



NATIONAL AGRICULTURAL RESEARCH ORGANISATION (NARO)

VACANCY ANNOUNCEMENT

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 Council as its governing body, a Secretariat for its day-to-day operations with semi-autonomous Public Agricultural Research Institutes (PARI) under its policy guidance. The Chairman of NARO Governing Council, hereby, invites suitably qualified **Ugandans** to apply for the following vacant positions at Public Agricultural Research Institutes listed below:

Job Title: DIRECTOR OF RESEARCH: Buginyanya Zonal Agricultural Research and Development Institute in Bulambuli District 1 post

Reports to: Director General

Salary Grade: UR 2(i)

Overall Responsibility: A successful applicant will serve as the Head of the Public Agricultural Research Institute and will be responsible for providing professional, technical and administrative leadership necessary for implementing the institute mandate.

Specific Tasks and Responsibilities: *The specific tasks of the successful candidate will be to:*

- i. Manage the implementation of Research and ensure the prompt delivery of adequate and quality research outputs.
- ii. Provide leadership in priority setting as a requisite for the implementation of research programs.
- iii. Provide policy advice on appropriate technologies and information for responsible agricultural practice.
- iv. Develop and implement a strategy on Resource Mobilization to enable the institute have additional funding for research and staff remuneration.
- v. Develop and implement strategic plans, research programs and annual budget in line with approved government policies.
- vi. Implement effective financial management policies and systems for tracking, monitoring and reporting financial performance against budget to ensure proper management and accountability of funds.
- vii. Implement effective human resource management policies and systems.
- viii. Develop effective communication, publicity and advocacy programs to ensure that the Institute is recognized by the public.
- ix. Put in place participatory approaches and methods to monitor and evaluate the performance and impact of the Institute's research activities and technologies.
- x. Work with National Agricultural Research Institutes (NARIs) and private sector to bring technology and research applications to the marketplace with a view to enhancing commercialization and availability of appropriate technologies to a wide array of stakeholders.
- xi. Ensure that the Institute complies with relevant legislation as well as agricultural and environmental laws.

- xii. Ensure that research projects and programs comply with National and sector development plans and strategies.
- xiii. Commit up to 25 percent of his/her time in scientific research activities.

Required Qualification and Experience:

- a. A PhD and a Master’s Degree in the field of either Agricultural or Natural Science.
- b. At least 10 years’ experience in either agricultural research planning or management from an Agricultural Research Institution. Equivalent experience obtained from a related institution is acceptable.

Required Experience:

- a. A proven record in agricultural research or research in other related fields evidenced by at least twenty peer reviewed publications five of which should be in the last five years.
- b. Clear understanding of the role of agricultural research to poverty reduction.
- c. A proven record in agricultural research or research in other related fields evidenced by at least twenty peer reviewed publications five of which should be in the last five years.
- a. Excellent leadership, negotiations and communication skills including demonstrated ability to work collaboratively in teams.
- b. Demonstrated experience in mobilization of funding for research and development
- c. Proven ability to influence and motivate staff towards the achievement of strategic objectives and goals.
- d. Excellent working relationships with national, regional and international research institutions/centers as well as development partners and private agencies.
- e. Must demonstrate a clear understanding and ability to uphold provisions of the Leadership Code Act, 2002.
- f. Must have served in a research, academic or related reputable research institution at a Senior Research Officer level and above or equivalent.

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

Age limit: Not above 60 years

Application Procedure:

The interested applicants should submit a hard copy of the application specifying the position he/she is applying for with a detailed curriculum vitae prefaced with a statement of not more than 250 words explaining why he or she considers oneself a suitable candidate for the job. He/she should provide names, day-time telephone numbers, e-mail and physical addresses of 3 (three) respectable referees who are able to provide a candid opinion on his/her professional abilities, personal attributes and suitability for appointment to the position applied for. The application letter, CV, photocopies of academic certificates and testimonials should be submitted to the undersigned to reach him not later than 5:00 p.m. on 2nd October 2023.

**The Director General,
National Agricultural Research Organization,
Plot 11-13, Lugard Avenue
P.O. Box 295,
ENTEBBE**

This advert can also be viewed on NARO website at www.naro.go.ug