



PROFESSIONAL VACANCY ANNOUNCEMENT

N. 1 JUNIOR AGRONOMIST

Project: “Program to support the reactivation of the economic potentialities of the agri-food sector” - Pro.UKR

Reference Code: Ref. n. 11/V/2026

Date of publication: 20/07/2026

Deadline for application: 20/08/2026

Position: Junior Agronomist in Ukraine

Job Type: Consultant (non-permanent contract).

Position Type: Full-time, 12-month contract (initial three-month probationary period, with the possibility of renewal until the end of the project, subject to the availability of funding and a satisfactory performance evaluation of the consultant).

Duty stations: Odessa with travels through the region, to Kiev and to Chisinau.

Project title: “Program to support the reactivation of the economic potentialities of the agri-food sector - Pro.UKR”.

Starting period: CIHEAM Bari reserves the right to proceed with the candidate's appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed, following clearances, and no objections have been received from the competent authorities/institutions.

Donor: Italian Ministry of Foreign Affairs and International Cooperation (MAECI) through the Italian Agency for Development Cooperation (AICS).

BACKGROUND

CIHEAM - Mediterranean Agronomic Institute of Bari (CIHEAM Bari) is an intergovernmental organisation engaged in higher education, vocational training, research and cooperation. CIHEAM Bari's mission is to implement cooperation and development projects with Countries and actors of several Region (Mediterranean context, Western Balkan, West and East Africa, Middle East, Southeast Asia).

The Mediterranean Agronomic Institute of Bari (CIHEAM Bari) intends to select a Junior Agronomist in the framework of the project: *"Program to support the reactivation of the economic potentialities of the agri-food sector - Pro.UKR"*, funded by the Italian Ministry of Foreign Affairs and International Cooperation through the Italian Agency for Development Cooperation.

The initiative will be implemented by CIHEAM Bari in collaboration the Ukrainian Ministry of Agrarian Policy and Food and other relevant national Authorities.

The initiatives aim to the Governments of Ukraine to increase its capacities to develop the agri-food industry, to diversify the agriculture markets, and to develop the associationism among small agriculture producers. In addition, the initiative aims to accompany the Government in achieving the EU Aquis for the specific sectors.

TERMS OF REFERENCE

Duty station: Odessa with travels through the region, to Kiev and to Chisinau.

Contract and Remuneration: remuneration, benefits and other conditions are offered under the CIHEAM Bari rules and regulations will be determined based on professional seniority, specific professional qualification and level of competence, considering the responsibilities and specific tasks that the successful candidate will be required to perform.

Project duration: 36 months from April 2025.

Duration of the assignment: initial contract of 12 months - including a three-month probation period - with the possibility of renewal, up to a maximum of two additional annual renewals, based on the availability of funds and satisfactory performance.

Expected starting period: once the administrative and financial procedure for the allocation of the project funding have been completed, all necessary clearances have been obtained, if any (with no objections by the competent authorities/institutions), work contract and related documents duly signed, insurance activated. Applicants are fully aware that the length of the period going from the appointment of successful candidate to the assumption of functions in the Country may vary according to several variables, not depending on CIHEAM Bari.

Line Manager: CIHEAM Bari Project Manager on-site, under the supervision of the Head of the "South East Europe" Geographic Unit, within the framework of the CIHEAM Bari Cooperation Area.

KEY FUNCTIONS

During the performance of the assignment, the Junior Agronomist will constantly interface with the Project Coordinator, the management of CIHEAM Bari, and/or their authorized delegates, ensuring active contribution to:

- Collaborating in the drafting of the project's annual operational plans;
- Implementing and following up on the overall and annual operational plans;
- Managing daily assigned activities to ensure the timely and effective delivery of expected outputs and outcomes;
- Guiding and monitoring the project staff under his/her responsibility during activity implementation;
- Collaborating with the Project Manager in implementing and following up on internal and CIHEAM Bari monitoring procedures;
- Supporting the Project Manager within the procurement process;
- Organizing (including the drafting of Terms of Reference - ToRs) and following up on on-site and remote short-term missions of national and international experts;

- Collaborating with the Project Manager in drafting mid-term and final technical reports to be submitted to the Steering Committee for approval;
- Assisting the Project Manager in the administrative management of the project, in compliance with CIHEAM Bari's procedures;
- Applying safety standards in line with current CIHEAM Bari policies during activity implementation;
- Strictly adhering to safety and security measures indicated by local Authorities;
- Following up on project events and developing visibility, dissemination, and promotional material, in coordination with the Project Manager and the CIHEAM Bari External Relations and Communication Office;
- Ensuring compliance with CIHEAM Bari's administrative and financial rules, as well as its Code of Ethics;
- Participating in the bi-annual monitoring meetings to be held at the CIHEAM Bari headquarters in Italy.

1. QUALIFICATIONS AND SKILLS REQUIRED

1.1 Essential requirements

Candidates will be considered eligible for selection based on the following essential requirements, which must be fulfilled by the application deadline:

- Education: University degree (Master's level or equivalent) in Agricultural Sciences, Agro-Economics, Rural Development, Veterinary Sciences, or strictly related fields;
- Technical Knowledge: basic understanding of sustainable agriculture and rural development principles;
- IT Skills: Proficiency in the Microsoft Office suite (Word, Excel, PowerPoint, Outlook) and solid data management skills.

1.2 Language requirements

- Italian: Native speaker or C1 level (CEFR);
- English: C1 level required (CEFR).

1.3 Personal skills and competencies

- Communication: effective interpersonal and communication skills with team members, partners, and stakeholders;
- Organization and time management: Strong organizational abilities to plan, prioritize, and execute tasks efficiently within set deadlines;
- Problem-Solving: analytical mindset with the capacity to address operational challenges and find effective solutions;
- Adaptability: Flexibility and resilience in adjusting to changing project requirements or field circumstances;
- Teamwork: ability to foster a positive, collaborative, and constructive team environment.

1.4 Preferred requirements

- Previous professional experience (including internships, traineeships, or volunteer work) in agriculture, rural development, food security, or international cooperation projects;
- Previous experience studying or working in multicultural and international environments;
- Familiarity with project management methodologies, such as Project Cycle Management (PCM), Logical Framework Approach (LFA), and Results-Based Management (RBM);
- Previous experience in development initiatives implemented by CIHEAM Bari in developing countries is strongly preferred.

2. APPLICATION PROCEDURE

All interested applicants shall submit the application, duly dated, and signed, in pdf format, to the following email address: cv@iamb.it

The application deadline is **20/08/2026 at 23:59**.

Applicants are requested to specify the following reference code in the email subject: **Ref. n. 11/V/2026 "Application for Junior Agronomist in Ukraine"**. Applications without the above reference will be excluded from the selection. The application shall include:

- Motivation letter in English (maximum 1 page, A4, Times New Roman, 12), duly signed;
- Curriculum vitae in English duly signed.
- Copy of a valid passport or other identity document.
- Statement "Information about collecting, storing and processing Personal Data" duly signed for approval.

Qualified female applicants are encouraged to apply for this position as CIHEAM Bari aims to ensure an inclusive working environment and is committed to achieving a gender-balanced staff.

Applicants shall also provide a working telephone number and a valid e-mail address for communication purposes and shall timely inform CIHEAM Bari on any relevant changes after submitting their application. Please note that only complete applications received within the deadline will be accepted and considered. Before submitting their application, candidates shall assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indication of whether they were full- or part-time shall be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the CV.

With reference to the "Qualifications and Skills Required" (section Languages requirements), it is highly recommended to specify the language proficiency level according to the Common European Framework of Reference for Languages (CEFR). Upon request, candidates must provide supporting documentation clearly reporting the duration and nature of those experiences.

3. EXCLUSION FROM SELECTION PROCEDURES

Applications will not be considered if:

- they do not meet any of the essential eligibility requirements;
- they are received after the deadline reported in this announcement;
- the submitted documents are not duly signed;
- they are missing the necessary documents as required by the application procedure.

4. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari will assess the eligibility of the applications in terms of the fulfilment of the essential requirements and the absence of grounds for exclusion. CIHEAM Bari will then appoint a Committee that meets the requirements of autonomy and impartiality. The Committee will evaluate the merits of the applications, awarding a maximum of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and skills, as well as compliance with essential and preferential requirements as indicated in the documentation submitted by the candidate will be conducted according to the following parameters:

- Education – up to 10 points.
- Language skills – up to 10 points.
- Assessment of professional experience – up to 20 points.

5.2 Interview (Max 60 points)

Only candidates scoring at least 30 points under essential and preferred requirements will be shortlisted and invited for an interview. The interview will be held remotely through video conferencing platforms, such as Skype or Zoom, and conducted in the languages indicated in the application call. It shall assess the applicant's knowledge and experience, ability to carry out the above tasks, the required language skills, and other necessary abilities to determine whether the candidate's profile aligns with the present position. The interview notice will be sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred within the interview process. CIHEAM Bari will assess the candidate according to its rules and Regulations. Such assessment will be based on *intuitus personae* since these assignments fall within intellectual work performance. The assignment will be formalised in accordance with CIHEAM Bari regulations after approval of the CV of the eligible candidate by the CIHEAM Bari Director. An initial three-month probationary period will be granted, after which the appointment may be confirmed or withdrawn.

5. RESULTS OF THE SELECTION

The successful candidate is the applicant with the highest score in the total ranking and will be informed accordingly. In the event of withdrawal by the successful candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list – depending on financial resources availability. In the event of equal scores, the youngest candidate will be preferred.

Please note that, if selected, the successful candidate shall provide the following documents:

- Scanned copy of a valid passport (at least 6 months).
- CIHEAM Bari health questionnaire, completed in every required field.
- Registration in the CIHEAM Bari CV Roster of Experts (<https://cviamb.iamb.it>) Candidates should comply with the above points to avoid exclusion from the ranking list.

In case availability is not granted, CIHEAM Bari reserves the right to appoint another candidate from the ranking list.

6. REMUNERATION

Remuneration and allowances are subject to CIHEAM Bari rules and regulations; in particular, salary will be set based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and specific tasks the successful candidate will be required to perform. Additional benefits are also subject to CIHEAM Bari rules and regulations and may be evaluated case by case.

As international intergovernmental organization, CIHEAM Bari cannot act as withholding agent. Consequently, a gross remuneration will be paid to the selected consultant in Euros including charges, social security and any additional tax charges. CIHEAM Bari will evaluate and negotiate the costs associated with annual round-trip flights, accident/death insurance, and residence permit/long-term visa applications (where applicable, and subject to the host country's regulations and any relevant cooperation agreements).

Permanent and non-permanent staff are expected to adhere to the code of ethics and conduct of CIHEAM Bari that reflects the commitments to the Organization's core values.

7. PERSONAL DATA PROCESSING

Applicants are aware that submitting their application implies consensus to process and manage their personal data (including sensitive data). This data will be managed exclusively by CIHEAM Bari staff, who

oversee storing and using the application file. CIHEAM Bari is committed to managing personal data in compliance with privacy obligations issued last 5 July 2019 (“Information Security and Personal Data Protection Policy”), based on EU Regulation 679/2016 – “General Data Protection Regulation” including subsequent amendments.

8. FINAL PROVISIONS

CIHEAM Bari reserves the right to proceed with the candidate appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed and following clearances and no objections received from the competent authorities/institutions. CIHEAM Bari may not go through the assignment procedure also for discretionary reasons. The position is not a permanent job within the CIHEAM Bari or the project itself and is subject to periodical monitoring. If force majeure obliges the consultant to return to Italy, the remuneration will be re-determined accordingly.