

Job Title	:	Head Agriculture Capacity Building and Climate Change
Location	:	Head Office, Ahmedabad
Experience Required	:	Minimum of 15-20 years in execution of agriculture and rural livelihood programs, leading teams and fund raising
Educational Qualification	:	Master’s degree in agriculture or Horticulture or related fields
Skills Required	:	<ul style="list-style-type: none"> • Strong leadership and team management skills to motivate, guide, and mentor team members effectively. • Strategic planning and project execution experience in Sustainable agriculture. • Excellent communication and interpersonal skills, both verbal and written. • Problem-solving and decision-making capabilities to address challenges proactively and efficiently. • Proficiency in using organizational tools and MIS for project and performance management. • Ability to work collaboratively within diverse teams and build strong professional relationships. • Prior experience in the non-profit sector is an advantage.
Remuneration	:	As per market standards
Application Deadline	:	March 15, 2026
Expected Date of Joining	:	At the earliest
Apply at	:	careers@fwwbindia.org

About the Position

This is a full-time, on-site role for **Head Agriculture Capacity Building and Climate Change** based in Ahmedabad, Gujarat. The position will oversee and manage team operations to ensure the successful execution of organization's climate resilient agriculture projects and initiatives across different state of India. Responsibilities include strategic planning, guiding team members, monitoring budget and KPIs, implementing operational processes and systems, and collaborating across teams to achieve organizational goals. The role also involves identifying challenges, proposing solutions, and upholding high-quality standards in all deliverables.

Key Responsibilities

1. Strategic Program Leadership and Development

- Develop and implement a comprehensive program strategy aligned with FWWB’s mission and goals in agriculture and climate resilience.
- Identify and assess emerging needs in the sector, shaping the unit’s focus areas to address critical agricultural and community challenges.

- Set measurable objectives and KPIs across programs, regularly refining strategies based on sector trends, field insights, and beneficiary feedback.
- Ensure scalability and sustainability of capacity-building interventions, embedding best practices and innovative approaches.

2. Program Implementation and Oversight

- Provide strategic direction and support to field teams in the implementation of project activities, ensuring quality, adherence to timelines, and measurable impact.
- Lead baseline and needs assessments to establish program priorities, identify gaps, and customize interventions for enhanced outcomes.
- Facilitate resource distribution, oversee training sessions, and foster community engagement activities to achieve program objectives.

3. Budget Management and Financial Oversight

- Oversee multi-program budgeting and financial planning, ensuring fiscal responsibility and alignment with both donor requirements and FWWB's financial policies.
- Regularly monitor budget utilization across program phases, implementing necessary adjustments to optimize resources and meet program goals.
- Collaborate with the finance team to generate accurate financial reports, ensuring compliance with donor guidelines and internal financial controls.

4. Fundraising and Resource Mobilization

- Develop and present compelling project proposals, grant applications, and fundraising materials aligned with FWWB's agriculture and capacity-building objectives.
- Build and maintain relationships with potential donors, ensuring sustained engagement and showcasing the impact of FWWB's work.
- Collaborate with the fundraising team to align resource mobilization efforts with programmatic needs, contributing insights on financial gaps and priorities.

5. Capacity Building and Training Development

- Design comprehensive training frameworks and conduct trainings tailored to the needs of Executive and field teams of the organization, FPCs, addressing areas like sustainable agriculture, community mobilization, financial literacy, and risk management.
- Oversee the development of learning modules and materials, ensuring that content remains relevant, accessible, and impactful.
- Evaluate feedback from field staff and beneficiaries to refine training methods and enhance engagement and knowledge retention.

6. Monitoring, Evaluation, and Reporting

- Lead the development of M&E frameworks to effectively track program performance, assess outcomes, and identify areas for improvement.

- Conduct regular site visits to gather data, support field assessments, and ensure program adjustments are data-driven and responsive.
- Prepare in-depth reports for internal and external stakeholders, detailing program impact, challenges, and recommended actions for improvement.

7. Stakeholder Engagement and Strategic Partnerships

- Cultivate and maintain relationships with key stakeholders, including government agencies, NGOs, and private sector entities to enhance program reach and support.
- Engage actively with community leaders and local stakeholders, ensuring that FWWB's initiatives are relevant and community-centered.
- Represent FWWB at forums, conferences, and partnerships, advocating for policy support and collaboration in agriculture and climate resilience sectors.

8. Team Leadership and Development

- Lead a multidisciplinary team, including field trainers, coordinators, and support staff, ensuring alignment with FWWB's values and objectives.
- Foster a collaborative and growth-oriented culture, promoting professional development, open communication, and team accountability.
- Help attract, build and retain top talent that contribute towards organizational and programmatic goals.