

## **JOB DETAILS**

Job Title	Manager: Farmer Academy
Division	Human Resources
Unit	HC Talent Mgmt Learning & Dev
Remuneration	R696 106,00
Job Type Classification	Permanent
Email CV to	<a href="mailto:recruitment@tianaconsulting.co.za">recruitment@tianaconsulting.co.za</a>

### **Job Advert Summary**

- The role is responsible to establish a Farmer Academy and work collaboratively with the Head for Learning and Development Academy and various divisions in the Bank; engage subject matter experts internally and externally to source content for the programme; develop and design training curriculum, programs for internal use across the organisation and external use. Design and develop blended learning solutions and adhoc training programs to address skills required for business.
- Monitor and ensure that core and mandatory training is successfully completed by participants in the program leading to professional development of employees.
- Support managers to implement and effect learning outcomes for the organisation to realise return on investments on the training interventions.

### **Key Performance Areas**

#### **1. Education, Training and Program management and development**

- Update and adapt educational programmes and curriculum as needed to reflect changes in agricultural practices, regulations, and market demands.
- Keep informed about the current agricultural landscape and critical skills needs gaps, and update educational programmes and curriculum accordingly.
- Organise and conduct workshops, seminars, and educational programmes that align with the goals of Land Bank and the Academy.
- Keep up to date with teaching and learning methodologies to ensure that educational content is current and up to date.
- Identify, source, and manage educational resources such as training materials, external experts, and guest speakers for educational programmes.

#### **Planning and Coordination**

- Develop a calendar of educational programmes, workshops, and training sessions engaging participants through interactive methodologies.
- Program and Development Management.
- Design and deliver comprehensive educational programmes to help farmers develop key skills in agricultural best practices, finance, food quality control, and other essential areas.
- Identify key learning objectives, topics, and methods to be included in each programme.

#### **2. Stakeholder Engagement and Partnerships**

- Collaborate with internal teams, such as CDBB and Supply Chain, to ensure training programs meet the requirements and expectations of the Land Bank and its stakeholders.
- Determine and identify the various stakeholders involved in the Farmer Academy's ecosystem, such as farmers, agricultural experts, government agencies, suppliers, and industry associations.
- Build relationships with external experts, industry professionals, government organisations, and agricultural organisations to enhance training content and provide additional resources to farmers.
- Regularly engage stakeholders to understand their needs, expectations, and goals.

### **3. Farmer Support and Guidance**

- Recruit farmers within the banks from Blended Finance into the educational programs.
- Act as a point of contact for farmers seeking advice and support in areas related to finance, food quality control, supplier requirements, and other related topics.
- Provide personalised guidance to farmers to help them implement best practices and meet the standards required by the bank.
- Represent the Farmer Academy and farmers' interests at industry events, conferences, and meetings to promote its programs and objectives.
- Advocate for the interests of farmers and the Land Bank in broader industry discussions.

### **4. Reporting, Monitoring and Evaluation**

- Define clear objectives for the Academy and measurable outcomes for each program.
- Develop a comprehensive framework for monitoring training programs and support initiatives to track key performance indicators (KPIs).
- Define clear objectives and measurable outcomes for each program to guide evaluation efforts.
- Implement mechanisms to collect data from training sessions.

### **5. Compliance, Risk and Regulation**

- Ensure that training programs comply with industry regulations and standards, and inform farmers about any relevant compliance requirements.
- Stay up to date with changes in agricultural regulations, standards, and best practices, and integrate these into the training programs.
- Ensure curriculum of programs is compliant with the relevant educational bodies.

#### **Preferred Minimum Education and Experience**

1. Post graduate qualification in Human Resources with Learning and Development.
2. Learning and Development/Training certificate.
3. 5 – 8 years Post qualification experience which will typically include the following:
  - 5 years experience in designing and developing learning programs and courses
  - 5 years managerial level of experience in learning and development/training.
  - 5 years experience in agricultural farm business management.
  - 8 years executing/conducting training in organisations

### **Critical Competencies**

1. Policies and Procedures
2. Business Environment
3. Skills Development
4. Curriculum Design
5. Legislation

### **Additional Requirements**

1. Knowledge / Experience of the Agricultural Industry
2. Knowledge and familiarity with agricultural regulations, food safety standards and quality control procedures.
3. Knowledge of Land Bank Act
4. Ability to ensure all governance and compliance requirements are met with the aim to eliminate potential inappropriate and corrupt practices.