



Job Title: Consultant – Farming Justice Project

Location: Remote (Nigeria-based) with field visits

Duration: 12 months

ABOUT HOPE BEHIND BARS AFRICA

Hope Behind Bars Africa is a social enterprise working to close the justice and reformatory gap using technology, evidence-based interventions, and strategic legal support. Our core programs include the *Access to Justice Program*, the *Gender and Criminal Justice Program*, the *Civic-Space Strengthening Program*, the *Death Penalty Program*, and the *Inside-Out Reformation Program*. We aim to drastically reduce rights violations across all arms of the criminal justice system, from entry to exit points within the criminal justice system.

Deadline for Applications: May 30, 2025.

Compensation: Competitive and commensurate with experience. The full-time roles include a benefits package covering health insurance, flexible hybrid work options, pension, paid leave, and professional development opportunities.

Hope Behind Bars Africa is an equal opportunity employer. **Women and candidates from underrepresented backgrounds are strongly encouraged to apply.**

Note: *Applications will be reviewed on a rolling basis. Early applications are encouraged. Only shortlisted candidates will be contacted. If you do not hear from us by **June 10**, please consider your application unsuccessful.*

About the Role

HBBA seeks to engage a Consultant for the implementation of the Farming Justice Project. The Consultant will provide technical advice and strategic leadership to strengthen the delivery and impact of the Farming Justice Project.

Scope of Work

1. Program Implementation and Oversight



- Lead and coordinate the implementation of project activities in selected correctional facilities and communities.
- Oversee timelines, resource allocation, activity tracking, and team coordination to ensure quality and timely delivery.
- Identify operational bottlenecks and recommend solutions for smooth project execution.
- Ensure all activities align with project goals, compliance standards, and HBBA's core values.
- Identify opportunities for deepening outcomes, improving delivery, and integrating innovations.
- Develop a sustainability and scale-up roadmap (including public-private partnerships, state-level adoption, and donor leverage).

2. Technical Advisory, Policy Alignment and Stakeholder Engagement

- Provide expert advice on sustainable farming systems suitable for correctional settings.
- Align the project model with national agricultural and reentry strategies, as well as correctional sector reform agendas.
- Recommend value chain, market linkage, and off-take structures for reintegrated beneficiaries.
- Facilitate high-level engagement with relevant ministries (e.g., Agriculture, Interior, Labour), correctional authorities, agribusiness actors, and donors.
- Identify collaboration opportunities with agricultural training institutes, cooperatives, and innovation hubs.

3. Capacity Training & Knowledge Transfer

- Design and deliver training modules for inmates and farm officers that combine modern, climate-smart agricultural practices with reformation-focused content (e.g., leadership, discipline, responsibility, and post-release reintegration skills).
- Facilitate hands-on learning sessions and develop user-friendly training materials, manuals, or visual aids tailored to correctional environments.
- Equip farm officers and correctional staff to provide ongoing support, coaching, and mentorship to inmates during and after training.
- Support the integration of psychosocial and values-based education alongside technical agricultural instruction to promote holistic rehabilitation.

Deliverables

- Inception report with project review and consultation plan
- Revised or refined project model and scale strategy
- Policy alignment memo and stakeholder engagement plan



- Training manual or toolkit for farm officers and inmate instruction
- Final consultancy report including lessons learned and next steps

Qualifications & Experience

- Advanced degree in Agriculture
- Minimum of 15 years' experience in carrying out agricultural activities
- Proven expertise in designing and managing agricultural interventions, preferably in restricted or under-resourced settings
- Experience leading program implementation and delivering capacity-building initiatives
- Demonstrated ability to engage high-level stakeholders and align projects with public policy
- Deep commitment to justice transformation, reintegration, and rights-based development

How to Apply

Send your CV, a 1-page Expression of Interest with the subject line: **Application – Consultant, Farming Justice Project** to hello@hopebehindbarsafrica.org.