



Livestock, Quarantine, Regenerative Agriculture Laboratory Manager

Terms of Reference

Closing Date: Position will remain open until filled.

Target Starting Date: First or second quarter 2018.

LTS seeks an energetic person of integrity who embraces the rigors of the Kenyan bush and is keen to develop and expand his or her experience in the medium to large scale agriculture and livestock sectors. As an employee-owned company, we strive to develop long-term relationships with exceptional opportunities for growth and empowered responsibility.

Background and Site Details

Livestock Trade Services (LTS) is a start-up that will be operating in the livestock export / import sector principally in the Kenya (and Horn of Africa) – Arabian Peninsula and Middle East market axis. Our principal exports will be livestock (sheep, goats, cattle, and camel) and livestock feed. However, we may expand into horticulture and fruit products depending on production economics and market conditions. We will strictly emphasize animal welfare and low stress production and transport to the greatest possible extent.

LTS will develop and operate two state-of-the-art livestock export quarantines and a large farm to raise livestock feed for the export of livestock.

LTS will also develop a farm to scale (15,000 – 20,000 Ha over 5 years) at the edge of the Tana River Delta region and possibly a second smaller one in in Taita-Taveta County. Over time, these will also be used as fattening and finishing areas for livestock and possibly as a new, innovative form of livestock quarantine.

The principal type of agriculture to be practiced will be Regenerative Agriculture, an innovative form of conservation agriculture with a livestock interface which to the greatest extent possible avoids the use

of synthetics (fertilizer, pesticides, herbicides, and fungicides). Since we will be using little or no pesticides to grow our livestock feed, it is important that we can quickly recognize insect, nematode, and other pests and distinguish them from other beneficial biology, which it has been said outnumber pests 1,700 to 1.

We will be engaging some aspects of IoT applications (Internet of Things) applications to track livestock movement and health as well as precision agriculture applications such as soil moisture, NDVI, and infrared to assess plant health, stress, and disease.

LTS seeks a Livestock, Quarantine, Regenerative Agriculture Laboratory Manager to fill the demanding and engaging roles outlined in these Terms of Reference.

Responsibilities and Duties

1. Responsible for the smooth running of all aspects of the laboratory and ensuring that results seamlessly flow into the LTS traceability system and thus are tied to the correct animal or, in the case of agriculture the correct field and crop under stress.
2. Supervising all laboratory staff in a true hands-on manner ensuring that they remain engaged in their work and understand the critical importance of their role in delivering disease-free livestock to LTS customers in importing countries. Which is necessary for the company's long-term success and image among importing country authorities and consumers alike.
3. Set up carefully monitored systems that can ensure that the name of LTS and Kenya are held in the highest esteem by all.
4. Work with GoK VILs including the Central Laboratory in Nairobi and the regional laboratories in Mariakani and elsewhere as appropriate to serve as quality assurance laboratories that monitor the work on the ground of LTS as well as reference and referral laboratories to assist LTS in times of sample overload or when an assay or identification that LTS is unable to make is required.
5. Work to establish local and international links as appropriate who can serve as reference laboratories and consultants in the identification of plant pests and laboratory issues.
6. Ensure that all laboratory equipment is well maintained and operating within the reasonable limits to ensure and guarantee accurate diagnoses.
7. Work with LTS staff to identify laboratory equipment for purchase to set up the laboratory and for expansion and replacement purposes which is highly durable and sufficiently accurate to guarantee that LTS livestock are free from disease.
8. Constantly look for more efficient ways to conduct laboratory work, while maintaining the necessary required accuracy to protect LTS's name and status.
9. Have an interest in increasing automation and testing and adopting new technologies to enable faster and more accurate diagnostic analyses of livestock and plant pathogens.
10. Undertake field trials comparing different assays to help understand and guide LTS in its selection of tests as well as in its constant dialogue with both exporting and importing

veterinary authorities and laboratories to ensure that all animals that LTS ships and delivers to the destination port are disease free, healthy and wholesome.

11. Design and supervise necessary laboratory conditions to be maintained on all ships that carry livestock from LTS quarantines.
12. Supervise, encourage, train, empower, and train all LTS laboratory and sample collection staff.
13. Lead, motivate, and manage all staff to ensure a harmonious work environment and smooth operations.
14. Develop and maintain a livestock and plant pathogen data base that can assess and report trends and early warning information to alert relevant LTS staff and exporting and importing government authorities as appropriate so that preventive and therapeutic action may be taken to prevent outbreaks from developing into epidemics.
15. Work closely with the LTS Livestock Traceability System to understand the geographic distribution of livestock (and plant) diseases as they occur throughout the country and region, informing relevant LTS and government authorities, following up to ensure that appropriate control and prevention action is taken.
16. Development and maintenance of a close relationship with the Kenya Department of Veterinary Services, KALRO, KEPHIS, Ministry of Agriculture authorities to ensure that proper coordination and interventions can be conducted in real-time as necessary.
17. Work closely with the Livestock and Quarantine Manager to ensure that high quality supervision by GoK staff of the livestock quarantine operations and disease control are practiced at all times.
18. Work with the Livestock and Quarantine Manager to undertake timely transmission of livestock disease occurrences to the Office of the DVS linking them to livestock origins and encouraging field interventions by the DVS where necessary to prevent outbreaks from developing into epidemics.
19. Immediate notification of any diseases of concern to trade to LTS senior management for direct transmission to the DVS.
20. Supervision and continual training of relevant field staff to ensure that correct sampling and labeling techniques are conducted and linked to the LTS Livestock traceability system as appropriate.
21. Supervising any laboratory interns who may be conducting research and or working on premise.
22. Working with other LTS staff to ensure the integrity of the LTS Animal Passport and Livestock Traceability System.
23. Working and coordinating with relevant LTS staff to ensure that all livestock who test positive for a disease which merits rejection from the facility or isolation care are handled as per protocols.
24. Develop and continually improve laboratory protocols and ensure that all staff are adequately trained to be able to perform any new changes, protocols, or tests.
25. Identifying consultant needs and developing Terms of Reference in collaboration with appropriate LTS management.

26. In collaboration with LTS management, develop productive collaborative relationships with universities, research institutions and interest groups as appropriate.

Key Qualifications and Experience

1. Extensive hands-on laboratory experience with diagnosing livestock disease using the latest technologies.
2. Able to coordinate the accurate analysis of large numbers of samples for a variety of diseases concurrently providing accurate results in very little time periods.
3. Be highly motivational leader who can encourage their staff to operate smoothly, accurately, and with pride under pressure.
4. Be able to develop a keen interest in the identification of insect, nematode, bacterial, fungal and viral plant pests.
5. Hands-on livestock experience, especially in ranches or pastoral systems is preferred.
6. A first and or graduate degree in Veterinary Medicine is strongly preferred.
7. Extensive experience in developing and managing budgets is required.
8. Well developed, field-level animal health diagnostic and treatment experience is required.
9. Solid staff management experience is strongly preferred.
10. Impeccable integrity and job references.
11. Value-driven leadership qualities with experience leading and motivating skilled and unskilled staff.
12. Self-starting personality
13. Highly communicative to staff and superiors.
14. A curious nature with a research orientation, always seeking a better, more efficient and cost-effective way.
15. Solid computer literacy.
16. Be a Kenyan national.
17. A desire for a long-term engagement and growing with the company over time.
18. Duly registered and in good standing with the Kenya Veterinary Board and the Kenya Veterinary Association.

Duty Station

The duty station will be at an LTS livestock Quarantine Laboratory in the coastal region of Kenya.

Remuneration and Benefits

1. LTS is an employee owned company. Therefore, beginning the second year of service, all employees will be given LTS shares as part of their remuneration package and the company will be one of partner-owners rather than merely employees. We believe that this can create substantial wealth among our long-term employees at all levels.

2. Remuneration and benefits will be highly competitive compared to current market conditions. LTS seeks those professionals who perform in the top 20% of their peers and thus will compensate better than most comparable positions.

Additional information on LTS may be found on the LTS website <http://LTS-LivestockTradeServices.com>. more information on the LTS Regenerative Agriculture Program may be found here: <https://1drv.ms/b/s!Asc4dXknFnDjhIFZyaryAxH-PXomlg>.

Send applications including a letter summarizing experience and stating availability plus an up-to date CV with references to HR@LivestockTradeServices.com.