



Veterinarian

Job Description

Company Overview

Masaka Creamery's mission is to delight our customers by producing beloved products, with uncompromising devotion to our values. We manufacture high quality dairy products under the Masaka Farms label from our headquarters located in the Kigali Special Economic Zone. Masaka Creamery actively recruits from the Deaf community in Rwanda, and currently boasts a production team that is 100% Deaf. We are a values-driven organization working diligently toward our vision of being admired in Rwanda and beyond for exemplary culture, quality and inclusion as we scale to 10,000 liters per day.

As part of this commitment, Masaka Farms will implement a **three-year project supported by Mastercard**, focused on creating meaningful training, skills development, and employment opportunities. **Young people, particularly young Deaf women under the age of 35, are strongly encouraged to apply for this position.**

Position Overview

Masaka Farms is seeking a qualified, practical, and field-oriented **Veterinarian** to support dairy farmers and milk-supply activities under a **three-year Mastercard-supported project run by Masaka Farms**.

The Veterinarian will work closely with dairy farmers, cooperatives, milk collection teams, Quality, Procurement, and the project team to improve animal health, milk quality, farm practices, and sustainable milk production.

The role will combine **field visits, farmer support, animal-health monitoring, training, prevention, record keeping, and practical technical guidance.**

Key Roles & Responsibilities

The main objective of this position is to **support healthy dairy animals and improve farm practices that contribute to consistent production of safe, high-quality milk.**

Supporting activities include, but are not limited to:

- Conduct regular visits to dairy farms and cooperatives participating in the project.
- Assess animal health and provide appropriate veterinary guidance and interventions within the scope of the role.



- Support prevention, identification, and management of common dairy-cattle diseases.
- Provide guidance on vaccination, deworming, disease prevention, and general herd-health management.
- Support farmers in identifying early signs of illness and understanding when veterinary intervention is required.
- Provide practical guidance on mastitis prevention and udder health.
- Promote appropriate milking hygiene and milk-handling practices at farm level.
- Support farmers in improving animal nutrition, feeding, housing, hygiene, and general welfare.
- Provide guidance on reproductive health and herd productivity where required.
- Work with farmers and relevant teams to identify factors contributing to low milk production or poor milk quality.
- Support investigations where milk-quality concerns may be linked to animal health or farm practices.
- Promote responsible use of veterinary medicines and appropriate observance of withdrawal periods.
- Maintain accurate records of farm visits, animal-health concerns, interventions, recommendations, and follow-up activities.
- Develop and deliver practical farmer training on animal health, hygiene, milk quality, and good dairy-farming practices.
- Work closely with Quality and milk-sourcing teams to improve raw milk quality.
- Identify recurring challenges among farmers and recommend practical interventions.
- Support project data collection and reporting related to farmers, animal health, milk quality, and productivity.
- Collaborate with the MEL Coordinator and project team to track relevant project outcomes.
- Participate in farmer meetings, project reviews, field activities, and training sessions.
- Reinforce Masaka Farms' values of **Integrity, Dignity, Excellence, and Turi Kumwe** throughout interactions with farmers and colleagues.
- Perform other veterinary and project-related responsibilities as assigned.

Required Qualifications

- Bachelor's degree in **Veterinary Medicine** or another legally recognized veterinary qualification.
- Appropriate professional registration/licensing required to practice in Rwanda.
- Practical knowledge of dairy cattle health and herd management.
- Understanding of animal nutrition, reproduction, disease prevention, and animal welfare.
- Understanding of milk hygiene and factors affecting raw milk quality.
- Ability and willingness to spend significant time working directly with farmers in the field.
- Strong observation, assessment, and problem-solving skills.
- Ability to explain technical information to farmers in a simple and practical way.
- Good record-keeping and reporting skills.
- Strong interpersonal and communication skills.
- Ability to work collaboratively with farmers, cooperatives, Quality, Procurement, and project teams.



- Experience working with dairy farmers or cooperatives will be an added advantage.
- Willingness to work inclusively with Deaf and hearing colleagues and project participants.
- Knowledge of or willingness to learn Rwandan Sign Language (RSL) is an advantage.
- Strong alignment with Masaka Farms' values of **Integrity, Dignity, Excellence, and Turi Kumwe**.
- Ability and willingness to commit to the **full three-year duration of the Mastercard-supported project**.

Compensation & Working Conditions

- **Compensation:** Competitive compensation based on experience and qualifications.
- **Location:** Kigali, Rwanda, with regular field visits to farms, cooperatives, and project locations.
- **Duration:** This is a **three-year project-based position** under the Mastercard-supported project implemented by Masaka Farms.
- **Working Schedule:** Based on project, farmer-support, and operational requirements.
- **Reporting:** The Veterinarian will report to the designated Masaka Farms Project Lead and collaborate closely with relevant operational teams.
- **Field Requirement:** Regular travel and direct interaction with dairy farmers will be an important part of the role.

Equal Opportunity & Inclusion

Masaka Farms is committed to creating inclusive employment and professional development opportunities.

We particularly encourage applications from **young women under the age of 35**, including young women with disabilities, who meet the requirements of this position.

Selection will be based on qualifications, competencies, experience, potential, and suitability for the role.

