



Company Name: Clover Organic Pvt. Ltd.

Designation: Subject Matter Experts for Organic Farming Adoption (6 Positions)

Location: Meghalaya

CTC-50k

About Us:

Clover Organic Pvt. Ltd. is a fast-growing, dynamic organic company with over 15 years of experience in the industry. We are committed to providing high-quality organic inputs & produce while fostering sustainable agricultural practices.

The Role

This is a mid-level role, reporting to the Director. Accordingly, the key expectations would be as follows:

The key expectations of the role:

1. Support the PMU and MBMA in implementing organic certification for farmer organizations (ICS/FPC/FPO/IVCS/Society) as per NPOP norms.
2. Motivate farmer groups/clusters.
3. Lead organic certification by coordinating internal and external inspections, liaising with resource institutions and certification bodies.
4. Maintain organic farm records in coordination with field staff, NGO partners, and growers.
5. Advise farmers on practices, technologies, and provide training on organic inputs and post-harvest processes.
6. Ensure compliance with organic farming standards without conflicts of interest.
7. Train growers and ICS personnel, ICS management, assisting field staff with certification processes, Tracenet registration, frequent field inspections, packaging and storage of organic products, and federating FPCs/FPOs for market linkages.
8. Documentation of all training, participation, and content for ICS staff, along with maintenance of required records such as contracts, field records, maps, inspection checklists, and compliance reports.

Competencies required: Knowledge, skills, attitude:

Knowledge

- Strong understanding of organic farming practices and certification processes as per NPOP norms.
- In-depth knowledge of agriculture, horticulture, or biological sciences.
- Expertise in managing the Grower Group Certification System (GGCS) and Internal Control System (ICS).
- Familiarity with local languages and culture in Meghalaya.
- Knowledge of marketing organic products and developing market linkages.
- Proficient in documentation for internal and external audits.
- Awareness of agriculture and allied sectors, with experience in handling farmer organizations (ICS/FPC/FPO/IVCS).

Skills

- Excellent project management skills, especially in organic farming projects.

- Strong leadership abilities to guide teams and field staff in certification and farm management.
- Efficient in conducting inspections, ensuring compliance, and coordinating certification processes.
- Proficient in data management, report writing, and record-keeping for certification.
- Ability to communicate effectively with stakeholders, including farmers, government bodies, and certification agencies.
- Strong training and capacity-building skills for ICS staff, farmers, and master trainers.
- Problem-solving skills with a focus on practical solutions in organic agriculture.
- Ability to motivate farmer groups and build strong farmer clusters.

Attitude

- Commitment to promoting organic farming and sustainable agricultural practices.
- Detail-oriented with a focus on accuracy in documentation and adherence to standards.
- Willingness to work closely with local communities, understanding their needs and challenges.
- Flexible and adaptable to field conditions, with a hands-on approach to project implementation.
- Collaborative and supportive, with a willingness to guide and mentor team members and stakeholders.
- Proactive in ensuring compliance with NPOP norms and driving the success of organic certification projects.
- Open to travel

The Individual: (education and experience)

Essential

- Bachelor's Degree in Agriculture/Horticulture/Biological Sciences/ Business Administration in Agri-Business Management
- 10 years post-degree experience with 5 years in the field of Organic farming and its certification process as per NPOP norms.
- Knowledge of local languages and culture in Meghalaya

Desirable

- A Master's Degree
- Experience in Agriculture & allied sectors including knowledge in marketing of organic products.
- Familiarity with Grower Group Certification System, Internal Control System, and efficient in documentation for both internal and external audits

Share your updated resume at hr@cloverorganic.com