

Job Announcement
Associate Director
Matagalpa, Nicaragua

About Cosecha Partners

Cosecha Partners is an innovative social enterprise that unlocks the potential of smallholder farmers to serve the rapidly-growing organic and specialty food industry. Based in Nicaragua, our model produces exceptionally high-quality, premium-certified products for our customers while measurably improving farmer income and promoting organic and regenerative agriculture.

Cosecha Partners was founded in 2013 and today we work with over 600 cacao and chia farmers in northern Nicaragua. Through an innovative ‘outgrower’ program, we deploy social, intellectual and financial capital in long term partnership with our farmers to increase productivity, improve quality, and ensure climate-smart land management. Commercially, our work involves sourcing from our growers at farm-gate, processing, and exporting to regional and international customers, streamlining a complex series of transactions. In 2018, through our grower outreach program, we certified nearly 600 acres of new organic production and helped our farmers increase their seasonal household income by an average of 120% over the preceding two-year period. To date, we have provided technical assistance and meaningful market access to over 1,500 smallholder farmers directly benefiting nearly 9,000 household members.

After several years validating our business model, Cosecha Partners is entering a phase of rapid growth and will be scaling operations and impact to reach over 5,000 farmers. Our expansion targets new and existing farmers in an agroforestry systems approach centered around high-value crops, including fine flavor cacao, macadamia, hardwood species, and spices.

Our ambitious, passionate team is currently seeking an Associate Director to lead our growing business and outreach programs. The position is based in northern Nicaragua (Matagalpa or Jinotega) and reports to the Co-Founder/Managing Director. It is a minimum two-year commitment with a preference for individuals seeking a long-term career with opportunities for advancement.

About this Role

As the Associate Director, you are the key day-to-day operational and programmatic driver and are responsible for ensuring that the team is executing on the strategic vision, including: 1) grower outreach program delivery, 2) sourcing and export management, 3) impact evaluation and reporting, and 4) administrative and financial management. You will also support the leadership team in developing new business, partnership, and funding opportunities.

What you will do

- Ensure effective and successful management of core business operations including nursery management, sourcing, and export coordination

- Manage 5+ direct reports from technical and administrative teams
- Lead the design and optimization of programs, strategies and operational tools that align with our core business model
- Ensure on-time implementation of Cosecha Partners' agriculture programs and prepare bi-annual and annual reports
- Plan and facilitate weekly and monthly leadership team meetings and staff meetings
- Oversee impact evaluation efforts including Cosecha Partners online tools for farmer management and performance
- Support leadership team in strategic planning as well as identifying and implementing new business opportunities
- Represent Cosecha Partners in front of partners and counterpart organizations including development programs, government agencies, foreign embassies, local NGO's and research institutions
- Work with direct reports to develop monthly, quarterly and annual work plans
- Recruit and retain high-performing team members that can deliver on our ambitious growth targets
- Manage internship program and short-term technical consultants
- Coordinate resource allocation with the company's vision and annual strategic goals as key driver

What you have

We are looking for a dynamic, high-performing individual with an entrepreneurial spirit, strong leadership skills, and a demonstrated commitment to inclusive and sustainable agriculture. The ideal candidate will integrate private sector and international development skill set to deliver on Cosecha Partners' core mission. Other qualifications include:

- Bachelor's degree from a top university. MBA or master's degree in a relevant field preferred
- Prior entrepreneurial experience or strong entrepreneurial spirit
- Demonstrable ability to lead teams and accomplish ambitious goals
- Energy and desire to foster an entrepreneurial culture
- Strong background in people management and financial administration
- Ability to oversee technical and research activities and implement outreach programs that focus on climate-smart agriculture, agroforestry systems, and carbon financing models.

Experience & Skills

- 5+ years of relevant management or entrepreneurial experience in agriculture (preferably with cacao, coffee or agroforestry systems) or a related field including business planning, personnel management and project administration
- Fluency in English and Spanish
- Excellent verbal and written skills to communicate complexity clearly and effectively
- Experience with core business support functions, including basic finance, HR, IT, procurement, etc.

- International experience working and living in a developing country is preferred with specific interest in Latin America or Central America
- Skilled at fostering relationships with a broad cross-section of internal staff and external partners at the senior and grassroots level
- Demonstrated self-starter with world-class problem solving skills and the ability to work autonomously and through ambiguity

Bonus Points

- Track record of managing proposals and securing new business
- Experience leveraging social media platforms and developing content

What we offer

Cosecha Partners provides the following:

- Competitive salary and benefits relative to comparable roles in the region
- Cost of work permit or visa renewal
- Monthly stipend for health insurance and cell phone
- Dynamic work environment and opportunity to lead an innovative social enterprise
- Work from the beautiful, laid-back northern highlands of Nicaragua in a vibrant community with abundant recreational and outdoor opportunities

Application Process

Applicants should submit the following documents to Pilar Martinez (info@cosechapartners.com) with email subject header "Associate Director":

- Resume
- Cover letter addressing interest and suitability for the position

Applications will be reviewed and interviews will be conducted on a rolling basis until the position is filled. Applicants are strongly encouraged to apply **before August 13th.**

For additional information, please feel free to reach out directly to info@cosechapartners.com.