

Chief of Party – East African Aquaculture

Job Title: Chief of Party – East African Aquaculture
Department: WISHH
Location: East Africa
Reports to: Project Director, ASA headquarters
FLSA Status: Exempt
Salary: Commensurate with Experience

The American Soybean Association (ASA) was founded in 1920 by soybean farmers and extension workers to promote soy for high protein applications in developmental settings. Overseas activities initiated in the mid-1950s, and to date ASA has worked in over 80 countries. The World Initiative for Soy in Human Health (WISHH) was founded in 2000 to expand the work of the American Soybean Association (ASA) in developing and emerging markets to improve health, nutrition and food security, building the groundwork for future markets of soy. WISHH provides services in food technology, business development, nutrition services, and program and proposal development. WISHH expertise extends its network into additional areas, such as aquaculture, poultry, and animal feed.

ASA/WISHH connects trade and development to strengthen agricultural value chains in emerging markets, creating trade and long-term demand for U.S. soy. Trade can improve lives worldwide for both farmers and consumers. U.S. soy trade in emerging markets is pivotal to improve accessibility, affordability, and acceptability of high-quality plant and animal-sourced proteins in developing economies. Rising incomes in emerging economies generate further opportunity for trade. ASA/WISHH builds opportunity for long-term trade by improving agricultural value chains, human and animal nutrition, and farmer net incomes. ASA/WISHH initiatives broadly fit in two arenas: (1) trade-building long-term, early-stage market development, and (2) trade-building international agriculture and economic development. The St. Louis-based Program operates in sub-Saharan Africa, Asia and Central America.

ASA/WISHH offers proven feed sector capacity and decades of accumulated knowledge from ASA programs. Principal approaches include market and economic assessments, technical assistance and capacity building, food and feed trials and demonstrations, farmer field days, youth mentorship programs, food and feed value chain development, and market linkages.

ASA/WISHH achieves its mission by working in close partnership with: (1) the public sector (e.g., USDA, USAID, U.S. land grant universities, and host country governments), (2) the private sector (e.g., trade associations: Qualified State Soybean Boards, United Soybean Board and U.S. Soybean Export Council), and (3) private voluntary organizations. The Program draws upon the resources and experience of these partners and the services of a cadre of ASA/WISHH consultants with technical expertise in agricultural, international and commercial development spheres. ASA/WISHH relies on decades of experience in food commercial development and agricultural development programming. The Program takes pride in its growing portfolio of success with U.S. government-funded projects, including USDA (Food for Progress, Global Broad-Based Initiative, Foreign Market Development, Market Access Program, Agricultural Trade Promotion, Emerging Markets Program, Regional Agricultural Promotion Program and Quality Samples Program) and USAID funding in both prime and sub-recipient capacities. ASA/WISHH has also attracted both private sector and other

complementary funding sources from various donors to build on and leverage core funding from Qualified State Soybean Boards.

WISHH's objective is to increase the international consumption of soy protein in the human, livestock, poultry and aquaculture sectors in new markets and thereby create new opportunities for soybeans and providing higher economic returns to U.S. soybean producers.

The Chief of Party is responsible for the planning, development and management of all project activities related to the Food for Progress – Aquaculture project in East Africa. The position of Chief of Party will serve as the primary contact for the program, interacting with HQ staff, other implementing partners and implementing units. The Chief of Party is responsible for maintaining the safety and integrity of the overall mission, as well as working to achieve program goals and objectives.

Chief of Party Job Responsibilities:

- Provide overall program management, develop a strong, coherent technical vision, and initiate innovative strategies across the project
- Provide financial management oversight, analyze budgets, and provide updates to HQ on budget expenditures
- Manage relationships with local organizations, private sector stakeholders, and government bodies
- Travel to site offices and target regions as needed to oversee technical assistance and troubleshoot alongside project partners
- Develop and implement annual work plans
- Manage relationships with local organizations, private sector stakeholders, and government bodies
- Represent ASA/WISHH to donors and deliver presentations on behalf of the East African Aquaculture project in country and in related conferences
- Establish a respected presence within the international donor community and strategically position the organization in the forefront of agricultural development activities within East Africa
- Supervise program operations, and technical and administrative personnel
- Provide periodic written and oral reports to USDA and WISHH headquarters
- Ensure effective and compliant contract management, reporting, communications and relationship management with USDA

Essential Duties and Responsibilities:

- Oversee all aspects of program related to the East African Aquaculture Food for Progress program in coordination with ASA/WISHH HQ.
- Coach and guide in-country staff/third party contractors to ensure compliance under USDA and ASA regulations and policy guidelines, country specific laws and other related policies as appropriate
- Coaching and development of in-country staff, consultants, partners on requirements, objectives and intended results/outcomes of the project.
- Maintain a working knowledge of compliance, government relations, project schedule and timelines, and of the food security industry, markets and trends.

- Participate in and communicate with Monetization Agent during each product monetization plan and event.
- Communicate as necessary with USDA Foreign Agriculture Service staff, attaches and other foreign service officers as necessary regarding project status and coordination with other programs in country
- Provide status updates as necessary, including contractual reporting requirements
- Provide overall leadership for the project while maintaining a focus on achieving results efficiently and safely.
- Ensure industry leading monitoring and evaluation strategies are planned and executed throughout the project
- Recommend new approaches, policies and procedure to drive continual improvements in the efficiency of the department and services performed.
- Forge and maintain strong relationships with other international and national organizations and continue to expand outreach and education of the benefits of soy products in feed
- Evaluate the feasibility and structure of potential programs, special projects including geographical location, potential program expenses, and duration of program, and make recommendations to the Project Director
- Monitor security issues and other relevant news that may affect local staff and/or third-party contractors
- Assist WISHH in achieving its operational goals and objectives outlines in the strategic plan and project agreements.

Chief of Party Qualifications / Skills:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and Experience Requirements:

- Master's degree in international affairs/development, project management, agriculture or related fields; 15 years of progressively senior international experience implementing development programs; Demonstrated Team Leader or Chief of Party experience; three to five years of USDA and/or USAID experience, including knowledge of best practices, guidelines, tools, and resources for monitoring and evaluation; experience working abroad, preferably in Asia; comprehensive knowledge of project management; strong analytical skills; strong computer skills (Microsoft Office, Excel, M&E, database management); strong organizational and prioritization skills; ability to work both independently and with a team; demonstrated ability to work well with persons of different backgrounds; ability to travel throughout East Africa, demonstrated skill in program development and management.
- **Communication Skills:** Must have highly developed oral and written communication skills and be an expert listener; strong interpersonal skills to negotiate and work with foreign experts, managers, government and non-government officials, local staff, and target populations; must be comfortable with

engaging with people from other countries in a variety of different communicative modes (verbal, non-verbal, and written); attuned to others through strong active listening skills, ability to related professionally and communicate effectively with staff, consultants, governance committee, and outside contacts; ability to forge a mutually respectful and productive partnership with existing development agencies, businesses, human services, and government agencies in East Africa and the U.S.; ability to respond appropriately and with sensitivity to the cultural differences present among the organization's service population; computer literate in Microsoft Word, PowerPoint, and Excel; fluency in English required, proficiency in regional languages a plus.

- **Reasoning Ability:** Must have a strong command of reasoned, measured decision making based upon analyzing the pros and cons of each potential decision to be made. Ability to evaluate socioeconomic and physical challenges in foreign environments. Ability and desire to learn the project, think strategically, and operate tactically. Ability to learn quickly and multi-task and prioritize in a complex, demanding atmosphere. Solid experience in monitoring and evaluation, data collection/analysis, and strategic planning and reporting.
- **Leadership Skills:** Solid leadership skills including persuasion/negotiation skills and ability to problem solve; Ability to protect the confidentiality/privacy of others and company documents and records; excellent organizational and planning skills a must; capacity to work independently, prioritize and meet deadlines, delegate, monitor multiple projects and follow directions and attention to detail; creative self-starting abilities, dependability, ability to work under pressure, and undertake and be responsible for all issues which might arise in the course of carrying out the project requirements.

TO APPLY: send electronic submission of resume including salary requirements to Eric Demerit; edemerit@soy.org by July 7, 2025. Interested individuals are encouraged to apply quickly as the applicant review and interview process will begin immediately. Please write "East African Aquaculture COP" in the subject line. No telephone inquiries, please. Finalists will be contacted. ASA is an Equal Opportunity Employer and Provider. Women, minorities, veterans and the physically challenged are encouraged to apply.

Non-Discrimination Statement: *In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident. ASA/WISHH is an equal opportunity provider and employer.*