



Job Description

Title:	Farm Officer (Livestock and Poultry)
Department/Group:	Farm
Reporting To:	Farm Manager
Contract Type:	1 Year (With 3 Months Probation)
Location	Fikirini, Kwale County, Kenya

About MaGreen Organics

MaGreen Organics is an agriculture-based start-up that uses natural regenerative and organic farming methods to grow nutrient-dense food, while inspiring small scale farmers and communities around Kwale and Kilifi Counties at the Kenyan Coast to do the same. We aim to meet an insatiable need for quality organic foods from mushrooms, vegetables, fruits, poultry, animal products, and so much more.

We focus on growing the soil, growing food and growing people. Our first priority is soil health and the environment. We believe that we can turn the most degraded land and depleted soil into one of the most fertile soil through regenerative farming practices. Healthy soil enables us to grow nutrient-dense food. We do not use and do not promote the use of chemical fertilisers and pesticides in farming - instead, we believe that we can grow healthy organic food that is good for people and also for the environment. Finally, we believe in empowering and learning from the people we work with and the community we live in. Through our demonstration farms, we can inspire other small scale farmers to practise regenerative and organic farming that will help tackle food insecurity, while providing livelihoods to many farmers at the Kenyan Coast. And by building an ever-growing and networked community of natural regenerative farmers, we can scale the growth of healthy soils, food and people.

Learn more about us on social media @MaGreenOrganics: [Facebook](#), [Instagram](#), [Twitter](#), [LinkedIn](#) and [YouTube](#).

Purpose of the Role

Reporting to the Farm Manager, the Farm Officer (Livestock and Poultry) will be responsible for the poultry and animal operations at the Fikirini Farm. This includes, but is not limited to planning, feed & fodder production, poultry management, goat management, pest & disease management, harvesting and packaging of the produce.

Duties and Responsibilities

You will have specific responsibilities for the following:

1. Planning

- In collaboration with the Farm Manager, undertake overall planning and budgeting for the poultry and animal enterprise.
- Contribute to the development of the standard operating procedures and guidelines for the poultry and animal operations.
- In collaboration with the Farm Manager, outline the equipment, supplies and materials, feeds & fodder, medication,, and anything else required for the smooth operation of the poultry and animal enterprise.

- d. Contribute to the development of, and undertake implementation of contingency plans based on anticipated unfavourable events e.g. disease outbreak.
- e. Planning for the repair and maintenance of the poultry, livestock, feed & fodder production systems.

2. Feed & Fodder Production

- a. Planning and estimation of the feed and fodder requirements for all poultry and animals, and ensuring that a minimum stock of three month's supply is available on the farm.
- b. Responsible for planting and nurturing diverse feed and fodder for the poultry and animals. This includes, but is not limited to fodder grass, fodder trees, grains & pulses, etc.
- c. Design, set up and manage the production of azolla which should account for 30% of the poultry and animal feeds.
- d. Design, setup and manage the production of black soldier fly system which should account for 50% of the poultry feed.
- e. Research on additional organic feed and fodder production approaches that will contribute nutrient-dense feed and fodder, while significantly reducing the costs.

3. Livestock and Poultry Management

- a. Support the animal and poultry acquisition process and transportation of the same to the farm.
- b. Support in the poultry hatching process - set the incubator ideal conditions, place the eggs and constantly monitor water levels to regulate humidity till hatching takes place.
- c. Actively be involved in the brooding process of the chicks by ensuring they have been provided with the best conditions to thrive.
- d. Feed a balanced clean diet and water to the animals and poultry on a daily basis at the scheduled times without fail.
- e. Weigh and record the weight of the goats on a monthly basis to ensure they are getting an appropriate feed ratio to help them gain the required weight.
- f. Maintain a clean environment for the animals by doing regular cleaning of their houses, and delivering the animal waste to be used in the composting system.

4. Pest & Disease Management

- a. Perform daily rounds and checks on poultry and animal health to identify pests or diseases, isolate any sick poultry or animals and apply recommended remedies.
- b. Research on organic pest and disease management options and ensure the most effective approach is applied at the Fikirini farm. If needed, be responsible for the preparation of organic pest & disease management solutions.
- c. Administer poultry and livestock medication or dewormers as directed by management according to the set calendar.

5. Harvesting, Packaging & Marketing

- a. Responsible for harvesting of animal products including egg collection, milking of the goats, and slaughtering of poultry.
- b. Responsible for cleaning, sorting, grading, packaging and loading of products for transportation to the market.
- c. Take part in the sale of the products on the different market days as produce becomes available. This might involve the delivery of produce to the market using the company motorbike or car.

6. Records Management & Reporting

- a. Keep a record of all types of animals and flocks of poultry on the farm, their ages and weight.

- b. Keep a record of livestock and poultry pests and diseases and any remedial action(s) taken.
- c. Record any mortality of poultry and livestock and reasons why.
- d. Keep track of amounts of poultry and animal feed consumed on a daily basis translating to monthly demands for better planning for future purchases.
- e. Record poultry and livestock productivity e.g. egg production, milk production, etc.
- f. Inspection of poultry and livestock on the farm and inform management of progress or any issues to be addressed.
- g. Undertake monthly equipment inventory for the livestock and poultry operation.
- h. Maintain a record of poultry and livestock inputs e.g. feed, fodder, medication,, and other inputs, and ensure management is informed 5 days in advance when restocking is required.
- i. Undertake daily, weekly and monthly reporting to the Farm Manager and Managing Director.

7. Other Duties and Responsibilities

Other duties that may arise from time to time as delegated by the Farm Manager and/or the Managing Director.

Key Performance Metrics

This role will be measured against the following key performance metrics:

- General health of livestock and poultry
- Weight of feed and fodder produced
- Number of eggs produced
- Number of chicks/keets/poults hatched
- Number of lambs born
- Timeliness & quality of reports from poultry and livestock activities.
- Instances of pests and diseases mitigated.
- Successful mitigation or control of pests and diseases infestation.
- Level of cleanliness of the integrated chicken and goat house

Person Specifications

Qualifications	Essential	Desirable
Educated to (at least) diploma level in the field of agriculture or equivalent.	✓	
Experience & Knowledge	Essential	Desirable
Minimum 2 years experience in poultry or animal farming.	✓	
Practical experience growing feed and fodder.	✓	
Knowledge of azolla and black soldier fly production.		✓
Driving experience (with a valid driving licence for Class B vehicle or motorbike).	✓	
Skills	Essential	Desirable
Self-managed and proactive in the job.	✓	
Time management with ability to multitask and prioritise.	✓	
Communicates effectively and relates well with customers and colleagues.	✓	
Possesses planning and problem solving skills.	✓	
Demonstrates and practices accountability.	✓	
Attentive to details and has good reporting skills.	✓	
Attributes	Essential	Desirable
Physical strength and stamina.	✓	
Respects authority and follows the code of conduct.	✓	
Displays resilience, courage, creativity and integrity.	✓	
Willingness to learn and improve themselves.	✓	
Organised, flexible and able to prioritise.	✓	
Ability to deal with confidential matters and act with discretion.	✓	
Flexible approach to work, including working hours when required.	✓	