SENIOR MANAGER – COFFEE VALUE CHAIN

Green Value for Growth (GV4G) | Chimoio, Mozambique

Programme and role context

GV4G is a five-year European Union Global Gateway initiative supporting Mozambique to develop a greener, more competitive and climate-resilient agribusiness sector. Coffee is one of the programme's strategic value chains alongside soy and cashew. It represents a unique opportunity to establish a commercially viable, agroforestry-based (specialty) coffee sector. Through investments in production systems, agroforestry, quality, traceability, enterprise development and market linkages, GV4G aims to lay the foundations for sustainable sector growth and long-term competitiveness.

Resilience BV is a Dutch business specialising in agriculture, water and private sector development on the African continent. It has contributed to Mozambique's agricultural development since 2008 by delivering (digital) extension services, catalysing farmer-led (irrigation) development, entrepreneurship programs, suporting international businesses, academic research and consultancies. Resilience's Mozambican headquarters are based in Chimoio, the green heart of Mozambique. For more information about Resilience, visit www.resiliencebvcom.

As a consortium partner in GV4G, Resilience leads the development of the coffee value chain and is looking for a

Senior Manager – Coffee Value Chain

who will provide strategic, technical and operational leadership for GV4G's coffee portfolio.

Given the early stage of development of the coffee sector in Mozambique, the role places particular emphasis on establishing commercially viable agroforestry-based production systems and strengthening the technical, institutional and commercial foundations required for future sector growth.

Job summary

The Senior Manager is accountable for the achievement of coffee-related programme objectives namely scaling the existing coffee value chain in Mozambique. The role sets and implements strategic direction; determines which interventions are prioritised, in what sequence, for which actors and with what intended results; aligns delivery across geographies and partner institutions; and has the authority to demand timely, quality contributions from relevant toolkit functions (see below). The position represents GV4G's coffee and agroforestry portfolio and therefore builds strong relationships with national and international government, donor, private-sector, producer, research and industry stakeholders.

GV4G's organization is set up as a matrix-organization, where three senior managers will manage the development of the specific value chains. To support them on overarching themes such as local business development, building private sector partnerships, unlocking finance, digitalization and addressing enabling environmental issues, the program will lean on so-called Toolkits. Each aforementioned theme will be led by a Toolkit Lead.

Primary functions and responsibilities (in order of importance)

Coffee strategy and sector development

- Lead the development and implementation of the GV4G coffee strategy across Manica/Chimanimani and Namuli/Gurué, translating programme objectives into priorities, targets, sequenced workplans and investment decisions.
- Guide the development of a nascent specialty coffee sector, including production systems, nurseries and planting material, farmer advisory models, aggregation and sourcing arrangements, post-harvest systems, quality assurance and sector institutions.
- Position the coffee portfolio around commercially viable specialty Arabica* opportunities, for international market development.
  * Subject to review during the inception phase.

Agroforestry and technical quality

- Lead the design, testing and scaling of commercially viable coffee agroforestry systems, including shade-tree design, restoration-linked production models, farmer adoption pathways, climate resilience, biodiversity considerations and agroforestry economics.
- Ensure technical quality across agronomy, nurseries, extension, harvesting, fermentation, drying, milling, grading and cupping, mobilising specialist expertise where required.
- Coordinate technical alignment with SATAF program and other relevant research, landscape, traceability and agroforestry partners.

Strategic, operational and team leadership

- Maintain one coherent coffee strategy across implementation partners and geographies, resolving strategic differences and escalating unresolved operational or resource constraints through the agreed programme-governance mechanism.
- Operationalise the coffee portfolio including allocation of staff time, technical support and programme resources within approved plans and budgets.
- Lead coffee-dedicated staff; approve workplans, targets and performance expectations; monitor delivery and risks and learning.
- Request and coordinate enterprise-development, enabling-environment, digital, investment and partnership toolkits where related to the coffee and agroforestry value chain.

Coordination, representation and commercial development

- Build and maintain strategic relationships with government, AMOCAFÉ, producers, processors, research bodies, development partners and other relevant sector actors.
- Represent GV4G's coffee portfolio in sector platforms, technical working groups, donor and government meetings, and selected buyer and investor engagements.

Required qualifications and experience

- Master's degree in Agronomy, Agroforestry, Forestry, Agriculture, Natural Resource Management, Agribusiness, Agricultural Economics, Rural Development or a closely related field.
- Minimum 12 years of relevant professional experience in coffee, agroforestry, agricultural value-chain development.
- Minimum 7 years in senior management positions with responsibility for strategy, budgets, staff, partnerships and delivery of complex programmes or portfolios.
- Demonstrated experience developing at least one nascent or emerging agroforestry grown coffee value chain, origin or production area, from early technical and institutional foundations toward commercial viability.
- Demonstrated experience setting sector or portfolio strategy, making prioritisation decisions and coordinating multi-disciplinary teams, toolkit functions and partner institutions across multiple geographies.
- Full professional proficiency in English, Portuguese is strongly recommended.

Even if you do not meet every requirement listed, but you believe you are an excellent candidate for this role, we encourage you to apply. We provide equal opportunities regardless of race, colour, ethnicity, nationality, age, sex, gender identity, sexual orientation, religion, disability, genetic information, marital status or any other characteristic protected by applicable law.

What we offer

At Resilience, you make a real impact. You will help build a green, climate-resilient coffee sector in Mozambique that improves farmer livelihoods, restores landscapes and opens doors to international markets.

We offer:

- A pioneering role with real strategic ownership in shaping a new specialty coffee origin
- An experienced team, active in Mozambican agriculture since 2008
- A broad network spanning government, the EU, research institutions, buyers and investors
- An entrepreneurial culture where initiative is welcomed
- A base in Chimoio, Mozambique, with regular travel within the Beira and Nacala Corridors, and Maputo
- A competitive remuneration in line with your experience

Ready to make a difference? Apply now by sending your CV and a cover letter to: HR@resiliencebv.com. and refer to *'Vacancy Senior Manager – Coffee Value Chain'*. If you have any questions about the position, feel free to reach out via the same email address. Please note that an assessment may be included as part of the recruitment procedure.

The application deadline is December 10th, 2026.

Note: *This position is contingent upon signature of the programme contract, donor approval and final programme mobilisation.*