



## JOB DESCRIPTION

### A IDENTIFICATION INFORMATION

<b>A1 Job title:</b>	Superintendent -Out growers
<b>A2 Department/Programme:</b>	Out growers
<b>A3 Section/Project:</b>	Out growers
<b>A4 Reports to (position):</b>	Deputy Manager Outgrowers
<b>A5 Supervises (Name of Positions):</b>	Supervisor -out growers

### B JOB DESCRIPTION

#### B1 Overall purpose of the job.

- To supervise and monitor subordinate staff to ensure that extension services are extended to Out growers' farmers in order to achieve the cane supply target of good quality cane to the factory.

#### • Key Responsibilities,

- Visit farmers of the scheme regularly to ensure that cane fields aided and registered by the company are properly looked after Closely supervise all land cultivation activities of ploughing, harrowing, furrowing and planting to ensure compliance with the established commercial sugarcane practices.
- Check the work of subordinates to ensure that it is properly done both quantitatively and qualitatively.
- Check and certify all applications of farmers who would like to join the Outgrowers scheme to ensure that the required particulars are correctly given and all the company norms fixed for selection of fields are observed.
- Check the fields to be ploughed before farmers are given assistance to ensure that the fields have been prepared well for sugarcane cultivation.
- Check all the cane harvesting fields to ensure the supply of good quality cane to factory.
- Check and monitor the illegal cane diversion and report to management.
- Carryout random pre-harvest checks to ensure that the sugarcane is mature and ripe before issuing harvesting permits.
- Hold regular consultative meetings with farmers in order to strengthen the mutual partnership between them and the company.
- Provide extension services and train farmers on the basic agricultural practices to ensure supply of adequate quantity of quality sugarcane to the factory
- Prepare and submit monthly and other routine reports and returns to keep the Senior Superintendent/ Management informed about the activities of the Outgrowers section.
- Co-ordinate with other Departments/sections for smooth Operations.
- Develop and maintain effective work relationship with government authorities, local government officials and other elders and leaders of the area.

### C Knowledge, qualifications & Experience

**C1.1 Minimum Degree in Agriculture, Crop Production, Mechanisation & irrigation from a recognized institution.**

**C1.2 Experience, Skills and Competences:** A minimum of at least three (3) years' experience in planning, coordinating and supervising Out grower farming and harvesting operations on a large scale. sensitization and training skills, knowledge on best agricultural practices and crop husbandry, computer literate and good communication skills.