



Job Title: Programs Officer (Farming Justice Project)

Location: Abuja, Nigeria

Employment Type: Full-Time (Hybrid)

Duration: 1-Year Renewable Contract

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

We are seeking a dynamic and detail-oriented Programs Officer to support the implementation of our Farming Justice Project. The ideal candidate will be resourceful, emotionally intelligent, and passionate about agriculture and justice reform in a fast-paced, impact-driven environment.

Qualifications & Competencies

- A degree in Agriculture or a related field is required.



- At least 5 years of experience managing agriculture-related projects, including planning, implementation, and reporting.
- Practical knowledge of modern and sustainable farming techniques (e.g., farm mechanisation, irrigation farming, vertical farming, hydroponics).
- Strong problem-solving, analytical, and communication skills.
- Proven ability to work independently and collaboratively within multidisciplinary teams.
- Familiarity with agricultural policies, value chains, and the integration of technology in farming systems.
- Demonstrated interest in sustainable agriculture, social impact, and inclusive growth.

Key Responsibilities

1. Project Leadership and Stakeholder Engagement

- Lead the day-to-day planning, coordination, and execution of the Farming Justice Project in correctional facilities and target communities.
- Provide strategic guidance on the direction of the project, ensuring alignment with HBBA's justice transformation goals.
- Advise management on agricultural best practices and innovations suitable for project
- Build and maintain strong relationships with key stakeholders, including correctional authorities, agricultural agencies, justice sector actors, and local communities.
- Represent HBBA in meetings, coalitions, and sectoral platforms related to agriculture, justice reform, and rehabilitation.

2. Technical Oversight and Knowledge Integration

- Ensure the adoption of modern, sustainable farming techniques within project sites.
- Oversee technical implementation, provide support to trainers and farm supervisors, and ensure quality control across all farming activities.
- Integrate social impact and human rights perspectives into the design and execution of agricultural components.
- Track progress against project indicators, document outcomes, and analyze learnings.
- Prepare detailed internal and donor reports, case studies, and field updates in collaboration with the M&E team.
- Contribute to the development of knowledge products and policy briefs emerging from the project.

3. Administrative and Logistical Coordination

- Oversee procurement and timely delivery of farming inputs, tools, and training materials.



- Manage project logistics including scheduling, travel coordination, inventory management, and budgeting in line with HBBA protocols.

How to Apply

This is a 1-year contract position, renewable based on performance and funding availability.

To apply, please send your resume and a one-page cover letter outlining your interest and relevant experience to hello@hopebehindbarsafrica.org with the subject line: **Application – Programs Officer(Farming Justice Project)**