



JOB TITLE: Program Manager - Simiyu , Tanzania

WHO WE ARE

At Trees for the Future (TREES), we believe farmers have the power to transform the world. For over 30 years, we have been a global leader in agroforestry training, partnering with farming families to build vibrant economies, sustainable food systems, and thriving ecosystems. Through our signature Forest Garden Approach—a proven nature-based solution—farmers restore their land, plant thousands of trees, and grow diverse crops, breaking cycles of climate change and generational poverty. By reclaiming their agency, farmers are creating new possibilities for their families, communities, and the environment. Active in Kenya, Mali, Senegal, Tanzania, and Uganda, TREES has planted over 350 million trees to date. Joining our passionate, collaborative team means empowering farmers to lead lasting change for people and the planet.

In Tanzania, we partner with over 8,000 farmers across Singida, Tabora, Mwanza, and Simiyu, supported by 60 dedicated staff. Together, we will plant 8 million trees this year, restore degraded landscapes, enhance biodiversity, and strengthen local food systems. By adopting the Forest Garden Approach, farmers are leading the charge for sustainable development and creating brighter futures for their communities.

Learn more at trees.org

THE ROLE

The Program Manager uses the TREES Forest Garden Approach to oversee the effective implementation of the Simiyu 1, 2, 3, 4, 5, and 6 Projects across the Simiyu Region. This position is responsible for strategic coordination of the mobilization of Farmer Groups and Lead Farmers, oversees proper training, and maintains high standards in project execution, monitoring, and evaluation.

The Program Manager maintains strong communication with stakeholders, including government agencies and community representatives, and identifies opportunities for new projects. The Program Manager reports to the Country Director.

RESPONSIBILITIES

- Mobilize Farmer Groups and Lead Farmers for participation in the Projects and ensure that farmers have a full understanding of Simuyu Projects.
- Identify and schedule necessary training modules for Program Officers, Project Officers and Assistant Project Officers.
- Supervise data collection efforts and oversee accurate farmer registration.
- Coordinate training schedules, mentor Program Officers, and provide strategic leadership to ensure adherence to work plans and project timelines.
- Coordinate with MEL team and ensure program officers properly register farmers and collect all M&E data required. In addition, follow up with the MEL team and program officers to correct any inaccuracies or provide additional training.
- Attend Lead Farmers' meetings and share minutes, reports, and deliberations with the Country Director's Assistant.
- Work with Program Officers to provide timely work plans providing operational support as needed.
- Supervise, and disseminate all necessary information in a timely manner to the Program Officers as necessary.
- Conduct seeds and material estimates for all farmer groups in collaboration with Program Officers and coordinate with the Seed Bank Manager for procurement and distribution of seeds and materials.
- Ensure proper communication, documentation, and reporting of field activities and regularly update the Country Director.
- Ensure Program Officers follow work plans and training modules and troubleshoot to find solutions in case of delays .
- Mentor Program Officers, Project Officers, Assistant Project Officers and Lead Farmers, through training and regular follow-up support, on TREES' technical best practices.
- Assist the Country Training Coordinator in facilitating Training of the Program officers, Project Officers and Assistant Project Officers.
- Together with the Program Officers make regular follow-ups of implementation of project activities within the region.
- Collaborate with Program Officers to identify new areas for new projects and staffing.
- Provide any additional information and accomplish additional tasks in a timely manner as may be requested from time to time.

WHO YOU ARE

- **An Enthusiastic Advocate for TREES' Mission.** You are passionate about improving livelihoods through agroforestry. You center farmers in every decision, ensuring projects drive real impact for communities and the environment.

- **An Effective Community Mobilizer.** You engage and inspire farmer groups, building trust and fostering strong participation in TREES programs to maximize impact.
- **An Organized and Detail-Oriented Program Manager.** You keep projects on schedule, ensuring that work plans, data collection, and training modules are executed effectively.
- **A Skilled Trainer and Mentor.** You excel at building the capacity of field teams and farmers, providing ongoing support and knowledge-sharing.
- **A Problem-Solver with a Solutions Mindset.** You anticipate challenges and take the initiative to address issues, keeping projects moving forward.
- **A Resource Coordinator.** You effectively manage the procurement and distribution of seeds and materials, ensuring timely delivery to farmer groups.
- **A Strong Communicator and Collaborator.** You engage with multiple stakeholders, from farmers to field staff to leadership, ensuring seamless coordination and alignment.

REQUIREMENTS

- Undergraduate Degree from a recognized institution in the field of General Agriculture, Horticulture, Agroforestry, Forestry, Environmental Science, Agribusiness Management, Agricultural Economics, Natural Resource Management, or any other related qualification.
- A minimum of five (5) years of experience in the implementation of sustainable land management practices within rural farmlands.
- A valid motorcycle riding license with experience in riding, both on and off road, with a history of safe motorcycle operation.
- Willing and able to be stationed in the appropriate project base for the duration of the project.
- Fluency in spoken and written English, Swahili, and preferably the local language(s).
- Ability to navigate smart phone applications.
- Must pass TREES Forest Gardening Training Examination within 2 months of hire.

WORK ENVIRONMENT AND BENEFIT

Trees for the Future (TREES) is an International Organization that strives to be the best home for staff wanting to make an impact on the farmers we serve. We believe that the diversity of our staff contributes to excellence. TREES values collaboration and teamwork that fosters increased engagement and innovation for professional growth.

We offer a multicultural, collegial work environment with a competitive salary, medical insurance and paid time off benefit applicable for our Country Staff.

APPLY

If this opportunity speaks to you, please apply with 1) a cover letter that explains why TREES' work excites you and why this role is a fit for you, and 2) your resume by **COB March 21st 2025**. Ensure both documents are shared as PDF or Word documents. We review applications on a rolling basis.

Trees for the Future is an equal-opportunity employer. We do not discriminate on the basis of race, color, ethnicity, religion, sex, gender, gender identity and expression, sexual orientation, national origin, disability, age, marital status, veteran status, pregnancy, parental status, genetic information, or other characteristics or any other basis prohibited by applicable law.

We embrace and value diverse skill sets and backgrounds. We are a community of leaders who are proud to represent many different nationalities, racial, ethnic, socio-economic, religious, gender, and other identities. Our diversity as a community is our strength, driving our ability to be empathetic, visionary, and effective leaders.

Due to the high volume of applications received, only those selected for an interview will be contacted.

[APPLY HERE](#)