



Program Delivery Analyst  
Location: Nairobi, Kenya  
Job Reference: PDA/GYI/02/2025

## AGRA and its Work

AGRA is an African-led institution that actively supports the drive towards inclusive agricultural transformation and sustainable food systems. We do this by empowering the continent's 33 million small-farming households to transform their agriculture from a struggle to survive to profitable businesses. The continent's farmers regularly face challenges, and we aspire to provide uniquely African solutions that respond to their agricultural and environmental challenges, leading to increased harvests for reduced hunger and more income.

Working in alignment with the development priorities of our focus countries, we enable farmers to access improved and high-yielding seeds, gain knowledge on sustainable farming, and link to profitable markets. In our work, we aspire to build the alliances, partnerships, and networks required to drive an inclusive agricultural transformation. We work with our partners to create an equitable youth-friendly environment that harnesses the youth dividend on the continent to drive growth and facilitate open employment opportunities for young women and men. We achieve our key objectives through a focus on the following four areas of intervention:

1. Policy and state capability - We support governments in creating an enabling environment for private sector involvement in agricultural transformation.
2. Seed systems – We trigger higher productivity by increasing the availability and access to improved seeds by farmers allowing them to increase their harvests for food security and better incomes.
3. Sustainable farming – We support farmers in building resilient farming systems for sustained high yields through interventions such as mechanization and irrigation.
4. Inclusive markets and trade – We work to increase the linkages between farmers, and other market actors for a positive, sustained cycle of commercialization and reinvestment.

## Implementing Our New Strategy Through People

People are the heart of our organization and remain the true drivers of our delivery and our impact.

We work with incredible people and partners who have roots in farming communities across the continent combined with an inclusive and diverse workforce from over 24 nationalities. Our commitment to a call to action goes beyond ourselves as we arise to catalyze African Food Systems' transformation by being *Deeply collaborative, Executing Excellently, Sincerely Constructive, and Increasingly Entrepreneurial* aligned with our values of (I-RISE; Integrity, Respect, Innovation, Stewardship, and Equity).

We are looking for people who are passionate about Africa to join our innovative, growing, and multidisciplinary team. Together, we can grow Africa's food systems by improving the livelihoods of smallholder farmers. Want to join us?



## The Position

### Program Delivery Analyst **Job Reference: PDA/GYI/02/2025**

The Programs Delivery Analyst will provide program management, program coordination, and implementation support, analytics, and progress reporting in the delivery of AGRA's Gender and Youth agenda, across the AGRA regions and countries. S/He should ensure that the country-related, continental, and regional priorities have the metrics, program analytics, and data needed to accurately integrate Gender, Youth, and Inclusiveness (GYI) priorities into the AGRA business lines and results framework

The Programs Delivery Analyst will be a key resource in the GYI program delivery team that provides result-orientated tracking, analytical reporting, program support, and coordination to facilitate the achievement of deliverables for GYI and across the Youth Entrepreneurship for the Future of Food and Agriculture (YEFFA) partnership. The Analyst role will utilize a results-delivery approach to drive AGRA's priorities in the continental, regional, and country delivery teams, as well as external stakeholders, grantees, and all other partners at both regional and country levels. The ideal candidate will promote analytics, and knowledge products and provide insights that enhance the effectiveness of the YEFFA program towards job creation within the implementation of AGRA country programs. S/he will be the reporting link between AGRA business lines and the country program delivery teams, for the AGRA-Mastercard Foundation partnership program execution.

### Key Duties and Responsibilities:

- Support the monitoring of program activities to ensure timely and effective reporting of program outcomes and progress in multiple country contexts.
- Work closely with the Monitoring and Evaluation team to develop and implement robust monitoring frameworks for tracking program delivery progress and impact across multiple countries.
- Collaborate with the Monitoring & Evaluation team to translate program deliverables and targets into actionable trackable plans.
- Conduct data analytics and create knowledge products that support analytical assessment and reporting of YEFFA/GYI goals and intended impact geared towards the job creation goals for women and youth through the creation of periodic reports.
- Track adherence to work plans, budget line items, and country targets for the youth and gender business line.
- Ensure effective data collection and analytics that inform the production of monthly, quarterly, and bi-annual reporting.
- Ensure effective reporting between different teams working on gender and youth initiatives, including internal experts, countries deliveries teams, and external grantees who are supporting program execution.
- Engage with internal and external data stakeholders, including government agencies, partner organizations, and local communities in AGRA countries, to consolidate data to foster collaborative tracking and analysis to support the execution of the program towards gender and youth lens.
- Communicate program results through presentations and written and verbal communication periodically.



- Regularly review data and performance metrics to identify performance, and areas for improvement to make informed recommendations.
- Track progress on key program delivery goals and modalities.
- Collate the learnings, actions, and outcomes to form the learning agenda.
- Identify planning and progress gaps within the program, to support and coordinate design training programs to enhance team members' skills and capabilities.
- Identify potential risks and challenges related to program implementation in diverse country contexts and implement mitigation strategies.
- Provide country liaison and donor compliance support by working closely with the internal audit unit to highlight any possible risks.
- Provide information on policy guidance, policy positions, issues papers, and factsheets on gender and youth, for a range of audiences.
- Analyze consultants' data, providing substantive recommendations for the work program.
- Develop plans for convening meetings and workshops on gender and youth capacity building.
- Support oversight of adherence to work plans, budget line items, and countries' targets for the youth and gender business line.

#### **Key Qualifications and Experience Required:**

- An advanced degree in Economics, Mathematics, Engineering, Social Sciences, Data & Analytics, Program Management, or any other relevant discipline.
- Experience in donor-funded program management with strong analytical skills and a high level of attention to detail.
- Experience working at the nexus between agri-food systems, youth employment, gender inclusion, market systems, and SME development.
- A demonstrable track record in program management, with a particular focus on engaging companies (MSMEs, SMEs, and anchor firms), NGOs, government agencies, and development partners in supporting youth employment.
- Highly experienced in program delivery analytics, reporting, and governance with a clear understanding of program management, monitoring, and evaluation techniques.
- Experience in coordinating, managing, and/or reporting on agriculture/food systems development projects in Africa is desirable.
- Strong analytical, policy, and report writing skills with high-level attention to detail, and proficiency in data analysis, reporting, and decision-making tools for programming.
- Critical thinking, problem-solving, and the ability to multitask are a must.
- Self-starter with proven ability to plan, and manage multiple deadlines and complex tasks in a dynamic environment across multiple geographies
- Excellent data mining ability, with high proficiency in the full suite of MS Office products, and suitable statistical and data analytics software.
- Knowledge of program governance within donor-funded programs, with a result and detailed orientated hands-on approach and continuous improvement mindset.



- In-depth understanding and experience in program Monitoring and Evaluation and knowledge management with the ability to translate and communicate analytics effectively.
- Excellent interpersonal skills for effective coordination and stakeholder engagement.
- Knowledge of the French language will be an added advantage.

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV (including your e-mail and telephone contacts) to [recruit@agra.org](mailto:recruit@agra.org). Please quote the job reference number **PDA/GYI/02/2025** in the subject line of the application e-mail.

**Applications must be received on or before 5<sup>th</sup> March 2025. Only shortlisted candidates will be contacted.**

**AGRA is an Equal Opportunity Employer**