



Terms of Reference (Tor) for Irrigation Instructor – YESPAR Project (AMITH)

Position Title: Irrigation Instructor

Duty Station: Amizero Institute of Technology and Hospitality (AMITH), Kayonza District

Reports to: AMITH School Manager and YESPAR Project Manager (RWARRI)

Duration: Eight (8) months, Renewable or not

Project: Youth Empowerment for Sustainable and Profitable Agriculture in Rwanda (YESPAR)

Submission Link: <https://rwarrims.rwarri.org/observer/quotation-requests/6a845059e1693f07dffa46af/fill>

1. Introduction and Background

Rwanda Rural Rehabilitation Initiative (RWARRI) is a non-governmental organization dedicated to promoting and improving the socio-economic welfare of rural communities in Rwanda. The organization was conceived in 1994 and started implementing its activities in Rwanda in 1995. RWARRI is registered with the Rwanda Governance Board (RGB), a government body tasked with regulating Civil Society Organizations (CSOs), under registration number 023/11. For promoting education, RWARRI initiated a technical and vocational education training (TVET) school named Amizero Institute of Technology and Hospitality (AMITH). This school started operating with the trades of Culinary Art, Hairdressing, Masonry, Tailoring, Welding, and Carpentry.

With the idea of expanding its contribution to the development of rural areas through agriculture and youth employment, RWARRI is partnering with SUYANA Foundation, a Switzerland-based organization whose aim is to support individuals and communities by enhancing health, education, and livelihood, and fostering local commitment for long-lasting positive impact. This partnership is initiating short courses in agriculture in the trades of

Mechanization, Irrigation, and Post-Harvest Handling and Storage, through a project named Shaping the Next Generation of Agriculture, or Youth Empowerment for Sustainable and Profitable Agriculture in Rwanda (YESPAR).

In line with the Rwanda TVET Board (RTB) Training Organization Guide (TOG) for Short Courses in Irrigation Technology, RWARRI seeks to recruit an Irrigation Instructor to deliver short courses in irrigation technology under AMITH TVET School.

2. Purpose of the Role

The Irrigation Instructor will be responsible for training YESPAR-supported students in irrigation technology, ensuring they acquire both the theoretical knowledge and practical skills necessary for employment or entrepreneurship as drip irrigation system operators, overhead (sprinkler) irrigation system operators, surface irrigation system operators, and irrigation pumping system operators, while respecting safety, security, and environmental regulations.

3. Key Duties and Responsibilities

The Irrigation Instructor will:

- Teach and train students according to the Rwanda TVET Board (RTB) Competence-Based Curriculum (CBC) for Short Courses in Irrigation Technology and AMITH training standards.
- Prepare and deliver both theoretical and practical lessons covering the core and general competencies of the programme, including:
 - Prepare Teaching Manuals in line with the curriculum
 - Establishment of surface irrigation systems
 - Installation of pressurized irrigation systems (drip and sprinkler)
 - Operation of surface irrigation systems
 - Operation of pressurized irrigation systems
 - Performance of maintenance of pumping systems (motor pumps, solar pumping units, electric and diesel pumps)
 - Application of cropping techniques and basics of electricity

- Workplace integration and internship preparation
- Plan, prepare, assess student work, and maintain up-to-date training records.
- Supervise and guide students during field demonstrations and practical sessions.
- Make a follow-up with students during the internship period and provide a feedback report.
- Develop lesson plans, training materials, and practical exercises aligned with industry needs.
- Evaluate students' performance and provide regular feedback and reports.
- Participate in curriculum reviews and contribute to improving training quality.
- Promote good discipline, time management, and work ethics among students.
- Collaborate with RWARRI and AMITH staff in organizing field visits and irrigation-scheme demonstrations.
- Ensure proper management and maintenance of training equipment, tools, and machines.
- Carry out any other duties assigned by the School Manager and the YESPAR Project Manager, and provide timely reports.

4. Qualifications and Competencies

- Bachelor's degree in Irrigation and Drainage, Water Engineering, or a related field.
- At least 1 year of experience in the irrigation industry for bachelor's degree holders
- Strong practical skills in the design, establishment, installation, operation, and maintenance of surface, drip, and sprinkler irrigation systems.
- Ability to operate and maintain irrigation pumping systems (electric, diesel, and solar).
- Excellent communication, organizational, and teamwork skills.
- Ability to motivate and mentor young trainees.

5. Duration and Reporting

This is an Eight (8) months contractual position, renewable or not based project needs. The Irrigation Instructor will report directly to the YESPAR Project Manager at RWARRI and work in close collaboration with the AMITH School Manager.

6. Expected Outputs

- Well-prepared lessons and training plans.
- Improved practical competence of students in irrigation technology.
- Regular progress reports and student performance assessments.
- Properly managed and maintained training tools and equipment.

7. Evaluation and Application Requirements

Candidates will be evaluated based on their academic qualifications, relevant experience, and demonstrated practical skills in irrigation technology.

Interested applicants are required to submit the following documents:

- A detailed Curriculum Vitae (CV)
- A cover letter explaining their motivation and suitability for the position
- A copy of the highest academic diploma

Only shortlisted candidates will be contacted for the written exams and interviews.

Done on 21st August 2026

RWARRI's Executive Director

UWIZEYE Belange

