

CAREER OPPORTUNITIES

Sindh Rural Support Organization (SRSO) is a not-for-profit organization registered under Section 42 of the Companies Act 2017. SRSO requires energetic, well-qualified, and experienced individuals for the following positions:

Position	Qualification / Experience	Location
<p align="center">National Technical Coordinator</p>	<p>Duty Station: Karachi, Sindh, Pakistan No. of Positions: 01 Contract Type: Fixed-Term (National Position) Contract Duration: Initial one (01) year (July–June), renewable annually based on satisfactory performance and availability of funds, up to a maximum of six (06) years. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource policies.</p> <p>Position Summary The National Technical Coordinator will serve as the Lead Technical Expert responsible for ensuring technical excellence, operational effectiveness, and contractual compliance of all project components related to rice production, value chains, and rural development. The incumbent will provide strategic direction, supervise implementation, oversee monitoring and reporting systems, and facilitate collaboration among Donor, government entities, research institutions, and development partners.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Technical Leadership and Quality Assurance</p> <ul style="list-style-type: none"> • Provide overall technical oversight of all project components including the support to rice production systems, climate-smart agriculture practices, and value chain development interventions. • Ensure application of sustainable intensification, post-harvest management, and market-oriented approaches. • Validate technical packages, extension materials, and capacity-building modules. • Provide policy-level technical inputs where required. <p>B. Programme Planning and Implementation</p> <ul style="list-style-type: none"> • Lead preparation of Annual Work Plans (AWPs), procurement plans, and implementation schedules. • Ensure alignment of field activities with approved logframes and results frameworks. • Supervise timely and quality delivery of outputs and reports. <p>C. Monitoring, Evaluation, Accountability, and Learning (MEAL)</p> <ul style="list-style-type: none"> • Establish and oversee performance monitoring systems. • Ensure regular tracking of indicators and outcome-level results. • Contribute to baseline, mid-term review, and final evaluation processes. • Document lessons learned and best practices. <p>D. Financial Oversight and Compliance</p> <ul style="list-style-type: none"> • Coordinate with finance and grants units to monitor budget utilization. • Review fund requests and financial progress reports. • Ensure adherence to donor agreements, procurement standards, and audit requirements. <p>E. Stakeholder Coordination and Representation</p> <ul style="list-style-type: none"> • Liaise with federal and provincial agriculture departments, research institutes, and private sector actors. • Represent the project in technical working groups and coordination platforms. • Strengthen partnerships with rice research institutions and value chain stakeholders. <p>F. Capacity Development and Knowledge Management</p> <ul style="list-style-type: none"> • Organize technical workshops, policy dialogues, and training sessions. • Support development of knowledge products, policy briefs, and dissemination materials. • Promote research linkages and evidence-based policy recommendations. <p>G. Communication and Visibility</p> <ul style="list-style-type: none"> • Support implementation of communication and visibility plans in line with donor branding guidelines. • Contribute to the preparation of technical publications and reports. 	<p align="center">SRSO Office, Karachi</p>

	<p>Deliverables The National Technical Coordinator shall deliver:</p> <ul style="list-style-type: none"> • Annual Work Plan (AWP) and quarterly implementation plans. • Quarterly, six-monthly Project Progress Reports (PPRs) and annual technical progress reports. • Budget utilization and financial narrative reports. • Mid-term and final evaluations reports with support from Lead Agency. • Monitoring reports aligned with results framework indicators. • Technical publications or policy briefs (as applicable). <p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Advanced university degree (Master’s required; PhD preferred) in Agriculture, Agronomy, Rural Development, Food Security, Rice Sciences, or related discipline from an HEC-recognized institution. • Minimum five (05) years of progressively responsible professional experience in agriculture and rural development programming at the national or international level. • Demonstrated expertise in rice production systems, value chain development, or agribusiness. • Experience in field implementation, policy advisory roles, and donor-funded project management. • Preference will be given to candidates with peer-reviewed publications in internationally recognized research journals on rice or related themes. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Teamwork • Communication • Building Effective Relationships • Knowledge Sharing and Continuous Improvement • Strategic Thinking • Planning and Organizing • Accountability 	
<p>Rice Value Chain Specialist</p>	<p>Duty Station: Karachi, Sindh, Pakistan No. of Positions: 01 Contract Type: Fixed-Term (National Position) Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p> <p>Position Summary The Rice Value Chain Specialist will serve as the lead technical resource for rice value chain development under the project. The incumbent will be responsible for strengthening competitiveness, inclusivity, and sustainability across the rice production, processing, and marketing continuum. The specialist will conduct value chain assessments, facilitate public-private collaboration, design commercialization strategies, and promote climate-resilient innovations to ensure long-term viability and equitable market participation, particularly for smallholder farmers.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Value Chain Analysis and Technical Advisory</p> <ul style="list-style-type: none"> • Conduct comprehensive rice value chain analyses, including stakeholder mapping, bottleneck identification, and market systems assessment. • Analyze cost structures, margins, and competitiveness across production, aggregation, processing, and marketing stages. • Identify opportunities for value addition, product diversification, and market expansion. <p>B. Public-Private Partnerships and Institutional Strengthening</p> <ul style="list-style-type: none"> • Establish and facilitate public-private engagement platforms involving farmers, millers, traders, exporters, financial institutions, and government stakeholders. 	

- Recommend institutional arrangements that promote inclusive participation of smallholders in commercial markets.
- Support development of aggregation models and producer organizations to enhance bargaining power and market access.

C. Commercialization and Market Development

- Develop commercialization strategies and business models to enhance value addition and branding of rice products.
- Strengthen linkages between producers and commercial buyers, including structured market arrangements where feasible.
- Promote compliance with quality standards, certifications, and traceability systems required for domestic and export markets.

D. Climate-Resilient Innovation and Sustainability

- Assess capacity needs for adoption of climate-smart agriculture and resource-efficient processing technologies.
- Integrate climate resilience and environmental sustainability considerations into value chain strategies.
- Develop actionable plans to enhance the long-term sustainability of rice value chain interventions.

E. Capacity Development and Knowledge Management

- Design and deliver training sessions for value chain actors, including farmer groups and SMEs.
- Develop practical guidance materials and business development tools.
- Document lessons learned, case studies, and best practices for replication and scaling.

F. Monitoring, Reporting, and Compliance

- Develop and track performance indicators related to value chain interventions.
- Contribute technical inputs to quarterly and annual project reports.
- Ensure activities are implemented in compliance with donor agreements and organizational policies.

Deliverables

The Rice Value Chain Specialist shall deliver:

1. Comprehensive Rice Value Chain Assessment Reports (Policy gap, finance mechanisms, etc.).
2. Public-Private Engagement Framework.
3. Commercialization and Market Linkage Strategy.
4. Training Documentation.
5. Quarterly technical progress inputs for project reporting.

Minimum Qualifications

- Advanced university degree (MS/MSc required; PhD preferred) in Rice Sciences, Agronomy (with specialization in rice), Agribusiness, Agricultural Economics, Value Chain Management, or a closely related discipline from an HEC-recognized institution.
- Minimum five (05) years of progressively responsible professional experience in rice value chain development, agribusiness management, or agricultural commercialization at the national or international level.
- Demonstrated technical expertise in rice production systems, processing, value addition, and market integration.
- Proven business and private sector engagement experience, including collaboration with millers, exporters, processors, traders, input suppliers, or agribusiness enterprises.
- Practical experience in designing and implementing commercialization strategies, business models, or market linkage interventions within donor-funded or multi-stakeholder projects.
- Strong understanding of market systems development, public-private partnership frameworks, and inclusive business models for smallholder integration.
- Experience in financial analysis, cost-benefit assessment, and business planning within agricultural value chains will be considered a strong asset.
- Preference will be given to candidates with demonstrated leadership in business-driven agricultural initiatives and/or publications or documented work in rice value chain development.

	<p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Teamwork • Communication • Building Effective Relationships • Knowledge Sharing and Continuous Improvement • Strategic Thinking • Planning and Organizing • Accountability 	
<p style="text-align: center;">Sustainable Agriculture Specialist (Rice)</p>	<p>Duty Station: Karachi, Sindh, Pakistan No. of Positions: 01 Contract Type: Fixed-Term (National Position) Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p> <p>Position Summary The Sustainable Agriculture Specialist (Rice) will serve as the lead technical resource on sustainable and climate-resilient rice production systems under the project. The incumbent will support the design, implementation, and scaling of sustainable, low-carbon, and nature-positive rice cultivation practices at national and international levels. The specialist will promote resource-use efficiency, climate adaptation, and environmental sustainability within rice-based farming systems, ensuring alignment with international sustainability frameworks and donor requirements.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Sustainable Rice Production Systems</p> <ul style="list-style-type: none"> • Provide technical guidance on sustainable, low-emission, and climate-smart rice production practices. • Promote integrated soil fertility management, water-use efficiency, and sustainable nutrient management approaches. • Support adoption of improved seed varieties and sustainable agronomic practices. <p>B. Climate and Environmental Sustainability</p> <ul style="list-style-type: none"> • Integrate climate-resilient and low-carbon strategies into rice farming systems. • Promote Nature-based Solutions (NbS) and ecosystem-based approaches in rice-growing landscapes. • Support greenhouse gas (GHG) mitigation efforts and the reduction of environmental footprint in rice production. <p>C. Sustainability Assessment and Tools</p> <ul style="list-style-type: none"> • Utilize FAO and internationally recognized sustainability assessment tools to measure environmental and socio-economic indicators. • Conduct sustainability assessments and develop improvement roadmaps for targeted rice production areas. • Strengthen monitoring frameworks for sustainability and climate indicators. <p>D. Capacity Development and Training</p> <ul style="list-style-type: none"> • Design and deliver training modules for farmers, extension agents, and project staff on sustainable rice cultivation practices. • Build capacities of beneficiaries to integrate evidence-based approaches into farm-level decision-making. • Develop practical guidance materials and technical manuals. <p>E. Partnerships and Knowledge Management</p> <ul style="list-style-type: none"> • Support the establishment of national and international technical partnerships related to sustainable rice systems. • Contribute to the development of policy recommendations promoting sustainable rice landscapes. • Document best practices, research findings, and lessons learned for dissemination. <p>F. Monitoring, Reporting, and Compliance</p> <ul style="list-style-type: none"> • Contribute technical inputs to quarterly and annual progress reports. • Support integration of sustainability indicators into the project’s results framework. 	

	<ul style="list-style-type: none"> • Ensure compliance with donor environmental and social safeguards. <p>Deliverables The Sustainable Agriculture Specialist (Rice) shall deliver:</p> <ol style="list-style-type: none"> 1. Sustainable Rice Production Technical Framework 2. Climate-Resilient Rice Cultivation Guidelines 3. Sustainability Assessment Reports and Indicator Tracking Tools 4. Capacity Development and Training Materials 5. Documentation of Nature-based Solutions and Best Practices included in project 6. Technical inputs to quarterly and annual project reports <p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Master’s degree (MS/MSc) in Agriculture, Agronomy, Soil Science, or a closely related discipline with specialization in Rice Production from an HEC-recognized institution. • Minimum five (05) years of progressively responsible professional experience in sustainable agriculture programming, particularly in rice-based farming systems under donor-funded projects. • Demonstrated expertise in climate-smart agriculture, sustainable intensification, and environmental sustainability. • Experience utilizing internationally recognized sustainability assessment tools. • Proven experience in capacity development, technical advisory services, and multi-stakeholder coordination. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Technical Expertise in Sustainable Rice Systems • Communication • Building Effective Relationships • Knowledge Sharing and Continuous Improvement • Strategic Thinking • Planning and Organizing • Accountability 	
<p>Gender and Safeguard Expert</p>	<p>Duty Station: Karachi, Sindh, Pakistan No. of Positions: 01 Contract Type: Fixed-Term (National Position) Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p> <p>Position Summary The Gender and Safeguard Expert will serve as the lead specialist responsible for integrating gender equality, social inclusion, and environmental and social safeguards across all project components. The incumbent will ensure that project design, implementation, monitoring, and evaluation processes are aligned with donor safeguard requirements and gender-responsive standards. The expert will lead implementation of the Gender Action Plan (GAP), strengthen institutional capacities for gender mainstreaming, and ensure compliance with environmental and social safeguard frameworks.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Gender Mainstreaming and Inclusion</p> <ul style="list-style-type: none"> • Lead implementation and periodic review of the project Gender Action Plan (GAP). • Ensure integration of gender-responsive approaches across all technical components. • Promote inclusive participation of women, youth, and vulnerable groups in project activities. • Develop gender-sensitive indicators within the project results framework. <p>B. Environmental and Social Safeguards</p> <ul style="list-style-type: none"> • Ensure compliance with donor environmental and social safeguard policies and standards. • Conduct safeguard screening and risk assessments as required. 	

	<ul style="list-style-type: none"> • Develop mitigation measures and monitoring plans to address social and environmental risks. • Support integration of safeguard measures into operational planning. <p>C. Capacity Development and Training</p> <ul style="list-style-type: none"> • Design and deliver specialized training on gender-responsive programming, safeguard compliance, and inclusive data collection methodologies. • Strengthen staff and partner capacity in applying gender and safeguard tools and frameworks. • Promote gender-responsive budgeting and planning practices. <p>D. Monitoring, Reporting, and Evaluation</p> <ul style="list-style-type: none"> • Support integration of gender and safeguard indicators into monitoring and evaluation systems. • Contribute to the preparation of high-quality technical reports, donor submissions, and evaluation documents. • Ensure that progress reporting reflects gender-disaggregated data and compliance with safeguard requirements. <p>E. Knowledge Management and Policy Support</p> <ul style="list-style-type: none"> • Document best practices and lessons learned related to gender inclusion and safeguards. • Provide policy recommendations to enhance gender equality and social inclusion within rice-based rural development interventions. • Support alignment with national gender policies and international frameworks. <p>Deliverables The Gender and Safeguard Expert shall deliver:</p> <ol style="list-style-type: none"> 1. Operationalized and periodically updated Gender Action Plan (GAP) 2. Gender-Responsive Monitoring and Reporting Tools 3. Training Materials and Capacity Development Documentation 4. Gender-Disaggregated Data Analysis Reports 5. Technical inputs to quarterly, annual, and evaluation reports <p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Master’s degree in Gender Studies, Social Sciences, Development Studies, Environmental Sciences, or a closely related discipline from an HEC-recognized institution. • Minimum five (05) years of progressively responsible professional experience in gender mainstreaming, social inclusion, and environmental and social safeguard frameworks within donor-funded projects. • Demonstrated experience in developing and implementing Gender Action Plans (GAPs). • Proven experience in conducting safeguard assessments and integrating mitigation measures into project design and implementation. • Strong experience in gender-responsive monitoring, reporting, and evaluation systems. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Communication • Building Effective Relationships • Knowledge Sharing and Continuous Improvement • Strategic Thinking • Planning and Organizing • Accountability • Commitment to Gender Equality and Inclusion 	
<p>Institutional and Policy Assessment Expert</p>	<p>Duty Station: Karachi, Sindh, Pakistan No. of Positions: 01 Contract Type: Fixed-Term (National Position) Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p>	

Position Summary

The Institutional and Policy Assessment Expert will serve as the lead technical specialist responsible for analyzing institutional arrangements, governance frameworks, and policy environments relevant to rice-based agricultural development and rural livelihoods. The incumbent will ensure technical quality in institutional and policy-related components of the project and provide strategic recommendations to strengthen governance, institutional efficiency, and policy coherence.

The expert will support project planning, reporting, and evaluation by providing high-quality technical inputs related to institutional capacity, policy frameworks, and governance reforms, with a focus on the agriculture sector and rural development.

Scope of Work and Key Responsibilities**A. Institutional and Policy Assessment**

- Conduct comprehensive assessments of institutional arrangements, governance structures, and policy frameworks affecting rice production, value chains, and rural development.
- Identify institutional bottlenecks, gaps, and opportunities for reforms or improvements.
- Analyze the regulatory environment and recommend measures to enhance institutional efficiency and policy alignment.

B. Policy Advisory and Technical Support

- Provide technical inputs to policy briefs, guidelines, and strategic documents.
- Support alignment of project activities with national and sectoral policies.
- Recommend institutional mechanisms to strengthen coordination between government agencies, research institutions, and development partners.

C. Capacity Development and Stakeholder Engagement

- Facilitate engagement with government institutions, policy makers, and sector stakeholders.
- Support capacity-building initiatives to strengthen institutional knowledge and policy implementation.
- Promote adoption of evidence-based policy recommendations in project interventions.

D. Monitoring, Reporting, and Evaluation

- Contribute technical inputs to quarterly, annual, and evaluation reports related to institutional and policy components.
- Document best practices, lessons learned, and case studies to support institutional learning.
- Ensure project compliance with governance and institutional guidelines set by donors and national policies.

Deliverables

The Institutional and Policy Assessment Expert shall deliver:

1. Institutional and Policy Assessment Report
2. Recommendations for Governance and Institutional Reforms
3. Policy Briefs and Technical Notes
4. Stakeholder Engagement Framework
5. Technical inputs to quarterly, annual, and evaluation reports
6. Documentation of lessons learned and best practices

Minimum Qualifications

- Advanced university degree (PhD preferred; MS/MSc required) in Public Policy, Agricultural Economics, Development Studies, Public Administration, or a closely related discipline from an HEC-recognized institution.
- Minimum five (05) years of progressively responsible professional experience in institutional assessment, policy analysis, governance reforms, or related fields, preferably within the agriculture sector or rural development projects.
- Demonstrated experience in conducting research, policy studies, or analytical assessments for government institutions, donor-funded programs, or development agencies.
- Proven track record in preparing policy briefs, institutional recommendations, and governance reform frameworks.
- Experience in engaging with government stakeholders, research institutions, and multi-stakeholder platforms to provide actionable policy and institutional guidance.

	<ul style="list-style-type: none"> • Strong understanding of national agricultural policies, rural development frameworks, and institutional arrangements affecting rice production, value chains, or food security programs. • Evidence of published research, studies, or technical reports on policy, governance, or institutional development is considered a strong asset. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Communication • Strategic Thinking • Building Effective Relationships • Knowledge Sharing and Continuous Improvement • Planning and Organizing • Accountability • Policy and Governance Expertise 	
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District Level		
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District Project Officer (03 Positions)	<p>Duty Station: [Specify Districts: Badin, Larkana, and Shikarpur], Sindh, Pakistan No. of Positions: 03 Contract Type: Fixed-Term (National / District Position). Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p> <p>Position Summary The District Project Officer will serve as the operational lead at the district level, ensuring effective implementation, supervision, and coordination of project activities. The incumbent will support institutional arrangements, contribute to policy assessment-related tasks, and ensure adherence to technical and donor standards while supervising field staff and liaising with local stakeholders. The role is critical for translating project objectives into actionable outputs at the district level, maintaining quality assurance, and supporting monitoring, reporting, and evaluation processes.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Project Implementation and Field Supervision</p> <ul style="list-style-type: none"> • Oversee day-to-day project activities at the district level, ensuring timely and quality delivery of outputs. • Supervise field staff and facilitate coordination among technical teams. • Ensure project activities are implemented according to approved work plans, logframes, and donor guidelines. <p>B. Institutional and Policy Support</p> <ul style="list-style-type: none"> • Assist in institutional arrangement and policy assessment-related tasks within the district context. • Support engagement with local government authorities, community institutions, and development partners. • Ensure that local-level interventions align with national policies and project objectives. <p>C. Monitoring, Reporting, and Evaluation</p> <ul style="list-style-type: none"> • Track district-level performance indicators and progress reports regularly. • Contribute to the preparation of quarterly and annual project reports. • Support evaluation exercises and document lessons learned and best practices at the district level. <p>D. Capacity Development and Stakeholder Engagement</p> <ul style="list-style-type: none"> • Facilitate capacity-building activities for field staff and community-level stakeholders. • Promote awareness of project objectives, technical approaches, and compliance standards among local partners. • Strengthen relationships with community institutions, local organizations, and relevant stakeholders. <p>Deliverables The District Project Officer shall deliver:</p>	SRSO District Working Offices Badin, Larkana, and Shikarpur
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	<ol style="list-style-type: none"> 1. District-level implementation plans aligned with Annual Work Plans 2. Supervision and monitoring of field activities 3. Inputs to quarterly, annual, and evaluation reports 4. Documentation of lessons learned, case studies, and best practices 5. Records of stakeholder engagement and capacity development activities <p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Bachelor’s (BA) in Agriculture, Rural Development, Project Management, or a closely related discipline from an HEC-recognized institution. Preference will be given to Master’s degree (MS/MSc) holder. • Minimum five (05) years of progressively responsible experience in project implementation, field supervision, or management within development sector organizations or NGOs, preferably in agriculture, food security, or rural development projects. • Demonstrated experience in supervising teams, coordinating multi-stakeholder field activities, and ensuring quality delivery of project outputs. • Preference will be given to candidates with experience in rice-based project implementation or research publications in recognized journals related to agriculture or value chains. • Strong knowledge of project planning, monitoring, and reporting standards, including results framework and logframe management. • Familiarity with local governance structures, community institutions, and rural development interventions is an advantage. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Teamwork and Collaboration • Communication • Planning and Organizing • Accountability • Building Effective Relationships • Problem-Solving and Decision-Making 	
<p>Social Mobilizer (6 positions)</p>	<p>Duty Station: [Specify Districts: Badin, Larkana, and Shikarpur], Sindh, Pakistan No. of Positions: 06 Contract Type: Fixed-Term (District / Tehsil Position). Contract Duration: Initial one (01) year (July–June), renewable annually subject to satisfactory performance and availability of funds, up to the project duration. Remuneration: Competitive salary in Pakistani Rupees (PKR), commensurate with qualifications and experience, along with employment benefits in accordance with SRSO Human Resource Policies.</p> <p>Position Summary The Social Mobilizers will serve as the frontline staff responsible for community engagement, capacity building, and participatory implementation of project activities. The incumbents will strengthen community-based organizations, facilitate farmer participation, and support awareness-raising and behavior-change initiatives within targeted rice-growing and rural communities. Social Mobilizers will play a key role in promoting active participation in Farmer Field Schools (FFS), training programs, and other project interventions while supporting monitoring and reporting of community-level activities.</p> <p>Scope of Work and Key Responsibilities</p> <p>A. Community Mobilization and Engagement</p> <ul style="list-style-type: none"> • Facilitate active participation of community members, particularly smallholder farmers, in project planning and implementation. • Promote inclusivity and gender-responsive participation in project activities. • Build social capital by strengthening community-based organizations and local groups. <p>B. Awareness Raising and Capacity Building</p> <ul style="list-style-type: none"> • Conduct training sessions, workshops, and awareness events for farmers and local stakeholders. • Support the implementation of communication and outreach strategies. • Promote adoption of project interventions, best practices, and sustainable agriculture approaches at the community level. <p>C. Farmer Field School (FFS) Support</p>	

	<ul style="list-style-type: none"> • Mobilize participants for Farmer Field Schools and other technical training sessions. • Facilitate group activities, field demonstrations, and peer-to-peer learning. • Support technical staff in monitoring FFS activities and documenting progress. <p>D. Monitoring, Reporting, and Documentation</p> <ul style="list-style-type: none"> • Assist in collecting community-level data and reporting progress against project indicators. • Document success stories, lessons learned, and community feedback. • Contribute to quarterly and annual reports prepared by technical staff. <p>Deliverables The Social Mobilizers shall deliver:</p> <ol style="list-style-type: none"> 1. Community engagement and mobilization reports. 2. Records of training sessions, awareness events, and Farmer Field School activities. 3. Documentation of lessons learned, success stories, and beneficiary feedback. 4. Support inputs for district-level monitoring and reporting. 5. Strengthened participation and functioning of community-based organizations. <p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Bachelor’s degree in Social Sciences, Rural Development, Agriculture, or a closely related discipline from an HEC-recognized institution. • Minimum three (03) years of experience in community mobilization or social development within NGOs or development sector organizations, preferably in agriculture, rural development, or food security projects. • Demonstrated ability to engage communities, facilitate participatory approaches, and organize training or awareness events. • Strong interpersonal and communication skills, with the ability to work effectively with diverse community members, including women and youth. • Familiarity with local governance structures, community institutions, and rural development interventions is an advantage. <p>Competencies (Core Competencies)</p> <ul style="list-style-type: none"> • Results Focus • Communication and Community Engagement • Teamwork and Collaboration • Planning and Organizing • Building Effective Relationships • Accountability • Knowledge Sharing and Continuous Improvement
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Social Media Policies:

- He/She will not upload any post of project activity, any picture, banner, or draft for the project, SRSO, and donor on any social media platform.
- He/She will not upload any post on social media platforms without the consent of SRSO Management approval.
- He/She will be able to protect all types of data of the project, SRSO, and donors, and keep confidential information, such as personal details of project beneficiaries or sensitive operational details, on social media platforms.
- He/She will respect diversity and social media activity; if any is done must reflect the project's commitment to diversity and inclusion, and avoid any language or content that may be offensive or discriminatory towards any group of people.
- He/She will rely on the accuracy and fact-checked social media posts. All social media posts should be based on accurate and reliable information. Staff and volunteers should fact-check information before sharing it on social media, especially if it pertains to the project's activities or beneficiaries.
- **Personal views:** He/She will make it clear that their social media activity represents their personal views and not those of the project or its donors/partners. They should not make any comments that could be interpreted as representing the project's official position.
- **Safety and security:** He/She will Social media activity should not compromise the safety and security of project beneficiaries, staff, or partners. Staff will not share any information that could reveal the location of project activities or put individuals at risk.
- **Data protection:** He/She should be aware of data protection regulations and ensure that any personal data of project beneficiaries or partners is handled by these regulations.
- **Branding and messaging:** If posting any data or draft/article on social media, activity must be aligned with the project's branding and messaging guidelines. He/She will not use the project's logo or branding without authorization and should ensure that any messaging is consistent with the project's values and objectives.

No donor approach: As per organizational communication protocol, candidates/employees are not permitted to directly contact donors for any official matters, nor engage with or tag donors on social media platforms without formal authorization.

Language Skills:

- Sindhi
- Urdu
- English
- Preference for local language expertise

Deceleration- Personal History Clarification

Candidates applying for the above vacant positions must have declared that the information provided in this form is true, complete, and accurate to the best of their knowledge. Recognizing the importance of upholding the highest standards of integrity and transparency by SRSO principles.

- 1- Declare that there are no pending legal proceedings or convictions against me in any court of law, whether domestic or international.
- 2- Affirm that I have not been involved in any violations of human rights, as defined by international standards, and have not been found guilty of any such offenses.
- 3- Confirm that I am not affiliated with any political party or political organization, and I do not hold any position within such entities.
- 4- Acknowledge that I am not a social media activist, and I have not engaged in any activities that may compromise the principles of impartiality and neutrality, as expected in international organizations adhering to SRSO standards.
- 5- Understand the significance of maintaining professional conduct and avoiding conflicts of interest. Therefore, I pledge not to engage in any activities that may compromise the reputation or impartiality of the organization, adhering to SRSO standards.
- 6- Confirm that I have not been involved in any form of female or Gender-Based Violence (GBV), child abuse, or any form of abuse towards women.
- 7- I have never been terminated from a National or internationally banned organization.
- 8- I am not included in any no-fly list, domestic or international.
- 9- I do not have any affiliation with any anti-state agency or country.
- 10- I have not been found engaged in any cyber activities that violate the principles of security, ethics, or legality.
- 11- Hereby consent to a thorough background check to verify the accuracy of the information provided in this declaration form.

SRSO provides equal opportunities to all, including candidates with physical disabilities and those from marginalized communities. No TA/DA will be admissible, and only shortlisted candidates will be contacted for the written test and interview. The competent authority reserves the right to reject the position/s. Incorrect, false, or forged information and influence (Sifarish) may result in the cancellation of your candidature at any stage.

ATTENTION: Candidates shall declare while applying for the position that he/she was never involved in any Sexual Exploitation Abuse or any Criminal Activity in his/ her career.

To apply online, please log in to the SRSO Job portal by following the link mentioned below by March 17, 2026.

<https://srsso.org.pk/careers>

Manager – Human Resource Department

Address: SRSO Complex, Near Taj Petrol Pump, Shikarpur Road, Sukkur, Sindh.