



Position Vacancy

Technical officer on organic waste recycling

Research Community and Organizational Development Associates (RECODA) in partnership with the French non-governmental organization CARI is recruiting a new staff member to support the implementation of the Kilimo Endelevu Arusha project.

The new technical officer will be responsible to implement the organic waste recycling strategy of the KEA project.

The position is based in RECODA's office in Arusha for a duration of 24 months starting in June 2026.

1. Presentation of the NGO CARI

Based in the South of France, CARI is an international solidarity association that has been working since 1998 with rural populations in drylands of the African continent. In its interventions, CARI favors collaboration and synergy with locally established organizations. CARI has built its expertise on the themes of the combat against desertification, the promotion of sustainable land management and of agroecology, as well as on practices for supporting civil society actors, strengthening local authorities, supporting territorial development and structuring advocacy.

CARI's projects are structured around different types of activities:

- Capacity building of civil society organizations: exchange of experiences (workshops, farmer-to-farmer exchanges) and training.
- Advocacy with states and international institutions, mainly in the context of multilateral environmental agreements and the United Nations Convention to Combat Desertification (UNCCD).
- Technical implementation with local partners: projects to combat land degradation and support territories in the agroecological transition.

CARI is active in the field and also coordinates several networks of civil society organisations: GTD (Working Group on Desertification), MEDAE (Multi-stakeholder network on agroecology in the Mediterranean), RADDO (Associative Network for Sustainable Development of Oases), ReSaD (Sahel Desertification Network).

CARI is coordinating the Kilimo Endelevu Arusha project and is working in partnership with RECODA and MVIWAARUSHA since 2022. As part of the KEA project, CARI is also responsible for the implementation of activities related to the support to local authorities, the recycling of waste management and the international advocacy.

The technical officer on organic waste recycling will therefore be overviewed by CARI.

Kilimo Endelevu Arusha is a project implemented by CARI, MVIWAARUSHA and RECODA

The project co-funded by the French Development Agency



2. Presentation of the NGO RECODA

The Tanzanian NGO RECODA was created in 2000 with the aim of bridging the technological gap in agricultural development through socio-economic research, capacity building of grassroots organizations, and provision of advisory services. RECODA's interventions have focused on supporting small-scale farms in their production activities (conservation agriculture, agricultural diversification), storage, processing and marketing of agricultural products. The NGO has built a solid expertise in strengthening the resilience and food security of small-scale farmers. RECODA has formalized its experience and expertise in the RIPAT approach (Rural Initiative for Participatory Agricultural Transformation). RIPAT is an agricultural extension approach, that enables dissemination of sustainable and inexpensive solutions to the challenges faced by small-scale farmers, providing them with appropriate tools, techniques and information, relying on participation and self-help. RIPAT inspires farmers to have a development vision freed from the syndrome of donor dependency and to join groups where various 'baskets of technology options' are introduced, leaving each farmer with a real opportunity to choose which technologies to adopt, when and to what extent, according to their needs and resources.

RECODA contributes to the implementation of the Kilimo Endelevu Arusha project and is responsible for the training and support to the beneficiary farmers, the dissemination of agroecological practices, and the diversification of farming systems.

The technical officer on organic waste recycling will be hosted by RECODA.

3. The Kilimo Endelevu Arusha project

The Kilimo Endelevu Arusha project is the 2nd phase of a program initiated in 2022, implemented by [CARI](#), [MVIMWAARUSHA](#) and [RECODA](#), and co-financed by the French Development Agency (AFD). The project aims to contribute to the resilience of the populations in Northern Tanzania facing climate change and environmental disruption.

- The Kilimo Endelevu Arusha project is currently implemented between 1st June 2025 and 31 May 2028.

The project focuses on the Arusha Region, where partners wish to strengthen the development of a sustainable food system. The project provides support to small scale farmers from Arusha rural district to improve their sustainability and to increase their contribution to the food and nutritional security. The project also promotes the development of a sustainable food system through support to the authorities of the Arusha Rural District and the City of Arusha as well as concertation, advocacy, and awareness-raising actions that engage urban populations.

Implementation-logic of the KEA project

SPECIFIC OBJECTIVE 1: Small-scale farms in the Arusha region improve their food and nutrition security as well as their economic stability through sustainable land management and agroecological transition. Located in an environment marked by fragile and deteriorating natural resources, farms face internal constraints that limit their environmental resilience, food and nutritional security, and economic stability. Support for farms in terms of sustainable land management and agroecological transition since 2022 has shown initial encouraging effects.

Result 1.1: Land is protected against erosion and/or restored. Planned activities: support for environmental trainers, village consultation on erosion control, dissemination of erosion control techniques, community awareness-raising.

Result 1.2: Small-scale farms include agroecological innovations into their production systems. Planned activities: support to technical lead farmers, agroecological champions and spreading farmers, improvement of technical extension equipment, community awareness.

Result 1.3: Agroecological products in the Arusha Rural district are promoted to consumers. Planned activities: improvement of farmers' post-harvest management and conservation practices, consumer awareness-raising.

SPECIFIC OBJECTIVE 2: Political and institutional conditions at the local, national and international levels are conducive to the deployment of sustainable food systems. The institutional and social environment of the Arusha region and the policy framework in Tanzania and internationally, do not yet fully facilitate the deployment of sustainable food systems. Since 2022, actors in the Arusha region have been sensitized to these issues, and policy frameworks present openings for dialogue with civil society.

Result 2.1: Stakeholders in the region collectively develop a strategy for the supply of organic matter. Planned activities: diagnosis on fertility management, facilitation of a multi-stakeholder working group, implementation of trials on compost production, development of learning and dissemination material.

Result 2.2: Tanzanian civil society consolidates its advocacy at the national level and initiates a collaborative dynamic with East African actors.

Planned activities: contribution to regional platforms on food systems, support to SHIWAKUTA advocacy, regular dialogue with ministries, development of advocacy at the East African level.

The component on organic waste recycling

The Kilimo Endelevu Arusha project continues the mobilization and support to local authorities so that they play an active role in favor of a sustainable food system. To do this, the project plans to work with local actors on a concrete issue, related to the sustainability of the food system, and which is politically mobilizing: **How can we meet the organic matter needs of farmers, who contribute to feeding the city of Arusha, from the recycling of local resources and with a view to strengthening urban-rural links?**

During phase I of the project, a study on the recovery potential of organic waste in the city of Arusha made it possible to understand the waste management methods at the city level: a collection and landfill system that works well, but with little sorting, recycling and recovery of waste (apart from a few private sector initiatives for the moment on the margins). This study showed that the city's inhabitants produce a significant amount of organic waste every day, which is only slightly used as a resource. A significant part of this waste is concentrated in the city's markets.

The findings of this study lead the project partners to formulate the hypothesis that the organic waste produced at the scale of the city of Arusha could be recycled, through composting, into the organic matter necessary to renew soil fertility in the rural areas around Arusha.

The KEA component on organic waste will identify the actors and understand the processes at work in the transformation of organic waste. It will propose technical improvements and imagine economic

models for compost production on a scale that meets the soil amendment needs of farmers. The lessons learned from this strategy will be shared with local authorities, who will be sensitized on the consideration of organic waste as a resource at the service of the various actors in the territory – especially the small-scale farmers – and on the interest of inclusive resource governance.

4. The role and tasks of the technical officer

The technical officer main role will be to implement the KEA project strategy on the recycling and recovery of organic waste.

This includes the following tasks, under the supervision of CARI's program manager and RECODA's program leader:

- Contributing to writing the terms of reference for activities
- Implementation of activities:
 - Identifying local stakeholders and expertise in the areas of organic waste management and transformation, and fertility management
 - Conducting a study to characterise organic matter transformation processes
 - Conducting a study on farms' organic matter requirements and soil fertility issues
 - Identifying and supporting technical trials on organic waste recycling
 - Economic modelling of development of organic matter recycling activities
 - Facilitating of multi-stakeholder workshops and field visits
- Mobilising the local expertise required to carry out certain tasks
- Contributing to writing project deliverables, including the periodic technical reports
- Participating and reporting to monthly meetings between CARI, MVIWAARUSHA and RECODA to monitor project implementation.

5. Position conditions

Duration: 24 months

Full-time position: 45 weekly hours (According to the Tanzanian Employment and Labor Relation Act, 2004, an employee should not exceed 9 working hours per day).

Location: Nane Nane grounds, Arusha

Start date: June 2026

Salary: Negotiable upon academic qualifications and experience

6. Required profile

Are you a rigorous, invested person who is comfortable in multi-stakeholders' dialogue? Are you excited about acquiring a 2-years' experience in Arusha, contributing to a sustainable food system? CARI and RECODA are looking for a motivated person, with good interpersonal skills and willing to bring new ideas.

Education and experience:

- Master's degree in agriculture related studies (crop science, agronomy, horticulture, soil science, agricultural education, agricultural extension, agricultural engineering, ...) or environmental related studies (natural resources management, forestry, sanitation, territorial development, ...)

- At least 3 years of professional experience in project implementation on relevant topics (waste management, facilitation of multi-stakeholders' process, governance of natural resources, support to farms, ...)

Knowledge:

- Knowledge of waste management processes, policies and regulation
- Knowledge of fertility management and familiarity with Soil Science and nutrient cycling
- Knowledge of Circular Economy principles

Technical and practical skills:

- Strong writing skills and the ability to conduct an analytical approach - Report writing, documentation, and knowledge management
- Ability to use project management tools: logical framework, timetable, budget, etc.
- Ability to conduct interviews and survey toward a diversity of stakeholders (farmers, SMEs, institutions...)
- Skills in stakeholder coordination and partnership management
- Ability to organise and facilitate meetings and working groups
- Problem-solving and adaptive management in field conditions
- Data collection, monitoring, and evaluation (M&E) skills
- Strong interpersonal and community engagement skills
- Ability to translate technical concepts into simple, practical guidance
- Training and capacity-building skills for farmers and community groups

IT and other skills:

- Proficiency in reporting tools (Word, Power-Point)
- Proficiency in basic data analysis tools (Excel, KoboToolbox, etc.)
- Fluent in English

Personal Qualities

- High level of integrity and accountability
- Strong organizational and time management skills
- Proactive and self-motivated with the ability to work independently
- Team-oriented with a collaborative mindset
- Flexibility and willingness to work in rural/field environments
- Passion for sustainability, environmental conservation, and community development

7. Candidature

To apply, please send your CV and a cover letter in English, **before May 17, 2026** by email to the address cari.arusha@gmail.com indicating the subject: **KEA application**

All full applications received by email under the deadline will be reviewed by CARI and RECODA. Only shortlisted candidates will be interviewed.