



Project Officer

Occupational Health and Safety in the African Tropical Fruit Industry

General particulars of the post

Working hours: average of 15 hours per week

NOTE: work hours will fluctuate according to the project needs, with periods of intensive workload combined with international travel.

Workplace: Remote, with travel to Cameroon and Cote d'Ivoire. If the candidate is based in Norwich (UK), there is an option of coworking space.

Contract: Two years fixed term contract (under English law); starting 1st December 2023, finishing 30th November 2025.

Salary: Gross wage 17.60 GBP per hour / 32,032 GBP annual salary pro rata (equivalent to 13728 GBP annual / 1144 GBP monthly). The salary will be reviewed yearly, in April.

Employment status: if the candidate does not have a UK bank account, then you would need to have self-employed status in the country of residence.

Languages: English and French

Travel: availability for several days at a given time (depending on project requirements).

Project description: Workplace risk assessment by the employer with the active participation of the workforce through the training of local trainers.

Banana Link takes action to improve working conditions in the global banana industry, and has identified occupational health and safety (OHS) as one of the key issues for male and female workers at plantation level. In response to demands from local workers, trade unions and companies, we have developed a project, co-funded by the IDH, to accompany banana plantation companies with their duty to respect and promote the fundamental right to a safe and healthy working environment for men and women workers. This will be achieved through the training of local Core and General trainers, to ensure that they are competent in regular workplace risk assessments (RA) - including gender-specific RA.- to be implemented by companies, with the active participation of the workforce and their trade union representatives, (see RA resources in [English](#) and [French](#))

The training is designed – by an external consultant, ex International Labour Organisation (ILO) and International Union for Food and Agriculture (IUF) OHS trainer - for company senior management, worker occupational health and safety (OHS) representatives and trade union representatives with the aim of empowering local trainers, and involving the plantation workforce and trade unions (TU).

The project seeks to strengthen social dialogue and cooperation between employers and workers' representatives; strengthen worker representative systems on OHS; build the capacity of OHS committees on RA, and ensure TU representatives are competent and capable of motivating workers to prevent and reduce fatalities, injuries and occupational diseases in the plantations.

Support is provided to trainers to replicate the capacity building on RA with local colleagues. The project also seeks to further gender equity in banana and tropical fruit plantations, through recruiting women workers into positions of leadership as part of the team of Core Trainers (aiming to 25%), and capturing accurate information on gender-specific OHS risks that employers have a responsibility to act upon, in turn leading to a safer and more attractive workplace for women helping with recruitment and retention of women workers.

Person Specification

Necessary

- Written and spoken fluency in English and French.
- Adept in working with Microsoft PowerPoint, excel, word, and experience with online platforms such as Zoom, Skype, or Teams.
- Educated to degree level in development studies or a related field.
- Demonstrated commitment to social justice and human rights.
- Experience working with trade unions and other civil society organisations.
- Strong understanding of and commitment to gender equity and ability to apply a gender lens to project activities and work.
- Experience of coordination and facilitation of meetings.
- Ability to build rapport and communicate effectively with a broad range of project stakeholders including trade union leaders, plantation management, government officials, technical specialists and development specialists.
- Strong organisational skills, ability to ensure detailed project records are kept in line with narrative and financial reporting requirements.
- Strong planning skills and proactive approach to problem solving.

Desirable

- Working knowledge of Spanish.
- Knowledge of international policy framework on labour rights, including occupational health and safety and gender discrimination
- Knowledge of occupational health and safety standards and risk assessment methodology in agricultural settings.
- Knowledge of international value chains and agricultural production systems

Main Activities and Responsibilities

Project Delivery and Support

- Deliver training and other project activities in collaboration with other Banana Link staff and the expert consultant for this project.

- Support production of project resources and external communications in collaboration with wider Banana Link team
- Facilitation of meetings (virtual and/or physical) and support with logistics (including note-taking, interpretation, technical hosting)
- Coordinating physical and online meetings as required, including tasks such as: flight bookings, hotel reservations, hiring of interpreting equipment, preparation and organising translation of documents, liaising with venues and caterers and communication with participants in French and English.
- Liaise with project partners and other relevant stakeholders in French and English.
- Work in close cooperation with Banana Link Coordinators to communicate on project activities and impacts with partners, funders and other external stakeholders.
- Assist with project monitoring and evaluation.
- Maintain financial and narrative records of project activity where appropriate.

Deadline :

Please send a 2 page CV and Letter of motivation to sacnicte@bananalink.org.uk by Wednesday, 8th November 2023.

Interviews will be held on the week starting 13th Nov 2023.