



Hiring : two (2) facilitators for the structuring of cocoa cooperatives in the Tarkwa district

Agronomes et Vétérinaires Sans Frontières (AVSF) is a professional international solidarity association recognized as a public utility, which has been working to support peasant agriculture since 1977. In Africa, Asia and South America, the association works with peasant communities to promote agro-ecological transitions to overcome food insecurity and the economic vulnerability of farming families. AVSF also contributes to the consolidation of producers' organizations and their growing participation in both local and export sectors (fair trade, organic and quality sectors), to ensure fairer remuneration and a consequent improvement in the living conditions of farming families. To find out more about avsf, visit our website www.avsf.org

BACKGROUND

Since 2016, AVSF has been implementing the regional Equity program in West Africa, particularly in Ghana, and has established several Fair Trade Networks (FTGN).

In 2025, AVSF obtained financing from Valrhona, a cocoa processing company in partnership with FEDCO, and intends to use part of this funding to recruit two facilitators in the structuring of producers in cooperatives and the cocoa chain.

JOB DESCRIPTION

Job title :	Facilitator in structuring cooperatives and AVSF sectors
Country :	Ghana
Location :	Tarkwé
Arrival date requested :	Mach 2025
Term of contract :	12 months renewable
Gross monthly salary	According to the AVSF salary scale

Agronomes & Vétérinaires Sans Frontières

14 F bis, avenue Berthelot - 69007 Lyon / Tél. : 33 (0)4 78 69 79 59 / avsf@avsf.org

45 bis, avenue de la Belle Gabrielle - 94736 Nogent sur Marne Cedex
www.avsf.org / Association Reconnue d'Utilité Publique

DETAILED DESCRIPTION OF ASSIGNMENTS

As part of this project, AVSF will support the structuring of 11 producers groups into cooperatives and facilitate the creation of a cooperative union.

Reporting directly to the Equité program Manager in Ghana, the facilitator's role will be to work with the technical team on the various project activities. The facilitator's main activities are as follows:

- Draw up a reference situation following an organizational diagnosis of partner cooperatives
- Lead sessions to revise by-laws and internal regulations
- Facilitate the implementation of income-generating activities
- Train PO leaders in cooperative life
- Train PO leaders in cooperative management
- Train on group sales and commercial prospecting
- Facilitate commercial prospecting, participation in fairs and exhibitions (SARA, Salon du Chocolat, etc.)
- Process to facilitate the creation of a cooperative union
- Draw up a strategic development plan and procedures manual
- Organize exchange visits to Equité's partner cooperatives
- Organize workshops to identify needs and set up IGAs and services
- Organize business plan workshops
- Support the Syndicat's equipment and materials (tricycle, offices, etc.)
- Draft a guide to running and structuring a cooperative.

APPLICANT PROFILE :

- Degree (Bac +2, Bac+3) in the following fields: agricultural technician, agriculture/agronomy specialized in plant production, sustainable development;
- At least 5 years' experience in supporting cocoa producers;
- Experience in coaching simplified cooperatives on cooperative life and management,
- Experience in agro-ecological vegetable production;
- Experience in monitoring market information systems;
- Good facilitation skills and ability to mobilize local stakeholders, in particular local communities and cooperatives;
- Knowledge of and interest in working with agroecological practices (biofertilizers, natural phytosanitary products, cultural associations, etc.);
- Strong analytical skills (particularly with regard to the interplay of players), ability to synthesize and write, open-mindedness, curiosity, ability to learn and innovate, autonomy, rigor, organizational skills, commitment and human relations;
- Ability to handle a heavy workload and meet deadlines;
- Computer skills (Word/Excel/Powerpoint) essential;
- Class A driving license and ability to drive a motorcycle.

Interested candidates should send their application (resume mentioning 3 references, + cover letter specifying salary expectations, copy of diploma and certificate) by February 28, 2025 at the latest by e-mail to recrutementavsfci@gmail.com with the reference: Facilitator in structuring cooperatives and AVSF sectors.

NB: Only candidates meeting the selection criteria will be contacted.

Agronomes & Vétérinaires Sans Frontières

14 F bis, avenue Berthelot - 69007 Lyon / Tél. : 33 (0)4 78 69 79 59 / avsf@avsf.org

45 bis, avenue de la Belle Gabrielle - 94736 Nogent sur Marne Cedex

www.avsf.org / Association Reconnue d'Utilité Publique