

## Regional Manager Job Description

**Job Title** : Regional Manager  
**Department** : Operations – Production  
**Location** : Central Province – Mumbwa  
**Start** : 1<sup>st</sup> September 2024

### About Good Nature

Good Nature is a legume seed company founded to profitably move farmers out of poverty and into the middle class. We believe that the future of agriculture in Africa is disaggregated, with smallholders as the most powerful producers for local, regional, and global markets. We have designed our systems to be personal yet scalable. We have overseen consistent annual growth in our supply chain (currently at 4,720 small-scale seed producers), production, grower income (now 300% of baseline) and company revenue, as our growers learn and become more efficient.

We are now at a point of inflection: expanding beyond Zambia, adding new product lines and revenue streams, and strengthening our services to both growers and customers with investments in technology and integrated market access for customers of Good Nature Seed. This expansion has included additional investment in property and machinery to cater for processing the additional production.

### Position Purpose

Since 2014, Good Nature Agro success has been driven by a deep commitment to small-holder farmers, the highest-quality training and products, and our innovative approach to system change. Regional Manager ultimately responsible for the day-to-day management of Central region - Mumbwa.

**In the next 18 months, we will be embarking on a bold growth trajectory including:**

- Building further R&D capabilities for breeding seed with IP across SADC
- Expanding further operations into Malawi
- Increasing exports and other new business lines
- Scale our innovative new sales strategy, Good Nature Source
- Growing our leadership team and investing in talent development
- Reaching more than 30,000 farmers with 'Seed + Service' offering of training, market access
- Reaching more than 250,000 farmers with quality seed
- Releasing exciting new varieties created by our Seed Breeding and R&D Team
- Launching a game-changing digital platform, linking across our supply chain
- Acquiring new land and doubling factory processing capacity
- Increasing exports and building new business lines

**Responsibilities:**

**A. People Management & Administration**

- Manage and audit the workflow of the regional team.
- Oversee the implementation and adoption of all company policies in the region
- Oversee the management, security, correct use of all company assets (including fixed, movable, stocks and inventory) assigned to the region
- Support the creation and management of the regional budget

**B. Production**

- Drive sales to ensure farmer and cultivation targets are achieved
- Maintain overall responsibility for crop production and achievement of quality and volume targets
- Oversee the timely distribution of farming inputs to GNA farmers
- Ensure all farmers registered with GNA have signed contracts
- Manage communication between GNA and its farmers
- Coordinate buyback activities and maintain responsibility for 100% loan recovery

**C. Data and Technology**

- Ensure accurate registration of all farmer data in the system
- Oversee timely and accurate collection of farmer data for reporting purposes
- Champion adoption and usage of tools, platforms and technology amongst the regional team

**D. Sales and Partnerships**

- Identify sales opportunities for GNA
- Support the implementation of GNA partnership projects

**E. Other**

- Conduct relevant training activities as required
- Any other duties as required

**Desired Qualifications/Experience for Entry into the Role**

1. Minimum of a Degree in Agriculture, Agribusiness, Crop Science or Agricultural Marketing.
2. At least two years of experience working with small-scale farmers.
3. Certified Seed inspector will be an added advantage.
4. Ability/readiness to ride a motorcycle.
5. Basic knowledge and understanding of the agriculture industry in Zambia
6. Ability to use Microsoft Word and Excel.

7. Possess good facilitation skills.
8. Proficient in English, speaking and writing.
9. Able to speak/understand one or more – Chichewa or Tumbuka and Bemba
10. Self-motivated and able to work with minimal supervision.
11. Demonstrate project management skills.
12. Sober-minded, with ability to work as a team and with other organizations/partners.
13. Ability to plan ahead and report on time.
14. Has a passion for small-scale farmers.
15. Willing and ready to live in a rural community.

**Application Process Requirements:**

1. Please submit your CV, including professional references where available.
2. Please include copies of your higher education degrees and professional certifications relevant to this position
3. Enclose a maximum two-page Cover Letter highlighting your professional experience as it relates to the job requirements and why you would like to work at Good Nature Agro.

**Applications that do not include these Application Process Requirements will not be considered.**  
Please send all documents in PDF file to [jobs@goodnatureagro.com](mailto:jobs@goodnatureagro.com) with the Subject: **“Regional Manager – Mumbwa”**.