 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Summary Information** |
| Assignment Code | ET107 |
| Country | Ethiopia |
| Country Project | Grain Production and Sector Support |
| Host Organization | Bora Denbel Farmers’ Cooperative Union  |
| Assignment Title | Seed multiplication techniques (maize and wheat)  |
| Assignment preferred dates | May – July (plantation season) |
| Objective assignment | Train and advise/guide the staffs and member-farmers on seed multiplication of maize and wheat  |
| Desired volunteer skill/expertise | Agronomist and/or crop extension specialist with demonstrated experience in up-to-date maize and wheat crops seed multiplication focusing on the smallholder subsistence farmers |

1. **BACKGROUND**

The Farmer-to-Farmer (F2F) East Africa program is a program that leverages US volunteer’s expertise to assist smallholder farmers and small scale processors in East Africa to improve their business practices through volunteer assignments conducted with host organizations. Through F2F intervention, CRS will improve the livelihoods and nutritional status of significant numbers of low income households by: i) broadening their participation in established commodity value chains as producers and service providers; ii) strengthening community resilience to shocks such as droughts, that adversely affect livelihoods; and iii) preserving/enhancing natural resources upon which most rural communities depend. As an important corollary result through the program, CRS will also increase the American public’s understanding of international development programs and foster increased cross-cultural understanding between host countries and US volunteers.

Agriculture is the most important sector in Ethiopia as it contributes 43% to overall GDP, 90% of export earnings, and it employees 85% of the population and supplies 70% of the country`s raw materials to the secondary activities. Smallholders dominate the sector, produce more than 90% of the total agricultural output, and cultivate close to 95% of the total cropped land, and the rest comes from the livestock subsector. Crop production, particularly cereal production, dominates the Ethiopian agriculture since crop production accounts for over 60% of agricultural GDP and 30% of the overall GDP. Out of the total grain crop area, cereals cover 80% of the cropped land and contribute 86 % of crop production. Maize, wheat, and teff together constitute 52 % of the grain cropland and 56 % of the total grain production.

Farmers’ cooperatives in Ethiopia are part of the agriculture sector that play key role in the country’s food security. Cooperatives work with members’ smallholder farmers to improve the productivity and competitiveness of key agricultural sectors. They are key farmers’ institutions that are established with main goal of improving farmers’ incomes and ensuring greater food security in the country. For centuries, the spirit of self-help has been an integral part of farming communities. Despite the existence of many agricultural cooperatives in Ethiopia, smallholder farmers continue to be under served, exploited and marginalized.

The Bora Denbel Farmers’ Cooperative Union (BDFCU) is one of the unions in the country, which is mainly engaged in grain trading (purchase and sell of grains-maize/corn, common bean/haricot bean, wheat, teff, etc); distribution of agricultural inputs (fertilizer, seed, agro-chemicals, etc); seed multiplication; training of members (on grain business, grain production, input business/distribution, etc); and providing audit and transport services to member primary cooperatives.

This seed multiplication assignment is a follow-on assignment to the last grain value chain and cooperative leadership assignments conducted with same host by Elain Kub and Mahnaz Harrison respectively.

1. **ISSUE DESCRIPTION**

Seed is a main input for improving crop production and productivity. Increasing the quality of seeds can increase the yield potential of the crop by significant folds and thus, is one of the most economical and efficient input to agricultural development. Despite the release of several technologies, particularly of improved crop varieties, there has been limited use of improved seeds by the majority of farmers. Among others, unavailability of quality seeds at the right place and time coupled with poor promotion system, is one of the key factors accounting for limited use of improved seeds, which further contributing for low agricultural productivity.

There are two sources of seed in the country. The formal one, which is dominantly, supplied by Ethiopian Seed Enterprise for cereals and different types crop seeds. The informal seed sources that include a seed retained by the farmers from current harvest and obtained through farmers-to-farmers exchange. However, both have their own drawbacks. That is, the capacity of the formal sector is limited to supply the nations demand and the traditional one (informal system) is incapable of producing improved quality seed in the existing situation. One of the alternative measures taken to improve seed supply sustainably is farmers based seed multiplication.

Ethiopian seed system has been confronted with several challenges. The major challenges of the general seed system of the country include lack of agronomic knowledge and skill on seed multiplication which leads to poor quality of seed. In addition, lack of proper linkage between different actors involved in seed systems, inadequate supply of good quality seed at affordable prices, low level of private sector involvement in the formal system, inefficient seed promotion, distribution and marketing mechanisms, weak variety release and seed quality assurance system.

BDFCU is one of the major seed suppliers in Dugda district of East shoa zone of Oromia region. There are selected individual member farmres who are engaged in multiplication of maize, teff and wheat seed. Though this farmer has been engaged with seed multiplication for some years, they are still facing technical challenges related with land preparation, planting methods for seed production, harvesting techniques, post-harvest handling and storage of seed.

Generally, seeds that are produced in a scientific manner are superior when compared to the grains that are used as a source of seeds. Seeds that are produced in a scientific manner the varietal purity of the seed are clearly identified from its breeder seed and are genetically pure. During seed production process, quality standards like removal of off-types, diseased plants, weed plants and other crop plants are carried out. Nonetheless, smallholder farmers who are working with the union are not always meeting the required multiplication standards. Due to this the union is facing a challenge to collect seed with high quality and unable to satisfy the demand of its customers/farmers. Therefore, the host BDFCU requested CRS for F2F volunteer technical assistance and skill transfer on seed multiplication.

1. **OBJECTIVES OF THE ASSIGNMENT**

The agricultural sector in Ethiopia is not yet adequately commercialized to bring about rapid change in production in line with increasing population pressure. One of the most important inputs in agriculture is seed. Seeds form the foundation of all agriculture. Without seeds there is no next season’s crop. Therefore, seeds are first and foremost, the source of most food. Thus, seed provision, both in normal and disaster years, is a prerequisite for increasing food production, improving farmers’ income, alleviating poverty, and ensuring food security.

The objective of this volunteer assignment is to train and technically assist on seed multiplication method for maize (corn) and wheat. The beneficiaries of this assignment will be 70 members of the union (direct beneficiaries) and 10 staffs’ experts as a training of trainers-TOTs.

Therefore, the upcoming volunteer will provide training and practical technical assistances on the following major topics/fields, but not limited to:

* + - Seed quality and seeding methods (proper seed handling, preparation and use of clean seeds, , seeding rate, seed planting/depth and spacing, etc);
		- Demonstrate weed germination test
		- Proper land preparation methods for seed production
		- Planting methods
		- Fertilizer application for seed production (appropriate type, rates, time and methods of fertilizer application);
		- Proper harvesting, and post-harvest handling techniques
		- Storage techniques of harvested seeds

**Host contribution** – The host and/or the host partner will select and avail the target beneficiaries for the training and technical assistances. The host will also assign contact person and provide office space for the volunteer as required. In consultation with CRS, the host will also facilitate hotel lodging and meals services as required. For field travel within the assignment area, the host will coordinate to provide the volunteer with transport/vehicle. If host’s vehicle is used, CRS can reimburse fuel cost (against receipts) and if the host has incapability to provide own vehicle, rental car of secured transport will be coordinated by the host partner, and costs will be reimbursed by CRS against receipt and/or CRS’s financial guide/regulation.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

From this volunteer assignment, it is anticipated that (but not limited to):

* 70 beneficiaries and 10 staffs will train and technically assisted on up-to-date maize and wheat seed multiplication.
* The crops covered by this training and technical assistances (maize/corn and maize will result in improved productivity,
* Locally adaptable and helpful oversees’ experiences are transferred and adopted for better productivity, income and livelihood,
* Preferably, training handouts/guidelines (for TOTs) is developed by the volunteer and submitted

The anticipated deliverables by the volunteer include:

* Agronomical training and technical assistance conducted;
* Initial presentation (outlines/list of activities, plan, approach, etc.) prepared and presented as per the templets;
* If possible, handouts (especially for TOTs) developed and submitted;
* Field trip reports with recommendations to host organization and CRS are submitted;
* All logistics and advances (if any) are reconciled at CRS;
* Final debriefing (PPT presentation) with host organization (plus key stakeholders) and CRS/USAID conducted;
* Outreach events conducted upon return to the US by the volunteer.
1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

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| **Day** | **Activity** |
| Days 1  | Arrival to Ethiopia, Bole international Airport. The volunteer will find the hotel kiosk in the airport and have prearranged transport to “Churchill hotel” or other CRS’s client hotel |
| Day 2 | * Introduction with and welcoming by CRS higher officials and briefing meeting (security, general orientation, logistic, reporting, etc.) at CRS office. Discuss anticipated outcomes and work plan.
* Vehicle travel to the assignment place in Meki (130 km south-east of Addis Ababa). S/he will be introduced to the host and accommodated in Meki or Zewai town.
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| Days 3 | * Conduct general orientation with the host, and firsthand briefing on the main objectives and modality of the assignment and adjustment of the agenda for the coming days (work planning session). Briefing with the field staffs
* Undertake further assessment and desk review to identify skill /capacity gaps through discussing with host staffs
* Based on information gathered and gaps identified, enrich the prepared training materials
* Firsthand information/data collection by volunteers as applicable.
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| Days 4 | * Conduct training and presentation to host staff/cooperatives
* Assess and refine the quality of trainings through feedback and observations
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| Day 5-7 | Continuation of the trainings and technical assistances |
| **Day 8** | **Rest day.**  |
| Days 9-14 | Continuation of the trainings and technical assistances |
| Day 15 | Rest Day |
| Day 16-18 | Continuation of the trainings and technical assistances |
| Day 19-17 | * Group debriefing presentation to the host in the presence of CRS and wrap-up session
* Volunteer travels back to Addis Ababa.
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| Day 13 | * Finalize reimbursement expenditures and liquidations (if any) with finance.
* Volunteer finalizes her/his reporting and submit training M&E forms to CRS F2F staff
* Debriefing at CRS office with CRS staffs and/or at USAID Mission
* Depart for USA (evening hours)
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| TBD | Outreach event when back in the US could include: presentation with a local group/organization, press release, media event and/or speaking tour. |

1. **DESIRABLE VOLUNTEER SKILLS**
* Knowledge and experience in agronomic practices and seed multiplication of maize and wheat
* Experience in adult training and technical assistance especially with rural people including smallholder subsistence farmers,
* Gender mainstreaming and women empowerment experience and willingness,
* Good interpersonal and communication skills including analytical skills
* Willingness to travel in rural areas and from villages to villages,
* Respect the cultural and religious norms of the rural people.
1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**
* Before travelling to the assignment place, the volunteer will stay in Addis Ababa at one of the CRS’s client hotels, Churchill or another hotel that will be booked and confirmed before the arrival date.
* In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
* The hotel or CRS will arrange a vehicle for short travel from the hotel to CRS and vice versa while in Addis Ababa.
* All required materials will be prepared ahead of time and provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer (if s/he needs), local internet dongle (modem/EVDO) and mobile phone with a charged local SIM-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Addis Ababa.
* CRS will provide a vehicle and accompany the volunteer to the place of assignment.
* During her/his assignment period, the volunteer will be booked in a hotel at Zewai or Meki and/or MCS guesthouse at Meki
* CRS Ethiopia will arrange hotel accommodations and cover the lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts. Before departing from Ethiopia, the volunteer will liquidate any advances received in Ethiopia.
* For more information, please refer to country information that will be provided
1. **RECOMMENDED ASSIGNMENT PREPARATIONS**
* Although CRS F2F has developed such hinting SOW, the volunteer can fine-tune through her/his professional qualifications to successfully carry out this assignment.
* Generally Ethiopia is under the tropical zone, where malaria may be a problem. Therefore, the volunteer is advised to take pills or vaccination for malaria and (maybe also for cholera) as per medical recommendations by her/his doctors/health professionals in US before departing from US.
* Prior to travel, the volunteer is advised to prepare necessary training and demonstration aids and written handouts. Electronic copies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Addis Ababa on request by the volunteer.
* If the volunteer requires simple training aids like flip charts, markers or tape s/he should make the request and collect from the CRS office in Addis Ababa prior to travel to the assignment place.
* Translation of handouts to the local language can be done in the locality of the assignment, if required.
* Depending on the meeting places and availability of electric power and LCD projector, the volunteer may use a laptop and projector for power point presentations.
1. **KEY CONTACTS**

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| **CRS Baltimore** | **CRS EARO** |
| **Maria Figueroa**Recruitment manager EA Farmer to Farmer Program228 W. Lexington StreetBaltimore, MD 21201; 410-951-7366Email: maria.figueroa@crs.org  | **Nyambura Theuri**Deputy Project DirectorEA Farmer to Farmer ProgramP.O. Box 49675 – 00100Nairobi, KenyaSt. Augustine Court Karuna Close RoadEmail: nyambura.theuri@crs.org |
| **CRS Ethiopia:** |
| **Biruk Tesfaye,** F2F program manager CRS Ethiopia Office, P. O. Box 6592; Addis Ababa, EthiopiaPhone: +251-112-788800, Mobile: +251-911-718450Email: biruk,tesfaye@crs.org  | **Zemede Zewdie,** Head of Programs (HoP)CRS Ethiopia Office, P. O. Box 6592 Addis Ababa, Ethiopia Phone: +251-112-788800, Mobile: +251-911-507305Email: zemede.zewdie@crs.org |
| **Host Organization:** |
| Mr. **Girma Adugna**, General Manager, Bora Denbel Farmers’ Cooperative Union (BDFCU), Meki, East Shoa zone, Oromia, EthiopiaEmail: boradenbelfcu@gmail.com or Cellphone: +251-916580180 | Mr. **Zenebe Ketema**Bora Denbel Farmers’s Cooperative Union (BDFCU),Meki, East Shoa zone, Oromia, EthiopiaEmail: boradenbelfcu@gmail.com Cellphone: +251-912006878 |