

I. Senior Level Positions

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
1	Sr. Agricultural Engineer	12	PhD or 2nd Degree or 1st Degree in Agricultural Engineering or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
2	Sr. Attorney	12	PhD or 2nd Degree or 1st Degree in Law, Business and Trade Law, Commercial Law or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position; or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
3	Sr. Chemical Engineer	12	PhD or 2nd Degree or 1st Degree in Chemical Engineering and related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position
4	Sr. Civil Engineer	12	PhD or 2nd Degree or 1st Degree in Civil Engineering or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position
5	Sr. Communication Officer	11	PhD or 2nd Degree or 1st Degree in Public Relations and Advertisement, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
6	Sr. Controlling Auditor	11	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Accounting and Auditing, Management, Economics, Business Administration, Finance and Development Economics or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
7	Sr. Electrical Engineer	12	PhD or 2nd Degree or 1st Degree in Electrical Engineering, Electrical and Electronics Engineering or related fields..	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position; or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
8	Sr. Facility Management Officer	11	PhD or 2nd Degree or 1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
9	Sr. Financial Auditor	11	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Management, Business Administration, Finance & Development Economics, Economics, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
10	Sr. Follow-up Auditor	11	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Management, Business Administration, Finance & Development Economics, Economics, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
11	Sr. HR Development Officer	11	PhD or 2nd Degree or 1st Degree in Human Resource Management, Public Administration, Business Administration, Management or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
12	Sr. Industrial Chemist	12	PhD or 2nd Degree or 1st Degree in Chemical Engineering, Industrial Chemist or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
13	Sr. Industrial Engineer	12	PhD or 2nd Degree or 1st Degree in Industrial Engineering or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
14	Sr. Investment Analyst Officer	12	PhD or 2nd Degree or 1st Degree in Finance & Development Economics, Economics, Management, Business Administration, Accounting and Finance, Project Management or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
15	Sr. Investment Monitoring & Evaluation Officer (Corporate Industry Financing Cluster)	12	PhD or 2nd Degree or 1st Degree in Finance & Development Economics, Economics, Management, Business Administration, Accounting and Finance, Project Management or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position; or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
16	Sr. Investment Monitoring and Evaluation Officer (Corporate Agriculture Financing Cluster)	12	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Management, Business Administration, Economics, Agriculture, Agricultural Economics or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
17	Sr. Leather Engineer	12	PhD or 2nd Degree or 1st Degree in Textile Engineering, Leather Engineering, Leather Technology, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
18	Sr. Legal Auditor	12	PhD or 2nd Degree or 1st Degree in Law, Business Law, Trade Law, Commercial Law or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
19	Sr. Liaison Officer	11	PhD or 2nd Degree or 1st Degree in Management, Business Administration or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position
20	Sr. Librarian	12	PhD or 2nd Degree or 1st Degree in Library Science, Management, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
21	Sr. Loan Officer (Agriculture area)	11/12	PhD or 2nd Degree or 1st Degree in Agricultural Economics, Agricultural and Applied Economics, Agriculture or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
22	Sr. Loan Officer (Animal Science Area)	12	PhD or 2nd Degree or 1st Degree in Animal Science, Animal and Range Sciences, Animal Production, Animal Production and Technology, Animal Breeding & Genetics, Animal Science and Feed Technology, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
23	Sr. Loan Officer (Apiculture Area)	12	PhD or 2nd Degree or 1st Degree in Apiculture, Plant Science, Agronomy, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
24	Sr. Loan Officer (Business and Economics)	11/12	PhD or 2nd Degree or 1st Degree in Finance and Development Economics, Economics, Management, Business Administration, Accounting and Finance, Project Management or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
25	Sr. Loan Officer (Civil Engineer)	12	PhD or 2nd Degree or 1st Degree in Civil Engineering, Construction Engineering and Management, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position

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26	Sr. Loan Officer (Construction Area)	12	PhD or 2nd Degree or 1st Degree in Construction Technology and Management, Construction and Building Technology, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
27	Sr. Loan Officer (Food Science Area)	12	PhD or 2nd Degree or 1st Degree in Food Technology and Process Engineering, Food Science and Post Harvest Technology, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
28	Sr. Loan Officer (Forest Area)	12	PhD or 2nd Degree or 1st Degree in Forestry, Agro Forestry, General Forestry, Plant Science, Agronomy, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
29	Sr. Loan Officer (Horticulture Area)	12	PhD or 2nd Degree or 1st Degree in Horticulture, Plant Science, Agronomy, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
30	Sr. Loan Officer (Natural Resource Specialist)	12	PhD or 2nd Degree or 1st Degree in Mining Engineering, Mineral Processing and Metallurgical Engineering, Natural Resource Economics and Management, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

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31	Sr. Loan Officer (Pharmaceutical Specialist)	12	PhD or 2nd Degree or 1st Degree in Pharmaceutical Science, Chemical Engineering, Pharmacy, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
32	Sr. Loan Officer (Plant Science/Crop Area)	12	PhD or 2nd Degree or 1st Degree in Plant Science, Crop Production, Crop Science, Agronomy, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
33	Sr. Market Research Officer	12	PhD or 2nd Degree or 1st Degree in Marketing Management, Statistics, Business Administration, Economics, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officers position.
34	Sr. Marketing Officer	11	PhD or 2nd Degree or 1st Degree in Marketing Management, Management, Business Administration or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
35	Sr. Mechanical Engineer	12	PhD or 2nd Degree or 1st Degree in Mechanical Engineering, Mechanical Engineering and Mechanics, Industrial Engineering, or related fields.	PhD with 0 year experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
36	Sr. Media Officer	11	PhD or 2nd Degree or 1st Degree in Communication and Media Study, Journalism and Communication, Language and Literature, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
37	Sr. MIS Officer	11	PhD or 2nd Degree or 1st Degree in Management Information System, Information Communication Technology, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
38	Sr. Movable Asset Registrar Officer	12	PhD or 2nd Degree or 1st Degree in Information Communication Technology, Computer Science, Management Information System or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of 2 years at Officer position, or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position
39	Sr. Portfolio Management Officer	11	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Management Information System, Statistics, Management, Business Administration, Finance & Development Economics, Economics, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
40	Sr. Procurement Officer	11/12	PhD or 2nd Degree or 1st Degree in Procurement and Supply Management, Logistics and Supply Chain Management, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
41	Sr. Project Management Officer (IT related)	12	PhD or 2nd Degree or 1st Degree in Information Science, Information Technology, Computer Science, MIS or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
42	Sr. Project Management Officer (Business Area)	12	PhD or 2nd Degree or 1st Degree in Project Management, Finance & Development Economics, Economics, Management, Business Administration, Accounting and Finance, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
43	Sr. Publication Officer	11	PhD or 2nd Degree or 1st Degree in Public Relations and Advertisement, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
44	Sr. Research Officer	11/12	PhD or 2nd Degree or 1st Degree in Development Economics, Economics, Agricultural Economics, Agricultural and Applied Economics, Business Administration, Statistics, Finance & Project Management or related fields..	PhD with 0 year of work experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

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			Qualification	Experience
45	Sr. Security and Safety Officer	11	PhD or 2nd Degree or 1st Degree in Police and Military Science, Management, Business Administration or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
46	Sr. Statistician	12	PhD or 2nd Degree or 1st Degree in Statistics, Development Economics, Economics, Business Administration, Finance & Project Management or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
47	Sr. Monitoring and Evaluation Officer (Business Area)	12	PhD or 2nd Degree or 1st Degree in Management, Economics, Business Administration, Finance & Project Management, Statistics or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
48	Sr. Monitoring and Evaluation Officer (Statistics)	12	PhD or 2nd Degree or 1st Degree in Statistics, Development Economics, Economics, Business Administration, Finance & Project Management or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
49	Sr. Textile Engineer	12	PhD or 2nd Degree or 1st Degree in Textile Engineering, Leather Engineering, Leather Technology, or related fields.	PhD with 0 year of experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position; or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.

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50	Sr. Tourism Follow-Up Officer (Tourism Management)	12	PhD or 2nd Degree or 1st Degree in Hotel and Tourism Management, Management, Business Administration, Project Planning and Management, or related fields.	PhD with 0 year experience, or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer position.
51	Sr. Project Design & Credit Appraisal Officer	12	PhD or 2nd Degree or 1st Degree in Rural Development and Agricultural Extension, Agricultural Economics, Agribusiness & Value Chain Management, Economics, Finance & Development Economics, Cooperative Economics and Social Enterprise Management, Business Administration, Project Management, Accounting and Finance or related fields..	PhD with 0 year of work experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer Position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer Position.
52	Sr. Project Follow-Up and Monitoring Officer	12	PhD or 2nd Degree or 1st Degree in Rural Development and Agricultural Extension, Agricultural Economics, Agribusiness & Value Chain Management, Economics, Finance & Development Economics, Cooperative Economics and Social Enterprise Management, Business Administration, Project Management, Accounting and Finance or related fields.	PhD with 0 year of work experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer Position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer Position.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
53	Sr. Accountant	11/12	PhD or 2nd Degree or 1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	PhD with 0 year of work experience or 2nd Degree with 3 years of relevant work experience of which 2 years at Officer Position or 1st Degree with 5 years of relevant work experience of which 2 years at Officer Position.

For Internal Use

II. Officer Level Positions

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
1	Industrial Chemist	10	2nd Degree or 1st Degree in Chemical Engineering, Industrial Chemist or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
2	Librarian	10	2nd Degree or 1st Degree in Library Science, Management, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience
3	Accountant	10	2nd Degree or 1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience
4	Agricultural Engineer	10	2nd Degree or 1st Degree in Agricultural Engineering or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
5	Attorney (Law)	10	2nd Degree or 1st Degree in Law, Business and Trade Law, Commercial Law or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
6	Chemical Engineer	10	2nd Degree or 1st Degree in Chemical Engineering or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
7	Civil Engineer	10	2nd Degree or 1st Degree in Civil Engineering, Construction Engineering and Management, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
8	Client Relationship Officer	10	2nd Degree or 1st Degree in Accounting and Finance, Management, Business Administration, Economics, Agriculture, Agricultural Economics or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

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9	Communication Engineer	10	2nd Degree or 1st Degree in Communication Engineering or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
10	Communication Officer	10	2nd Degree or 1st Degree in Public Relations and Advertisement, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
11	Controlling Auditor	10	2nd Degree or 1st Degree in Accounting and Finance, Accounting and Auditing, Management or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
12	Documentation Officer	10	2nd Degree or 1st Degree in Library Science, Management or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
13	Electrical Engineer	10	2nd Degree or 1st Degree in Electrical Engineering or related fields.	2nd Degree with 0 year of work experience or 1st Degree with 2 years of general work experience.
14	Facility Management Officer	10	2nd Degree or 1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
15	Follow-up Auditor	10	2nd Degree or 1st Degree in Accounting and Finance, Management, Business Administration, Finance & Development Economics, Economics, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
16	Food Engineer	10	2nd Degree or 1st Degree in Food Engineering, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

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			Qualification	Experience
17	HR Development Officer	10	2nd Degree or 1st Degree in Human Resource Management, Public Administration, Business Administration, Management or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
18	Industrial Engineer	10	2nd Degree or 1st Degree in Industrial Engineering, Mechanical Engineering, Mechanical Engineering and Mechanics, or related fields.	2nd Degree with 0 year of general experience or 1st Degree with 2 years of general experience.
19	IT Auditor	10	2nd Degree or 1st Degree in Information Science, Information Technology, Computer Science, MIS or related fields.	2nd Degree with 0 year of general experience or 1st Degree with 2 years of general experience.
20	IT Security Officer	10	1st Degree or 2nd Degree in Information Communication Technology, Computer Engineering, Computer Science, Electrical and Computer Engineering, Management Information System or related fields. .	2nd Degree with 0 year of work experience or 1st Degree with 2 years of general work experience.
21	Leather Engineer	10	2nd Degree or 1st Degree in Textile Engineering, Leather Engineering, Leather Technology, or related fields.	2nd Degree with 0 year of general experience or 1st Degree with 2 years of general experience
22	Legal Auditor	10	2nd Degree or 1st Degree in Law, Business Law, Trade Law, Commercial Law or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience
23	Loan Officer (Agriculture area)	10	2nd Degree or 1st Degree in Agriculture, Agricultural Resource Economics and Management, Agronomy or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
24	Loan Officer (Animal Science Area)	10	2nd Degree in Animal Science, Animal and Range Sciences, Animal Production, Animal Production and Technology, Animal Breeding & Genetics, Animal Science and Feed Technology, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
25	Loan Officer (Apiculture Area)	10	2nd Degree or 1st Degree in Apiculture, Plant Science, Agronomy, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
26	Loan Officer (Business Area)	10	2nd Degree or 1st Degree in Agricultural Economics, Management, Business Administration, Accounting and Finance, Project Management or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
27	Loan Officer (Forest Area)	10	2nd Degree or 1st Degree .in Forestry, Agro Forestry, General Forestry, Plant Science, Agronomy, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
28	Loan Officer (Plant Science)	10	2nd Degree or 1st Degree in Plant Science, Crop Production, Crop Science, Agronomy, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
29	Loan Officer (Animal Science area)	10	2nd Degree 1st Degree in Animal Science, Animal and Range Sciences, Animal Production, Animal Production and Technology, Animal Breeding & Genetics, Animal Science and Feed Technology, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
30	Loan Officer (Food Science)	10	2nd Degree or 1st Degree in Food Technology and Process Engineering, Food Science and Post-Harvest Technology, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
31	Loan Officer (Horticulture Area)	10	2nd Degree or 1st Degree in Horticulture, Plant Science, Agronomy, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
32	Loan Officer (Natural Resource Specialist)	10	2nd Degree or 1st Degree in Mining Engineering, Mineral Processing and Metallurgical Engineering, Natural Resource Economics and Management, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
33	Loan Officer (Pharmaceutical Specialist)	10	2nd Degree or 1st Degree in Pharmaceutical Science, Chemical Engineering, Pharmacy, or related fields.	2nd Degree with 0 year of general experience or 1st Degree with 2 years of general experience.
34	Logistics & Clearing Officer (Logistic & Supply Chain Management)	10	2nd Degree or 1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, Economics, Management, Business Administration or related fields.	2nd Degree with 0 year of work experience or 1st Degree with 2 years of general work experience.
35	Market Research Officer	10	2nd Degree or 1st Degree in Marketing Management, Statistics, Business Administration, Economics or related fields.	2nd Degree with 0 year of work Experience; Or 1st Degree with 2 years of general work experience.
36	Marketing Officer	10	2nd Degree or 1st Degree in Marketing Management, Management, Business Administration or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
37	Mechanical Engineer	10	2nd Degree in or 1st Degree in Mechanical Engineering, Mechanical Engineering and Mechanics, Industrial Engineering or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
38	Media Officer	10	2nd Degree or 1st Degree in Communication and Media Study, Journalism and Communication, Language and Literature or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
39	Mineral Engineer	10	2nd Degree or 1st Degree in Mineral Engineering, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
40	MIS Officer	10	2nd Degree or 1st Degree in Management Information System, Information Communication Technology, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
41	Network Admin Officer	10	2nd Degree or 1st Degree in in Information Communication Technology, Computer Engineering, Computer Science, Electrical and Computer Engineering, Management Information System or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
42	Portfolio Management Officer	10	2nd Degree or 1st Degree in Accounting and Finance, Management Information System, Statistics, Management, Business Administration, Finance & Development Economics, Economics, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
43	Procurement Officer	10	2nd Degree or 1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, Economics, Management, Business Administration or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
44	Project Design and Credit Appraisal Officer	10	2nd Degree or 1st Degree in Rural Development and Agricultural Extension, Agricultural Economics, Agribusiness & Value Chain Management, Economics, Finance & Development Economics, Cooperative Economics and Social Enterprise Management, Business Administration, Project Management, Accounting and Finance or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
45	Project Management Officer (Business Area)	10	2nd Degree or 1st Degree in Project Management, Finance & Development Economics, Economics, Management, Business Administration, Accounting and Finance, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
46	Project Management Officer (IT related)	10	2nd Degree or 1st Degree in Information Science, Information Technology, Computer Science, MIS or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
47	Publication Officer	10	2nd Degree or 1st Degree in Public Relations and Advertisement, Information Communication Technology, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
48	Monitoring and Evaluation Officer (Statistics)	10	2nd Degree or 1st Degree in Statistics, Economics, Management, Business Administration, Finance & Project Management, or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
49	Research Officer	10	2nd Degree or 1st Degree in Development Economics, Economics, Agricultural Economics, Agricultural and Applied Economics, Business Administration, Statistics, Finance & Project Management, or related fields.	2nd Degree with 0 year general work experience or 1st Degree with 2 years of general work experience.
50	Risk Officer	10	2nd Degree or 1st Degree in Management, Business Administration, Finance & Development Economics, Economics, Accounting and Finance or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.
51	Textile Engineer	10	2nd Degree or 1st Degree in Textile Engineering, Leather Engineering, Leather Technology, or related fields.	2nd Degree with 0 year of general experience or 1st Degree with 2 years of general experience.
52	Customer Service Officer	10	2nd Degree or 1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	2nd Degree with 0 year of general work experience or 1st Degree with 2 years of general work experience.

III. Tr. Jr. Officer Level Positions

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
1	Tr. Jr. Chemical Engineer	8	1st Degree in Chemical Engineering or related fields.	1st Degree with 0 year of work experience.
2	Tr. Jr. Loan Officer (Pharmaceutical Specialist)	8	1st Degree in Pharmaceutical Science, Chemical Engineering, Pharmacy, or related fields.	1st Degree with 0 year of work experience.
3	Tr. Jr. Mechanical Engineer	8	1st Degree in Mechanical Engineering, Mechanical Engineering and Mechanics, Industrial Engineering or related fields.	1st Degree with 0 year of work experience.
4	Tr. Jr. Accountant	8	1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	1st Degree with 0 year of work experience.
5	Tr. Jr. Project Management Officer	8	1st Degree in Project Management, Finance & development Economics, Economics, Management, Business Administration, Accounting and Finance, or related fields. with	1st Degree with 0 year of work experience.
6	Tr. Jr. Customer Service Officer	8	1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
7	Tr. Jr. HR & Facility Officer	8	1st Degree in Human Resource Management, Procurement and Supply Management, Public Administration, Management, Business Administration, Accounting and Finance or related fields..	1st Degree with 0 year of work experience.
9	Tr. Jr. Agricultural Engineer	8	1st Degree in Agricultural Engineering or related fields.	1st Degree with 0 year of work experience.
10	Tr. Jr. Civil Engineer	8	1st Degree in Civil Engineering, Construction Engineering and Management or related fields.	1st Degree with 0 year of work experience.
11	Tr. Jr. Electrical Engineer	8	1st Degree in Electrical Engineering, Electrical and Electronics Engineering or related fields.	1st Degree with 0 year of work experience.
12	Tr. Jr. Facility Management officer	8	1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, or related fields.	1st Degree with 0 year of work experience.
13	Tr. Jr. HR Development Officer	8	1st Degree in Human Resource Management, Public Administration, Business Administration, Management or related fields.	1st Degree with 0 year of work experience.
14	Tr. Jr. HRM Officer	8	1st Degree in Human Resource Management, Public Administration, Business Administration, Management or related fields.	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
15	Tr. Jr. IT Security Officer	8	1st Degree in Information Communication Technology, Computer Engineering, Computer Science, Electrical and Computer Engineering, Management Information System or related fields.	1st Degree with 0 year of work experience.
16	Tr. Jr. Loan Officer (Plant Science/Crop Area)	8	1st Degree in Plant Science, Crop Production, Crop Science, Agronomy, or related fields.	1st Degree with 0 year of work experience.
17	Tr. Jr. Loan Officer (Agriculture area)	8	1st Degree in Agriculture, Agricultural Resource Economics and Management, Agronomy or related fields.	1st Degree with 0 year of work experience.
18	Tr. Jr. Loan Officer (Animal Science Area)	8	1st Degree in Animal Science, Animal and Range Sciences, Animal Production, Animal Production and Technology, Animal Breeding & Genetics, Animal Science and Feed Technology, or related fields..	1st Degree with 0 year of work experience.
19	Tr. Jr. Loan Officer (Apiculture Area)	8	1st Degree in Apiculture, Plant Science, Agronomy, or related fields.	1st Degree with 0 year of work experience.
20	Tr. Jr. Loan Officer (Business Area)	8	1st Degree in Finance & Development Economics, Economics, Management, Business Administration, Accounting and Finance, Project Management or related fields.	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
21	Tr. Jr. Loan Officer (Food Science)	8	1st Degree in Food Technology and Process Engineering, Food Science and Post-Harvest Technology, or related fields.	1st Degree with 0 year of work experience.
22	Tr. Jr. Loan Officer (Forest Area)	8	1st Degree in Forestry, Agro Forestry, General Forestry, Plant Science, Agronomy, or related fields.	1st Degree with 0 year of work experience.
23	Tr. Jr. Loan Officer (Horticulture Area)	8	1st Degree in Horticulture, Plant Science, Agronomy, or related fields.	1st Degree with 0 year of work experience.
24	Tr. Jr. Loan Officer (Natural Resource Specialist)	8	1st Degree in Mining Engineering, Mineral Processing and Metallurgical Engineering, Natural Resource Economics and Management, or related fields..	1st Degree with 0 year of work experience.
25	Tr. Jr. Logistics & Customs Clearance Officer	8	1st Degree in Logistics and Supply Chain Management, Procurement and Supply Management, Economics, Management, Business Administration or related fields.	1st Degree with 0 year of work experience.
26	Tr. Jr. Market Research Officer	8	1st Degree in Marketing Management, Statistics, Business Administration, Economics or related fields..	1st Degree with 0 year of work experience.
27	Tr. Jr. Mechanical Engineer	8	1st Degree in Mechanical Engineering, Mechanical Engineering and Mechanics, Industrial Engineering or related fields.	1st Degree with 0 year of work experience.
28	Tr. Jr. Movable Asset Registrar Officer		1st Degree in Information Communication Technology, Computer Science, Management Information System or related fields. .	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
29	Tr. Jr. Procurement Officer	8	1st Degree in Procurement and Supply Management, Logistics and Supply Chain Management, or related fields.	1st Degree with 0 year of work experience.
30	Tr. Jr. Project Design & Credit Appraisal Officer	8	1st Degree in Rural Development and Agricultural Extension, Agricultural Economics, Agribusiness & Value Chain Management, Economics, Finance & development Economics, Cooperative Economics and Social Enterprise Management, Business Administration, Project Management, Accounting and Finance or related fields.	1st Degree with 0 year of work experience.
31	Tr. Jr. Project Follow-Up and Monitoring Officer	8	1st Degree in Rural Development and Agricultural Extension, Agricultural Economics, Agribusiness & Value Chain Management, Economics, Finance & development Economics, Cooperative Economics and Social Enterprise Management, Business Administration, Project Management, Accounting and Finance or related fields.	1st Degree with 0 year of work experience.
32	Tr. Jr. Research Officer	8	1st Degree in Agricultural Economics, Finance & development Economics, Economics, Statistics, Management, Business Administration, Marketing Management or related fields.	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
33	Tr. Jr. Security and Safety Officer	8	1st Degree in Police and Military Science, Management, Business Administration or related fields.	1st Degree with 0 year of work experience.
34	Tr. Jr. System Admin Officer	8	1st Degree in Information Communication Technology, Computer Engineering, Computer Science, Electrical and Computer Engineering, Management Information System or related fields..	1st Degree with 0 year of work experience.
35	Tr. Jr. Agriculture Research officer	8	1st Degree in Agricultural Economics, Agriculture and Applied Economics, Agriculture or related fields.	1st Degree with 0 year of work experience.
36	Tr. Jr. Communication Officer	8	1st Degree in Public Relations and Advertisement, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	1st Degree with 0 year of work experience.
37	Tr. Jr. Liaison Officer	8	1st Degree in Management, Business Administration, and related fields.	1st Degree with 0 year of work experience.
38	Tr. Jr. Marketing Officer	8	1st Degree in Marketing Management, Management, Business Administration and other related fields.	1st Degree with 0 year of work experience.

S/N	Position	Job Grade	Minimum Requirement	
			Qualification	Experience
39	Tr. Jr. Media Officer	8	1st Degree in Information Communication Technology, Communication and Media Study, Journalism and Communication or related fields.	1st Degree with 0 year of work experience.
40	Tr. Jr. Network Administration Officer	8	1st Degree in Information Communication Technology, Computer Engineering, Computer Science, Electrical and Computer Engineering, Management Information System or related fields.	1st Degree with 0 year of work experience.
41	Tr. Jr. Publication Officer	8	1st Degree in Public Relations and Advertisement, Information Communication Technology, Communication and Media Study, Journalism and Communication, Marketing Management, Language and Literature or related fields.	1st Degree with 0 year of work experience.
42	Tr. Jr. Accountant	8	1st Degree in Accounting and Finance, Management, Economics, Business Administration or related fields.	1st Degree with 0 year of work experience.
43	Tr. Jr. Research Officer	8	1st Degree in Development Economics, Economics, Business Administration, Finance & Project Management, or related fields.	1st Degree with 0 year of work experience.