



*Creative · Innovative · Green · Sustainable*

## GrowSmart Morija Project

# Job Descriptions

Farm Manager · Horticulture Expert

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### About 4D Climate Solutions

4D Climate Solutions (Pty) Ltd (4DCS) is a Maseru-based climate and development consultancy, established in 2018, empowering communities across Lesotho and Southern Africa to build resilience and improve livelihoods through innovation and partnership. Our work spans climate-smart agriculture, water, AI and agri-tech, and capacity building, delivered through a blend of field operations, technology, and strategic partnerships.

### About the GrowSmart Morija Project

GrowSmart Morija is a climate-smart commercial horticulture initiative implemented by 4DCS at Morija, in partnership with the Lesotho Evangelical Church in Southern Africa (LECSA). The project combines solar-powered, IoT-enabled precision irrigation with open-field, raised-bed, and protected (tunnel and greenhouse) production of high-value vegetable crops. It is designed to demonstrate profitable, sustainable, technology-driven farming while creating local employment and building agricultural skills. To deliver this vision, 4DCS is recruiting a full-time Farm Manager and a part-time Horticulture Expert.

# 1. Farm Manager

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<b>Position</b>	Farm Manager
<b>Project</b>	GrowSmart Morija
<b>Employer</b>	4D Climate Solutions (Pty) Ltd
<b>Location</b>	Morija, Maseru District, Lesotho (on-site)
<b>Reports to</b>	Project Manager, 4D Climate Solutions
<b>Employment type</b>	Full-time
<b>Contract</b>	Fixed-term, 12 months · renewable subject to performance and funding
<b>Closing date</b>	30 June 2026

## Purpose of the Role

The Farm Manager is the operational leader of the GrowSmart Morija farm, responsible for the efficient, profitable, and climate-smart day-to-day running of the site. The role oversees all production across open-field, raised-bed, and protected cropping, manages the farm team and resources, operates the solar-powered IoT irrigation system, and maintains the records, budgets, and standards that keep the operation productive, safe, and sustainable.

## Key Responsibilities

### Production and operations management

- Plan, schedule, and oversee all crop production cycles — land preparation, planting, crop maintenance, harvesting, and post-harvest handling — to meet agreed yield, quality, and delivery targets.
- Implement the seasonal production plan and crop calendar, adjusting operations to weather, market demand, and agronomic advice.
- Coordinate open-field, raised-bed, and protected (tunnel/greenhouse) production to maximise the use of land, water, and infrastructure.
- Monitor crop performance daily and take timely corrective action to protect yields and quality.

### Irrigation, water, and IoT systems

- Operate, monitor, and maintain the solar-powered, IoT-enabled irrigation system, ensuring efficient water and energy use.
- Interpret sensor and system data to schedule irrigation and fertigation, and escalate technical faults promptly.
- Maintain water-use records and support continuous improvement of irrigation efficiency.

### People and labour management

- Recruit, supervise, schedule, and motivate farm workers and seasonal labour, allocating tasks for productivity and quality.
- Train and coach the farm team on standard operating procedures, safety, and good agricultural practice.

- Manage attendance, performance, and discipline fairly and in line with 4DCS policy and Lesotho labour law.

### **Inputs, budgets, and procurement**

- Forecast, procure, and manage seeds, seedlings, fertilisers, crop-protection products, and other inputs cost-effectively and on time.
- Manage farm stock and assets, controlling waste, loss, and shrinkage.
- Operate within the approved farm budget, track expenditure, and flag variances to the Project Manager.

### **Records, reporting, and compliance**

- Maintain accurate production, input, labour, irrigation, and financial records, including the project's production-record system.
- Prepare regular operational reports for the Project Manager and contribute to project and donor reporting.
- Ensure compliance with relevant agricultural, environmental, health, and safety regulations.

### **Markets, sales, and stakeholder liaison**

- Coordinate harvest, grading, packaging, and dispatch to meet buyer specifications and delivery schedules.
- Act as the on-site point of contact for LECSA, suppliers, buyers, and visitors, representing the project professionally.

### **Health, safety, and biosecurity**

- Enforce on-farm health, safety, and biosecurity standards to protect staff, crops, and the environment.
- Ensure the safe handling, storage, and application of agro-chemicals and the proper use of protective equipment.

## **Required Qualifications and Experience**

- Diploma or degree in Agriculture, Agronomy, Crop/Horticultural Science, Farm Management, or a related field.
- At least 3–5 years of hands-on experience in farm, production, or agricultural operations management, ideally in vegetable/horticultural production.
- Demonstrated experience managing farm teams and seasonal labour.
- Practical experience with irrigation systems; exposure to drip, solar-powered, or smart/IoT irrigation is a strong advantage.
- Sound budgeting, record-keeping, and basic computer skills (spreadsheets, email, reporting).
- A valid driver's licence.

## **Skills and Competencies**

- Strong leadership, planning, and organisational ability with a hands-on, results-driven approach.
- Sound agronomic judgement and practical problem-solving under field conditions.
- Financial literacy and a cost-conscious, efficiency-focused mindset.
- Good communication and people-management skills; fluency in Sesotho and English is highly desirable.
- Commitment to sustainability, safety, and climate-smart agriculture.

## Added Advantage

- Experience with protected cropping (tunnels/greenhouses) and high-value vegetable value chains.
- Familiarity with the Lesotho or Southern African agricultural context and markets.

## 2. Horticulture Expert

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<b>Position</b>	Horticulture Expert
<b>Project</b>	GrowSmart Morija
<b>Employer</b>	4D Climate Solutions (Pty) Ltd
<b>Location</b>	Morija, Maseru District, Lesotho (on-site, part-time)
<b>Reports to</b>	Project Manager, 4D Climate Solutions
<b>Employment type</b>	Part-time — 50% Level of Effort
<b>Contract</b>	Fixed-term, 12 months · renewable subject to performance and funding
<b>Closing date</b>	30 June 2026

### Purpose of the Role

The Horticulture Expert provides specialist horticultural and agronomic expertise to drive crop quality, yield, and continuous improvement at the GrowSmart Morija farm. Working at 50% level of effort and alongside the Farm Manager, the role designs crop and nutrition plans, leads integrated pest and disease management, sets and monitors agronomic standards, and builds the technical capacity of the farm team. This is a technical advisory role rather than a day-to-day operational one.

### Key Responsibilities

#### Crop planning and agronomy

- Design and update the crop plan, rotation, and planting calendar to optimise yield, quality, year-round supply, and soil health.
- Advise on crop and variety selection suited to Morija's agro-climatic conditions and to market demand.
- Set agronomic targets and best-practice protocols for each crop, from nursery to harvest.

#### Soil health, nutrition, and fertigation

- Develop soil-health, fertilisation, and fertigation programmes based on soil and water testing.
- Optimise nutrient and water-use efficiency in partnership with the Farm Manager and the IoT irrigation system.

#### Integrated pest and disease management

- Design and oversee an integrated pest and disease management (IPDM) programme, emphasising prevention, monitoring, and sustainable control.
- Diagnose crop pests, diseases, and disorders, and recommend timely, safe, and cost-effective interventions.

#### Quality, yield, and continuous improvement

- Monitor crop performance and quality against targets, and recommend improvements to husbandry and protected-cropping practice.
- Introduce climate-smart and innovative horticultural techniques to raise productivity and resilience.
- Support trials and the evaluation of new crops, varieties, and methods.

### **Training, mentoring, and knowledge transfer**

- Build the horticultural skills of the Farm Manager and farm team through coaching, demonstrations, and written guidance.
- Develop simple, practical standard operating procedures and training materials.

### **Technical advisory and reporting**

- Provide technical guidance to the Project Manager and contribute agronomic input to project and donor reports.
- Keep the project abreast of relevant horticultural research, technology, and good practice.

### **Required Qualifications and Experience**

- Degree in Horticulture, Crop Science, Agronomy, Plant/Soil Science, or a closely related field; a postgraduate qualification is an advantage.
- At least 5 years of specialist horticultural experience, preferably in high-value vegetable and/or protected (tunnel/greenhouse) production.
- Proven expertise in crop planning, plant nutrition/fertigation, and integrated pest and disease management.
- A track record of improving crop yields and quality under commercial conditions.
- Experience training or advising farmers or farm teams is highly desirable.

### **Skills and Competencies**

- Deep, practical agronomic knowledge combined with sound, evidence-based judgement.
- Ability to translate technical knowledge into clear, actionable guidance for non-specialists.
- Strong diagnostic, analytical, and problem-solving skills.
- Good communication and mentoring ability; fluency in Sesotho and English is highly desirable.
- Commitment to sustainable, climate-smart horticulture.

### **Added Advantage**

- Experience with drip/fertigation and smart/IoT irrigation environments.
- Familiarity with Lesotho or Southern African horticultural value chains and markets.

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### **How to Apply**

Interested candidates should submit a detailed CV and a short cover letter, clearly stating the position applied for (“Farm Manager” or “Horticulture Expert”) in the subject line.

- **Email applications to:** [info@4dcs.co.za](mailto:info@4dcs.co.za)
- **Closing date:** 30 June 2026.

Only shortlisted candidates will be contacted. 4D Climate Solutions is an equal-opportunity employer and encourages applications from suitably qualified candidates of all backgrounds.