas.

Note:

- ❖ This job description is not intended to be an exhaustive list of all duties, responsibilities, and qualifications of the CBF position. The Organization reserves the right to modify or amend this job description at any time with or without notice.
- ❖ PICOT is committed to upholding the highest standards of **integrity, respect, and protection** for all individuals, especially vulnerable communities. All staff and associates are expected to adhere to strict **safeguarding policies** to prevent any form of **sexual exploitation, abuse, or harassment**. Successful candidates will undergo PSEAH training, background checks, and sign a Code of Conduct to ensure a safe and inclusive working environment for all.

How to apply:

Interested applicants who meet the above requirements should download and complete the Job Application form, accessible using the link <https://www.picot.or.ug/wp-content/uploads/2025/04/PICOT-CBF-Application-form.docx> on PICOT website or obtain the form from the subcounty-CDO's office.

Submit their fully completed forms, cover letter, Curriculum Vitae (CV) with three work-related referees and their day telephone contacts and email addresses, addressed to



PICOT HEAD OFFICE LOCATION

Human Resource Officer PICOT and can be delivered directly to PICOT offices or sub county CDO's office where they are applying for.

All application forms **MUST** be fully stamped and signed by the area LC1/RWC1 and the LC3/RWC3 of the particular village/sub county

The deadline for receiving applications is **Friday 18th April 2025 at 5.00 PM.**

PICOT is committed to the highest standards of integrity and ethical behavior. We strongly condemn all forms of fraud, corruption, and unethical practices, and we expect all employees to uphold these values in all aspects of their work starting right from this recruitment process. Therefore, any form of Canvassing once detected will lead to an automatic disqualification of a candidate.

Only shortlisted candidates with desired qualifications will be contacted for interviews.

PICOT is an equal opportunity employer with equal treatment to all applicants without any discrimination whatsoever and we welcome applications from all qualified individuals.