

Job announcement

The International Centre for Research in Agroforestry (ICRAF) aims to harness the benefits of trees for people and the environment, conducting research that supports sustainable agriculture, food security, and climate resilience. Its work informs governments, development agencies, and farmers on how to implement tree-based farming systems that are environmentally, socially, and economically sustainable. ICRAF is preparing a collection, analysis, and interpretation of soil samples for the interactive information system for mapping the fertility of arable soils in Cameroon under the *Projet d'Accélération de la Transformation Numérique* (PATNUC).

Hence, ICRAF will be recruiting the following positions for a period of approximately 5 months (October 2026 – February 2027) in 5 regions of Cameroon: Adamawa, North, Far-North, South-West and North-West regions.

1. Operational Team Leads (8)

Job description: ensure that each team functions as one integrated production unit and that sampling, analytical capacity, data capture, logistics, safety and QA/QC remain synchronized.

Key responsibilities: Prepare daily sampling and analytical workplans; Coordinate navigation, field collection, sample transfer and analytical processing; Verify sampling locations and application of the approved protocol; Coordinate and monitor team production, backlog, equipment use (vehicles, motorcycles, lab kits and field equipment) and bottlenecks; Submit daily and weekly production and issue reports.

Qualifications: University degree, HND or equivalent in soil science, agronomy, agricultural engineering, environmental science, geography/GIS, natural resource management or related field; Preferably 3+ years of relevant field experience - team supervision is an advantage; Practical experience with soil sampling, agricultural surveys, GPS/GIS or analytical work and field logistics is an advantage.

2. Data and Sample Management Officers (8)

Job description: maintain the integrity and traceability of information associated with each soil observation, linking field sampling, physical samples, analytical results, QC status and the central database through the unique sample identifier.

Key responsibilities: Configure and use approved digital forms and sample-management tools; Manage Checkpoint 1 after sampling: ID, GPS, date/time, region/team, depth, crop/land use, observations and photos; Verify physical sample ID against the digital record before transfer; Maintain the electronic sample inventory and status from collection to validation; Manage Checkpoint 2 after analysis: results, analyst, date/time, kit/instrument ID, QC and laboratory subsampling status; Synchronize data with the central database/platform; Identify missing, inconsistent, duplicate or anomalous records and flag them for correction; Maintain links between IDs, coordinates, metadata, analytical results and QC; Produce daily production/status information for the Team Lead and/or Regional Coordinator; Track pending, rejected, QC-failure and reserve-point records; Maintain appropriate backups and protect data from unauthorized alteration or loss; Prepare clean, validated team datasets for central integration.

Qualifications: Diploma/HND, BSc or equivalent in information management, statistics, GIS/geography, computer science, data management, agricultural/environmental sciences or

related discipline; Preferably 1–3 years of digital data collection, database, GIS, survey or information-systems experience; Strong tablet/smartphone and spreadsheet competence; KoboToolbox or similar digital field-data experience is an advantage; High attention to detail and error detection.

3. Soil Sampling Technicians (16)

Job description: Ensure accurate, standardized and traceable collection of soil samples at approved sampling locations.

Key responsibilities: Navigate to assigned points using the sampling database and GPS-enabled devices; Verify the point, environmental stratum and agricultural eligibility before sampling; Record GPS coordinates and required site information; Collect composite samples using the standardized four-subplot procedure; Guide Sampling Assistants during extraction, mixing, cleaning and packaging; Assign and verify unique sample IDs; Complete digital field forms and required photographs/metadata; Package and transfer samples while maintaining traceability.

Qualifications: Diploma/HND, technician certificate or equivalent in soil science, agronomy, agriculture, environmental science, forestry, natural resource management or related field; Preferably 1–2 years practical experience in soil sampling, agricultural surveys or field data collection; GPS, smartphone/tablet and digital-form experience preferred; Ability to work in physically demanding field conditions and travel extensively; Local agricultural knowledge and mastery of local languages are an advantage.

4. Soil Analysis Technicians (32)

Job description: ensure timely and technically correct processing of samples and field-based soil analyses, keep analytical capacity synchronized with field production and applying standardized measurement, calibration and QC procedures.

Key responsibilities: Receive samples and verify ID, integrity and correspondence with the digital record; Prepare samples and analytical materials according to the approved protocol; Prepare, calibrate and verify HORIBA LAQUA 230 / HI 833000 systems; Conduct approved parameters including pH, N/nitrate, P/phosphate, K, Mg, Ca, lime requirement, EC and salinity as applicable; Support soil compaction assessment using the specified tester where assigned; Record results, analyst, date/time, kit/instrument ID and QC status; Conduct duplicates, calibration checks, standards and other approved QC; Prepare samples selected for laboratory cross-validation.

Qualifications: Diploma/HND, BSc or equivalent in laboratory science, chemistry, soil science, agronomy, environmental science or related discipline; Preferably 1–3 years of soil, agricultural, environmental or laboratory analysis experience; Experience with pH, EC, NPK or related methods preferred; Strong calibration, QC and recordkeeping discipline.

Terms and conditions

- These are fixed-term positions for the duration of the assignment.
- Positions are to be filled for field work in 5 regions: Adamawa, North, Far-North, South-West and North-West of Cameroon for a period of approximately 5 months.



Application process

Candidates are invited to send their application in **ONE SINGLE PDF file**, comprised of:

- A cover letter illustrating your suitability for the position against the listed requirements, and your preferred location (region)
- A detailed curriculum vitae
- The names and addresses of two referees, including telephone and email addresses.

to the following address: M.Denise@landscapealliance.org with copy to j.bessengue@landscapealliance.org.

Please mention PATNUC [*position*] in the subject line (for example PATNUC [Soil Analysis Technican] if you are applying for the position of Soil Analysis Technician, etc.

The application deadline is **23rd September 2026**.

Only short-listed candidates will be contacted.