

International Project Manager - Agroecology Job Description and Person Specification



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<u>Job Title:</u>	International Project Manager - Agroecology
<u>Grade and Salary:</u>	£44,051- £55,827 p.a.
<u>Reporting To:</u>	Head of International Programmes
<u>Location:</u>	Brighton/Hybrid (minimum 2 days per week in office)
<u>Contract:</u>	24 months (with possibility of renewal)
<u>Hours:</u>	Full Time (35 hours per week)
<u>Travel Requirements:</u>	The post will involve UK and international travel.
<u>Closing date & Interviews:</u>	The closing date for applications is 20th September 2026 Interviews will be held on Wednesday the 30 th September or Thursday 1 st October 2026 at our offices in Brighton. A second interview may be required on the 2 nd October 2026

PAN UK is the only charity in the United Kingdom focused solely on tackling the problems caused by pesticides and promoting safe and sustainable alternatives in agriculture, urban areas, homes and gardens. It is an independent, non-profit organisation, which works nationally and internationally to eliminate the use of hazardous pesticides and to support the adoption of sustainable alternatives. PAN UK operates as part of a global network of partner organisations. Its work reaches directly to partners and smallholder farmers in Ethiopia, Benin and elsewhere as well as national policy makers and global actors, such as UNEP and UNFAO.

Our work includes generating evidence by working with farmers and researchers on both the impacts of pesticides and on the viability of safer and more sustainable alternatives. We use this evidence to advocate for wider change in policy and practice.

The successful candidate will join the International Team at an important time. With our partners, we have recently secured a five-year grant from the Global Environment Facility (GEF) for a UNEP-led project to support the mainstreaming of organic cotton in Benin. PAN UK's role will be to develop data reporting systems that measure impact and support the needs of donors, supply chain actors and national authorities.

The International Project Manager - Agroecology will also support our projects partnering PAN Ethiopia to support smallholder cotton and vegetable growers. This work enables us to co-create innovative tools and approaches that can be disseminated more widely.

Global actors, governments, consumers and rural communities are increasingly recognising the negative impacts of pesticide-dependent, industrial agriculture on human health, climate and biodiversity. PAN UK aims to secure increasing support for agroecological approaches that help rural communities to secure sustainable and resilient livelihoods and protect the environmental resources on which they depend.

PAN UK actively encourages applications from diverse backgrounds. We view diversity in its broadest form which includes, but is not limited to, the consideration of race, nationality, gender, age, class, disability, sexuality, language and educational background. We particularly encourage applications from eligible candidates from minority ethnic groups which remain under-represented in the charity sector.

Role

The International Project Manager - Agroecology will manage key international initiatives in low- and middle-income countries (LMICs), focusing on partner collaboration in Benin and Ethiopia. You will oversee project delivery, build impact-monitoring data systems, and provide technical guidance on sustainable crop and Integrated Pest Management (IPM) practices.

Duties and Responsibilities

This role offers a significant opportunity to lead on varied work that has a positive impact on rural communities and the environment in LMICs. As an International Project Manager, you will be expected to take responsibility for:

- **Project & Financial Management:** Lead project delivery, manage grant budgets in collaboration with the finance team, and ensure all donor requirements are met.
- **Data Systems & Impact Monitoring:** Establish and operate systems for data collection, monitoring, visualisation and reporting to measure social and environmental impacts (e.g. farm income, soil health, biodiversity, climate resilience).
- **Technical Assistance & Partner Collaboration:** Provide expert advice on agroecological and IPM approaches to partners, civil society organisations, local governments, and supply chain actors.
- **Project Development, Fundraising and Donor Liaison:** Collaborate with internal teams and international partners to identify funding opportunities and develop new project proposals.
- **Stakeholder Engagement & Reporting:** Produce donor reports, represent PAN UK at external meetings or conferences, and liaise with global networks (such as UN agencies).

Expected Outcomes

- **First 6 Months:** Establish monitoring and reporting frameworks for the Global Environment Facility (GEF) Benin organic cotton project; build key working relationships with local partners in Benin and Ethiopia.
- **First Year:** Deliver donor progress and impact reports; roll out data collection tools in partner projects; contribute to at least one new project proposal or funding opportunity.

Person Specification

The ideal candidate will have solid, demonstrable experience of successfully managing sustainable agriculture projects in different geographical settings and of collecting both qualitative and quantitative data from such projects and using it effectively. They will have a thorough understanding of agroecology, IPM and /or sustainable crop management. They will have a collaborative, participatory approach and excellent communication skills.

PAN's work is evidence-based and academically rigorous. This reputation has taken many years to build and has secured a high degree of respect among partners and donors. It will be important that the new team member is committed to this same professional standard. The successful candidate will be a valued member of a small and supportive team. The work is varied, challenging and involves international travel. Each member of the team is responsible for their own administration. It is important to be well-organised and flexible.

Essential requirements

- Committed to the aims of PAN UK
- Project development and project management skills
- Data management, data analysis and reporting skills
- Experience in working overseas, particularly in LMICs
- Expertise and work experience in sustainable agriculture, agroecology, IPM or a closely related field of study
- Knowledge of pesticides, uses and harms
- Exceptional communications skills, with the ability to present technical information clearly to diverse groups (farmers, researchers, donors, and decision-makers) and a willingness to organise and deliver training to groups of professionals
- Motivated, self-reliant, reliable and able to work both autonomously and in a team
- Ability to be flexible, respond positively to change, work effectively under pressure and deal with conflicting priorities
- Able to demonstrate an interest in broader issues, such as key challenges in global agriculture, climate change, gender, the Chemicals Conventions
- Willingness to travel overseas independently

Desirable experience

- Practical experience of agroecological or IPM methods, especially in relation to pest, disease or weed management
- Experience of establishing and operating monitoring and evaluation systems, or monitoring, reporting and verification systems
- An understanding of agricultural supply chains
- Experience in assessing environmental impacts of agricultural management practices e.g. on soil health, pollination deficits, biodiversity, climate resilience
- Experience using farmer participatory approaches
- Experience of delivering training
- Trust/institutional fundraising experience
- Fluency in a second language (French is the highest priority)

How to apply

All applicants must submit:

- A CV or resume
- Covering letter of no more than two pages explaining how you meet the person specification and what you can bring to the role.
- [An online diversity form](#), even if you choose to leave some parts blank. Your responses will remain anonymous and will not be linked to your application. This information helps us better understand our recruitment practices and ensure we reach a broad candidate pool.
- Send a CV and covering letter to alex@pan-uk.org, by **23:59 GMT on 20th September 2026**. Please use the subject header '*Application for International Project Manager - Agroecology*'.
- Selected candidates will be invited for a face-to-face interview on either the 30th September or 1st October 2026. In the event of two or more candidates meeting all the selection criteria, a second interview may be required on the 2nd October 2026.
- Two references will be requested at a later stage of the recruitment process.