



VACANCY ANNOUNCEMENT

Position: Senior Policy Officer

Administratively Reports to: Executive Director - Local Host Partner

Technical Reporting: AU EOAI Secretariat Africa Coordinator (based in Nairobi)

Supervises: Project Assistants based in partner countries.

Location: Either of the three countries (Zambia, Botswana, or Zimbabwe)

Eligibility: Nationals of the above listed Countries.

Vacancy

Biovision Africa Trust (BvAT) seeks to recruit a competent and highly motivated individual as its **Senior Policy Officer** to be based in one of these countries: Zambia, Botswana, or Zimbabwe.

About Biovision Africa Trust

Established in 2009 and headquartered at the *icipe* campus in Nairobi, Biovision Africa Trust (BvAT) is a Pan-African not-for-profit organization dedicated to alleviating poverty and enhancing the livelihoods of smallholder farmers. We serve as a leading catalyst for the agroecological transformation of African agri-food systems by bridging the gap between scientific research and practical, farmer-led solutions through robust knowledge dissemination and capacity building. Our continental impact is driven through the Farmer Communication Programme in East Africa, the AU's Ecological Organic Agriculture (EOA) Initiative, and the Knowledge Centre for Organic Agriculture (KCOA) hubs across all five regions of Africa. Guided by our 2025–2028 Strategic Plan, "Transforming Livelihoods Sustainably in Africa," we focus on six core priorities: strengthening climate resilience, advancing applied research and communication, fostering dynamic market systems, influencing policy reforms, ensuring institutional stability, and deepening strategic partnerships. Ultimately, we are committed to realizing a food-secure Africa where healthy people and thriving environments coexist sustainably.

About the project (ATHAZ).

The Agroecological Transitions for Horticulture in Arid Zones (ATHAZ) project, implemented in Botswana, Zambia, and Zimbabwe, is funded by IFAD under the EU's DeSIRA+ initiative, and is organized around four pillars led by key partners. *icipe* leads *Innovate*, establishing farmer-led hubs to co-develop solutions in irrigation efficiency, seed systems, cropping systems, nutrient management, and integrated pest/pollinator options. FiBL drives *Connect*, supporting the development of 30 value chains, promoting Participatory Guarantee Systems (PGS), and advancing circular bioeconomy models such as Black Soldier Fly-based bio-solutions. Biovision

Africa Trust leads the pillar on *Scale*, implementing key activities including multi-stakeholder policy dialogues, producing policy briefs, engaging in evidence-based reforms, and aligning with IFAD projects in the countries aimed at embedding agroecological practices into national investment frameworks. Finally, the *Coordinate* component ensures project-wide monitoring, evaluation, learning, cross-country knowledge exchange, and visibility of EU-IFAD cooperation, weaving together research, markets, policy, and partnerships to deliver sustainable horticulture solutions in arid zones.

Job Purpose:

The Senior Policy Officer will provide leadership and technical expertise in advancing the policy component of the ATHAZ project. This role will ensure that agroecology priorities are integrated into national and regional agrifood policy frameworks and align with the project objectives.

Key Duties and Responsibilities:

- Serve as the ATHAZ policy component project manager in Zambia, Zimbabwe, and Botswana, working closely with partner institutions (*icipe*, FiBL) and IFAD.
- Lead policy analysis and advocacy efforts to integrate agroecology into national agricultural policies.
- Facilitate stakeholder consultations, workshops, and policy dialogues at national and regional levels.
- Support the development and implementation of the EOAI regional platform in Southern Africa.
- Coordinate with governments, SADC, farmer organizations, and civil society organizations to strengthen policy frameworks.
- Provide technical input into CAADP processes, including agroecology indicators and the Seed Performance Index indicator.
- Draft policy briefs and advocacy materials for dissemination.
- Monitor and report on policy developments relevant to FMSS and agroecology.
- Support Monitoring, Evaluation, and Learning as well as knowledge management activities.
- Contribute to resource mobilization efforts for policy and advocacy activities.
- Represent the project in partner and stakeholder meetings across the region.
- Ensure timely internal and donor reporting

Working Relationships:

Internal Relationships: BvAT ATHAZ Project staff and Host Partner project focal staff

External Relationships: External organizations /Partners in the project (Icipe,FiBL, Donors (IFAD) and EU, other players in the Agrifood systems sector, Governments in the listed Countries.

Required Qualifications:

- Advanced degree in agriculture, agroecology, policy studies, or related field.
- Minimum 7 years' experience in agricultural policy, advocacy, or program management.

- Proven experience engaging with governments, RECs, AU, and other international partners on policy influencing.
- Excellent communication, negotiation, and report-writing skills.

Required Skills and Competencies:

Technical Skills

- Good understanding of the development of policy and advocacy tools on FMSS and agroecology.
- Knowledge of reporting on stakeholder consultations and policy dialogues.
- Understanding of the AU Kampala CAADP, the AU Ecological Organic Agriculture Initiative, RECs, and other relevant initiatives.
- Strong knowledge of African food systems, FMSS, and agroecology.
- Good communication skills.
- Knowledge management skills.

Behavioural Skills

- Excellent networking skills, negotiation skills, decisiveness, systems thinking, social skills, commitment, reliability, teamwork, diplomatic skills, gender competence, and intercultural understanding.
- High regard for ecological farming, sustainable practices, and farmer needs.
- Strong relationship management and capable networking.
- Excellent time management.
- Ability to prioritize workload and demonstrate deliverables/outcomes.

Responsibility for finances and physical assets:

- The jobholder has accountability for the assets assigned to them.

Decision making:

- The jobholder has no final authority on key decisions in the ATHAZ Project other than routine decisions related to the execution of work.

Information:

- The job holder has access to confidential information and must act in accordance with confidentiality policies.

HOW TO APPLY?

If you believe you qualify for this position, please apply by submitting your CV and a cover letter as one file indicating a summary of your key qualifications and expected salary and benefits to careers@biovisionafricatrust.org with the job title: **Senior Policy Officer**, on the subject line to be received not later than **18th June, 2026**. We will not accept applications without a CV and cover letter. Only shortlisted candidates will be contacted for interviews.

Please visit our website: <https://biovisionafricatrust.org/> for the full job description and more about the organization's profile and projects.

Biovision Africa Trust is an equal opportunity employer.