

Annex 1: Terms of Reference for the Contract staff

Job Title	:	Graduate Engineer (Entry-level)
Salary Scale	:	U4
Reports to	:	Senior Agricultural Engineer

Job Purpose

To implement strategies, programmes and plans for sustainable utilization of water for agricultural production technologies.

Key Outputs

- (i) Farm visits and assessments undertaken to collect information for developing drawings and plans for irrigation systems and other water for production facilities
- (ii) Construction and installation of irrigation systems and structures monitored and supervised
- (iii) Advise on constructing methods, materials and quality standards and developing the necessary designs provided;
- (iv) irrigation systems and related technologies tested
- (v) operation, maintenance and management of irrigation systems facilities and related farm structures promoted
- (vi) Farmer and extension staff trained on in irrigation systems operation, maintenance and management, soil and water conservation, water harvesting;
- (vii) Data on land use, soil conservation, farming systems and irrigation potential and irrigated land; performance of irrigation systems and water for agricultural production, compiled and analyzed;

Key Functions

- (i) Undertaking farm visits to assess sites and collect information for developing drawings and plans for irrigation systems and other water for production facilities;
- (ii) Monitoring and Supervising construction and installation of irrigation systems and structures;
- (iii) Advising on constructing methods, materials and quality standards and developing the necessary designs;
- (iv) Testing irrigation systems and related technologies in order to ensure their viability, efficiency and effectiveness;
- (v) Promoting operation, maintenance and management of irrigation systems facilities and related farm structures.
- (vi) Providing technical training to extension staff and farmers in irrigation systems operation, maintenance and management, soil and water conservation, water harvesting;
- (vii) Compiling and analyzing data on land use, soil conservation, farming systems and irrigation potential and irrigated land; performance of irrigation systems and water for agricultural production,

- (viii) Reviewing irrigation system designs and costed bills of quantities for each the systems developed and ensuring thy fall within the approved limits
- (ix) Performing any other duties that may be assigned from time to time

Person Specifications

(i) Qualifications

Honors Bachelor of Science Degree in Agricultural Engineering or Civil Engineering or Irrigation Engineering or Water Resources Engineering from recognized University/Institution or related qualifications from recognized from a recognized University/Institution.

(iii) Competences

- Planning organizing and coordinating;
- Project management;
- Knowledge in Agricultural engineering;
- Ethics and integrity;
- Communication; and
- Time management.

Job Title	:	Technician (Water)
Salary Scale	:	U5
Reports to	:	Engineer (Entry level)
Responsible for	:	Operation and maintenance

Job Purpose

To assist in supporting the operation, maintenance and management of irrigation systems to the farmers in the District.

He/she will be is responsible for irrigation installation and makes sure that all the equipment is functioning properly by performing regular testing and any repairs needed on the irrigation equipment. The irrigation technician needs to be able to operate irrigation

Key Outputs

- i) Farmers and Extension workers trained and supported in the operation, maintenance and management of irrigation systems;
- ii) Testing of irrigation systems carried out
- iii) Repairs needed on the irrigation equipment carried out
- iv) Inspections of the irrigation equipment conducted for quality assurance
- v) routine inspections of installed irrigation systems conducted together with farmers
- vi) Performance data on the installed irrigation systems collected

Key Functions

- i) Testing irrigation systems and related technologies in order to ensure their viability, efficiency and effectiveness;

- ii) Developing O&M plans and Carrying out maintenance and repairs for the irrigation system facilities
- iii) Providing technical training to extension staff and farmers in irrigation systems operation, maintenance and management.
- iv) Conducting Inspections of the irrigation equipment for quality assurance to ensure that it meets the required minimum standards
- v) Compiling data on performance of irrigation systems
- vi) Performing any other duties that may be assigned from time to time

Person Specifications

(i) Qualifications:

- Should hold a Higher Diploma in Civil Engineering or Water Engineering from a recognized institution. Certificate in plumbing is an added advantage

(ii) Competences

- Running effective meetings
- Project Management;
- Records and information management;
- Time management; and Concern for quality and standards.

Job Title	:	Technician (mechanical)
Salary Scale	:	U5
Reports to	:	Engineer (Entry level)
Responsible for	:	Operation and maintenance

Job Purpose

To assist in supporting the operation, maintenance and management of mechanical components (solar and engine) of the irrigation systems.

He/she will be is responsible for irrigation installation and makes sure that all the equipment is functioning properly by performing regular testing and any repairs needed on the irrigation equipment. The irrigation technician needs to be able to operate irrigation

Key Outputs

- i) Farmers and Extension workers trained and supported in the operation, maintenance and management of engine and solar pumps;
- ii) Testing of irrigation systems carried out
- iii) Repairs needed on the irrigation equipment carried out
- iv) Inspections of the irrigation equipment conducted for quality assurance
- v) routine inspections of installed irrigation systems conducted together with farmers
- vi) Performance data on the installed irrigation systems collected

Key Functions

- i) Testing engine and solar pumps in order to ensure their viability, efficiency and effectiveness;
- ii) Developing O&M plans and carrying out maintenance and repairs for the engine and solar pumps
- iii) Providing technical training to extension staff and farmers in irrigation systems operation, maintenance and management.
- iv) Conducting Inspections of the irrigation equipment for quality assurance to ensure that it meets the required minimum standards
- v) Compiling data on performance of irrigation system i.e., engine and solar pumps
- vi) Performing any other duties that may be assigned from time to time

Person Specifications**(ii) Qualifications:**

- Should hold a Higher Diploma in mechanical/ electrical from a recognized institution;

(ii) Competences

- Running effective meetings
- Project Management;
- Records and information management;
- Time management; and Concern for quality and standards.

Annex 2: Proposed staffing numbers for each Local Governments

Vote	District ¹	Graduate Engineer U4(Sc) ²	Technician U5 ³
506	Bushenyi District	0	2
510	Iganga District	0	2
511	Jinja District	0	2
517	Kamuli District	0	2
518	Kamwenge District	1	1
520	Kapchorwa District	0	1
523	Kayunga District	1	2
524	Kibaale District	0	2
530	Kyenjojo District	2	2
532	Luwero District	2	2
533	Masaka District	0	2
535	Mayuge District	2	2
536	Mbale District	1	1
540	Mpigi District	1	1
541	Mubende District	2	2
542	Mukono District	2	2
546	Ntungamo District	2	2
549	Rakai District	0	2
550	Rukungiri District	1	1
551	Sembabule District	1	2

Vote	District	Graduate Engineer U4(Sc)	Technician U5
552	Sironko District	1	1
554	Tororo District	2	2
555	Wakiso District	2	3
558	Ibanda District	0	2
566	Manafwa District	0	2
568	Mityana District	1	1
569	Nakaseke District	1	1
570	Amuru District	0	2
579	Bududa District	1	1
582	Buikwe District	0	2
584	Kyegegwa District	1	2
593	Luuka District	1	1
598	Kalungu District	1	1
599	Lwengo District	1	1
600	Bukomansimbi District	0	2
606	Nwoya District	1	2
608	Butambala District	0	1
615	Omoro District	1	1
621	Kyotera District	1	1
632	Kitagwenda District	1	1

¹ 40 Phase 1 District Local Governments

² The number of contract staff is derived from the annual salaries [based on the Salary scale U4(Sc)], that can be catered for using the annual grant allocations earmarked for farm visits under 25% complementary services. The assumptions made are that the Local governments budget allocation for the farm visits is 20% of the allocation to 'enhancing farmer capacity' which is a minimum of 75% of the complementary services.

³ The number of contract staff - technicians is derived from the annual salaries [based on the salary scale U5] that can be catered for using the annual grant allocations earmarked for farm visits under 25% complementary services. The assumptions made are that the Local governments budget allocation for the farm visits is 20% of the allocation to 'enhancing farmer capacity' which is a minimum of 75% of the complementary services.