	OFFICIAL DOCUMENT KYAGALANYI COFFEE LIMITED JOB DESCRIPTION	Form	KCL-F-HR-11
		Issue Date	05-Jan-2022
		Revision No:	02
		Revision Date:	04-Mar-2026
		Prepared by	HR BP
		Approved by:	HR BP (UGÐ)

Overview

We are pleased to offer an opportunity for a committed and detail-oriented individual to join our team as a **Nursery Operator, Nakanyonyi farm** reporting directly to the **Agronomist**. In this role, you will support the establishment, management, and maintenance of coffee nurseries, ensuring the production of healthy and high-quality seedlings in line with company standards.


The Nursery Operator plays a key role in supporting sustainable coffee production by ensuring proper seed selection, propagation, watering, pest and disease control, and overall nursery hygiene. The role involves close collaboration with the Agronomist and to ensure timely availability of seedlings for distribution to farmers, while maintaining accurate nursery records and adherence to best agronomic practices.

This position offers hands-on experience in nursery management, plant propagation, and coffee agronomy. It is ideal for an individual passionate about agriculture and eager to build practical skills in sustainable coffee farming and seedling production.

Volcafe Ltd is one of the world's leading international green coffee trading companies, operating in over 20 countries globally. Our expertise spans green coffee procurement and preparation, sustainability, blending, quality control, risk management and export as well as importing and distribution. We supply the world's major coffee roasters and retail distributors with their green coffee requirements, with significant strategic growth ambitions for the future. We are part of ED&F Man Commodities, a world leading trader of agricultural products including coffee, sugar, molasses and animal feed.

Volcafe works across the whole green coffee supply chain to make coffee business better, together with our partners and employees. We have built and operate sustainable coffee supply chains across all our origins, addressing key economic, social and environmental issues in coffee farming communities. Our Volcafe Way farmer support programme engages with thousands of coffee farmers and provides a holistic response to the challenges they face.

This role will be working for Kyagalanyi Coffee Limited, Vol cafe's company in Uganda

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Key Accountabilities

1. Nursery Operations Management

- a. Prepare nursery beds and ensure proper site establishment in line with recommended agronomic practices.
- b. Mix and prepare appropriate rooting media for propagation.
- c. Arrange pots systematically within nursery beds to ensure efficient management and uniform growth.
- d. Plant coffee cuttings in pots following approved procedures.
- e. Water seedlings regularly maintain optimal moisture levels.

2. Seedling Care & Maintenance

- a. Protect young seedlings from excessive shade and regulate exposure by adjusting poly sheets as required.
- b. Gradually expose seedlings to sunlight to promote hardening.
- c. Weed nursery beds and surrounding areas to maintain a clean and healthy environment.
- d. Remove weak, diseased, or damaged seedlings to maintain overall nursery quality.
- e. Apply fertilizers or manure as required to support healthy plant growth.

3. Pest & Disease Control

- a. Monitor pests and diseases within the nursery.
- b. Apply recommended control measures promptly to prevent spread and damage.

4. Quality Assurance

- a. Ensure all seedlings are healthy, well-spaced, and properly labeled for traceability.
- b. Maintain high standards of nursery hygiene and plant care.
- c. Ensure optimum survival rates of coffee seedlings through proper management practices.


5. Mother Garden Management

- a. Manage the coffee mother garden to ensure optimal productivity.
- b. Oversee proper harvesting of scions for propagation.

6. Team Supervision

- a. Support performance management of casual workers through target setting, monitoring, and guidance.
- b. Ensure casual workers adhere to nursery procedures and standards.

7. Record Keeping & Reporting

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- a. Maintain accurate and up-to-date nursery records, including production, input, and survival rates.
- b. Provide regular updates and reports to the Agronomist as required.

8. Seedling sales & Distribution

- a. Support the sale and distribution of coffee seedlings in line with company procedures.
- b. Ensure proper handling of seedlings during dispatch to maintain quality.
- c. Excellent communication skills with clients.

QUALIFICATION.

1. Diploma / Certificate in crop production or related field
2. Minimum 1-2 years practical experience in nursery management.
3. Practical experience in Vegetative propagation (cuttings/colonies)
4. Experience in managing a colonial nursery (rooting chambers, hardening)
5. Knowledge of preparation and management of rooting media and hormone application
6. Ability to monitor and manage humidity
7. Basic pest and disease management knowledge in nurseries.
8. Good record keeping and reporting skills

We recognise that talent comes in many forms, and we value potential just as much as experience. If this role excites you but you don't meet every requirement, we still encourage you to apply.


Our Offer

We provide a fast-paced, stimulating and truly global environment, which will stretch your abilities and channel your talents. We also offer competitive salary and benefits combined with outstanding career development opportunities in one of the global leaders in soft commodity trading.

Our Values

Respect, Integrity, Meritocracy, Client Focus, Entrepreneurship

Volcafe shares the values of our parent company, ED&F Man Commodities. Our values define who we are. They are the fundamental beliefs that determine our actions and guide our behaviour. They influence

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the way we communicate and collaborate, and define the way we engage with our clients, partners, and communities.

Our Commitment

Volcafe shares the commitment of our parent company, ED&F Man Commodities. We are committed to creating and sustaining an inclusive and diverse work environment where all employees are treated with dignity and respect. We are committed to promoting equal opportunities in employment and are focussed on actively building and developing diverse teams. All qualified applicants will receive equal treatment without regard to race, colour, sex, gender, age, religion or belief, ethnic or national origin, marital or civil partner status, physical or mental disability, military or veteran status, sexual orientation, gender reassignment (identity, gender expression), genetic information or any characteristic protected by local law.

We are willing to make any reasonable adjustments throughout our recruitment process.

To apply you must have the right to work for the provided location.