



Core Agriculture Trainer

Terms of Reference

Position: Core Agriculture Trainer

Department: Training department

Location: HER Lab – West Pokot, Kenya

Reporting to: Program Assistant Manager/ Program Manager/ Curriculum Expert

Purpose of the Position: Our site partner, Perur Rays of Hope, is seeking a skilled and experienced Core Agriculture Trainer to provide high-quality technical and vocational training in agriculture to young women in arid and semi-arid regions of Kenya. The Core Agriculture Trainer will play a crucial role in equipping participants with agricultural skills needed for economic empowerment and self-sufficiency, and in preparing them to undertake relevant industry certification examinations. This role also includes agribusiness training to help participants understand and implement sustainable agricultural business practices.

Key Responsibilities:

Training Delivery:

- Plan, prepare, and deliver comprehensive agricultural training sessions, ensuring they are engaging and aligned with the curriculum.
- Teach participants both theoretical knowledge and practical skills in core agricultural practices, including crop production, soil management, pest control, and livestock care.
- Provide agribusiness training, covering topics such as farm management, marketing, financial planning, and sustainable agriculture.
- Ensure the training program aligns with current industry standards and best practices.
- Utilize a variety of instructional methods, including hands-on practice, demonstrations, and interactive activities to facilitate learning.
- Arrange for guest instructors and industry experts to deliver specialized training sessions.

Curriculum Development:

- Assist in developing and updating the agriculture and agribusiness training curriculum to ensure it meets industry standards and the needs of the participants.
- Create detailed training schedules, lesson plans, and instructional materials.
- Incorporate feedback from participants and stakeholders to continuously improve the training program.

Assessment and Evaluation:



- Develop and administer assessments to evaluate trainee skills and knowledge.
- Offer additional support and guidance to participants who may need extra help or have specific challenges.
- Encourage and motivate participants to achieve their full potential and complete the training successfully.
- Provide regular feedback to trainees on their performance and areas for improvement.
- Maintain detailed records of trainee progress and performance

Examination Preparation:

- Prepare participants to undertake relevant industry certification examinations by familiarizing them with the exam formats and requirements.
- Conduct mock exams and provide study materials to help participants practice and improve their exam-taking skills.
- Monitor and evaluate participants' readiness for the exams, providing additional support where needed.

Industry Collaboration:

- Build and maintain relationships with project teams, industry associations, and certification bodies.
- Facilitate and supervise on-the-job training opportunities and internships for trainees.
- Stay updated on industry trends and incorporate relevant changes into the training program.

Resource Management, Safety, and Compliance:

- Ensure all training materials, tools, and equipment are available, well-maintained, and used safely during training sessions.
- Manage inventory of agricultural supplies and report any needs or deficiencies to the TVET Program Coordinator.
- Enforce safety standards and protocols to ensure a safe learning environment for all participants.
- Stay updated on industry regulations and best practices to ensure training content remains relevant and compliant with current standards

Qualifications:

- Diploma or degree in Agriculture, Agronomy, Horticulture, Agribusiness, or a related field, with at least Craft level certification.
- TVET licensed with minimum 3 years of experience teaching or training in agriculture and agribusiness, preferably in a technical or vocational education setting, with a strong emphasis on crop production, soil management, pest control, and livestock care.
- Experience in preparing students for industry certification examinations is highly desirable.
- Excellent communication and interpersonal skills, with the ability to engage and inspire participants.



- Strong organizational skills and attention to detail.
- Ability to work independently and as part of a team.
- Familiarity with the challenges and opportunities in arid and semi-arid regions is an asset.

How to Apply:

Are you passionate about empowering young women in West Pokot through Agricultural skills? If you have the qualifications and the drive to make a difference, we invite you to apply [here](#).