Agriculture at TADB November 2025

Senior Specialist – Climate-Smart Agriculture

One position – Dar es Salaam

Job purpose

The Senior Specialist – Climate-Smart Agriculture will lead the integration of climate-smart solutions within the bank’s agricultural financing and investment portfolios. The role focuses on advancing green finance and developing policies, tools, and mechanisms that enhance productivity, promote inclusive growth, and align with national and global climate goals.

Duties and responsibilities

- To support the development and implementation of Climate-Smart Agriculture (CSA) strategies and frameworks aligned with national and global objectives.
- To advise on climate-related policies, emerging risks, opportunities, and global best practices relevant to sustainable agriculture and finance.
- To support the integration of climate change considerations into the bank’s lending, investment, and project planning processes.
- To support the design and promotion of climate-resilient agricultural programs, projects, and financing instruments that enhance productivity and sustainability.
- To conduct and oversee climate risk and vulnerability assessments for proposed and ongoing agricultural investments.
- To identify, access, and manage climate finance opportunities through international funds, grants, and concessional resources.

- To prepare high-quality proposals, concept notes, and funding applications for climate-related initiatives.
- To establish and maintain partnerships with government ministries, development agencies, NGOs, and the private sector for joint climate initiatives.
- To advocate for enabling policies, regulations, and investments supporting climate-smart agriculture.
- To promote adoption of innovative technologies such as digital climate advisory tools, carbon farming, and regenerative agriculture.
- To initiate and support research, pilot projects, and studies demonstrating innovative climate-resilient agricultural solutions.
- To support the development and operationalization of climate performance indicators, monitoring frameworks, and reporting mechanisms for bank-funded projects.
- To ensure compliance with environmental and social safeguards.
- To support integration of climate risk management within the bank's overall risk assessment and portfolio management framework.
- To provide technical advice and support to project teams and borrowers on climate-resilient agricultural practices and innovations.
- To build capacity of bank staff, clients, and stakeholders on climate-smart agriculture, climate risk management, and green financing approaches.
- To perform any other related duties as assigned by the Supervisor in line with institutional priorities.

Qualifications and experience

- Bachelor’s degree in Agriculture, Environmental Science, Climate Change Studies, Natural Resource Management, Agricultural Economics, or related fields.
- Master’s degree in Climate Change & Sustainable Development, Environmental Management, Agribusiness, or Development Finance is an added advantage.
- Minimum of 5–7 years of relevant experience in climate-smart agriculture, climate finance, or sustainable development.
- Proven experience in mobilizing and managing climate finance from global facilities such as GCF, GEF, and the Adaptation Fund is an added advantage.
- Experience in policy advisory, project design, and climate risk assessment within agriculture or development finance.

Core competencies

- Strategic thinking and policy analysis.
- Strong technical understanding of climate change, adaptation, and mitigation principles.
- Ability to design and implement CSA programs.
- Excellent proposal writing and stakeholder engagement skills.
- Strong data analysis and reporting capabilities.
- Sound knowledge of ESG and international environmental safeguard standards.

- High level of professionalism, integrity, and teamwork.

Mode of application

Tanzania Agricultural Development Bank Limited is an equal opportunity employer. The Bank does not discriminate and encourages applications from women and qualified candidates with disabilities.

Applications should be submitted through the TADB career portal at **www.tadb.co.tz/careers** or by email to **careers@tadb.co.tz**.

Applicants must attach:

- Application letter showing how you meet the requirements of the position.
- An up-to-date Curriculum Vitae.
- Contacts including full names, physical address, telephone numbers, and e-mail addresses.
- Certified copies of relevant certificates.
- Names and full contacts of three (3) referees.

The Bank offers a competitive benefits package, professional development, and supportive work-life balance programs.
Join the workforce to make a positive difference for others and yourself.

Closing date

Applications should reach the undersigned **no later than 4:00 pm on Tuesday, 25 November 2025**.
For more details, visit **www.tadb.co.tz**.

If you do not hear from the Bank within four weeks after the closing date, consider your application unsuccessful.

Manager – Monitoring and Evaluation

One position – Dar es Salaam

Job purpose

The Manager – Monitoring and Evaluation (M&E) will be responsible for providing strategic leadership and oversight in the design, implementation, and management of the institution’s Monitoring, Evaluation, and Learning (MEL) framework. The role ensures alignment with the institution’s strategic objectives. The incumbent will lead efforts to strengthen data-driven decision-making, foster a culture of learning, and ensure accountability to stakeholders through timely and accurate performance reporting.

Duties and responsibilities

- To develop and implement the Monitoring, Evaluation and Learning (MEL) strategy in alignment with the institution’s strategy.
- To design MEL frameworks, tools, and methodologies to measure program and project effectiveness.
- To collaborate with senior management to set MEL priorities and ensure integration with organizational strategies.
- To establish data collection systems, ensuring the accuracy, timeliness, and completeness of data.
- To oversee the collection of quantitative and qualitative data through surveys, interviews, focus group discussions, and other methods.
- To ensure the secure storage and management of data, complying with data protection regulations.
- To regularly monitor program and project activities to assess progress against the established Results Frameworks.
- To lead evaluations and impact assessments to assess the effectiveness and outcomes of initiatives.

- To analyse and interpret data to identify trends, gaps, and areas for improvement.
- To prepare and disseminate regular MEL reports to inform stakeholders, including senior management, donors, and external partners.
- To develop visualizations and dashboards to present data in a clear and concise manner.
- To train staff and partners on MEL principles and best practices.
- To provide technical support and guidance to program teams to ensure integration of MEL findings.
- To promote a culture of learning within the organization by facilitating discussions around findings and recommendations.
- To collaborate with program teams to adapt strategies based on lessons learned.
- To ensure that MEL activities comply with institutional policies, industry standards, and donor requirements.
- To conduct assessments of data collection and storage infrastructure to maintain data quality and integrity.
- To carry out any other duties assigned by the Managing Director from time to time.

Key competences and attributes

- **Strategic leadership and impact analysis:** Proven capability to provide executive MEL oversight and alignment with institutional goals. Skilled in leading impact assessments and using data-driven insights for strategic decisions.

- **Advanced technical expertise and data integrity:** Skilled in designing MEL tools, methodologies, and results frameworks. Experienced in secure, accurate, and timely data systems using tools such as SPSS, STATA, and Power BI.
- **Organizational learning, capacity building, and reporting:** Able to promote learning, facilitate discussions, translate lessons into improved strategies, build staff capacity, and prepare clear, evidence-based reports.

Qualifications and experience

- Master’s Degree in Economics, Statistics, Planning, Agricultural Economics, Project Planning and Management, Monitoring and Evaluation, Development Finance and Investment Planning, or other related fields from a recognized institution.
- At least eight (8) years of related working experience at a senior position.
- Demonstrated expertise in designing and implementing MEL systems, data analysis, and results-based management.

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