 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: SCOPE OF WORK AWAITING FINAL EDITS**

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| **Summary Information** | |
| Assignment Code | ET43 |
| Country | Ethiopia |
| Country Project | Grain Crops Production and Sector Support |
| Host Organization | Ardayta Agricultural, Technical and Vocational Education and Training (ATVET) College |
| Host Partner | Ministry of Agriculture, Office of ETVET colleges |
| Assignment Title | Educating/training/advising on Agribusiness Development to Farmers’ Cooperatives, emphasizing grain value chain |
| Assignment preferred dates | February – Mid-June, 2016 |
| Objective assignment | Educate/train and advise candidate Cooperative Agents on agribusiness development for farmers’ cooperative organizations |
| Desired volunteer skill/expertise | * Graduate in Agribusiness Development, Organizational Management, or related fields and experience in educating or advising on farmers’ cooperative organizations * Experiences in agricultural education/learning institutes and/or universities. |

1. **BACKGROUND**

The Farmer-to-Farmer (F2F) East Africa program is a program that leverages US volunteer’s expertise to assist small holder 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.

Farmers’ cooperatives in Ethiopia work with members’ smallholder farmers to improve the productivity and competitiveness of key agricultural sectors to improve farmers’ incomes and ensure greater food security in the country. Cooperation is an age-old tradition that runs through the fabric of Ethiopian society. For centuries, the spirit of self-help has been an integral part of farming communities. However, despite the existence of many agricultural cooperatives in Ethiopia, smallholder farmers continue to be under served, exploited and marginalized. These aggravate the country’s food and nutrition insecurity situation.

Most farmers in Ethiopia are smallholder farmers whose average land holding is less than a hectare per household[[1]](#footnote-1). These farmers are either organized in a cooperatives or individually striving to lead their livelihoods in mixed agricultural production system, which mainly constitute the crop and livestock sectors. From the crop production sector, grain crops production is the most important integral component of agriculture and food security in Ethiopia. Low innovation of agricultural mechanization technologies could also be emanated from the lower service of mechanization itself and the fragmented system of cultivation. If services to smallholder farmers are available, technologies would be innovated better where farmers’ cooperatives are better option for service delivery than individualism.

The human elements of agriculture and cooperative development are linked with low number and quality skills of the human resources serving the smallholders farmers. Development Agents (DAs) and Cooperative Agents (CAs) are the major ones in supporting the large base (85%) of the smallholder farmers of the Ethiopian agriculture. Limited flows of the agricultural knowledge/skills and technologies in all aspects of agriculture including agribusiness development to the large domains of the farming communities are critical. Therefore, increasing the volume and quality of the skilled man power of candidate CAs in agribusiness development, and improving the efficiency and quality of the learning and teaching environment in ATVET colleges such as the Ardayta ATVET would be paramount. Such intervention to improve the quality of the candidate CAs is in compliment to the decision made by the government in establishing good number of Agricultural, Technical and Vocational Education and Training (ATVET) colleges in different parts of the country. In terms of teaching modality, most ATVET colleges pursue modular coursing system where subsequent courses are arranged one after the other in which next course will be open after completion of the former course; one course lasts after a period of 20-30 days.

Ardayta ATVET College is one of the several ATVET colleges established in Ethiopia. Likewise all ATVET colleges, the objective of Ardayta ATVET College is teaching agricultural students and producing technically equipped personnel. These agricultural students of the colleges are therefore, candidates CAs. The candidate CAs after graduation in Diploma level will mostly recruited by the regional Bureaus of Agriculture of the Ministry of Agriculture, and will be assigned at kebele[[2]](#footnote-2) and/or cooperative levels to work for the grassroots’ farming communities.

CAs are also responsible to administer certain agricultural institutions in the kebeles such as Farmers Training Centers (FTCs) and to support farmers’ organizations basically the farmers’ cooperatives (primary cooperatives and their unions) as well as integrations of community based organizations (CBOs).

1. **ISSUE DESCRIPTION**

In-line with its mandate to produce well educated agricultural skilled personnel, the Ardayta ATVET College requires an advanced level of knowledge/skills and overseas’ experience on agribusiness development to its candidate CAs. The college realized the need to integrate advanced knowledge and experience of senior US specialist into the locally available knowledge and experience of the local instructors of the college.

In addition to providing refreshment classes/courses to the junior instructors of the college, instructing and advising cooperative students on agribusiness will contribute in improving the learning and teaching quality of the college, thereby enabling a subsequent transfer of the volunteer’s knowledge/skills and oversees experience to the smallholders’ farmers to whom these candidate CAs will work-with as envisaged by the government. In this way, modern agribusiness knowledge and overseas experiences will be transferred to the large smallholding farmers in a continual manner. Such intervention will in one way or another can contribute to improving food security situation of the country.

The candidate CAs after once graduated and assigned in the farming communities, they will have a responsibility to transfer the knowledge, skills and oversees experience of the F2F volunteer to the large smallholder farmers. Thus, they are regular trainers of the farmers. This is, therefore, assumed as sustainable transfer of modern agribusiness knowledge and skills from the developed country US to Ethiopian smallholder farmers.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular assignment is to educate and/or transfer agribusiness knowlwde and skills to junior local instructors and cooperative students/candidate CAs of Ardayta ATVET College in the form of lecturing, advising, workshop, seminar or whatever modalities and sessions that the college and the volunteer feel better way of learning process. The volunteer jointly with the target students and lecturers can also plan to visit at least one nearby farmers’ cooperative to practically discuss about agribusiness issues with member farmers.

The beneficiaries or attendees of this assignment will be expected to be more than 100 cooperative students and more than five junior cooperative lecturers of the college.

**Host contribution** – The department of Plant Sciences of the Ardayta ATVET College will select and determine the attendances of the said junior lecturers and cooperative students. Prior to lecturing hours, the College will provide the volunteer with the course topics and outlines where the volunteer will integrate into her/his prior prepared training and advising materials from overseas. The college will also assure that the necessary class rooms and local training aids and other teaching materials are in place. The host will also provide the volunteer with guesthouse (subsidized fee) and facilitate the volunteer for meal services. The college will also assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. The host will also provide office space and office furniture as well as vehicle if any travel is required during the assignment duration.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the volunteer transferred up-to-dated technologies and overseas’ experience to the junior cooperative lecturers and students/candidate CAs in a forms of lecture, workshop, seminars, and/or practical means including lab and fieldworks.

The anticipated deliverables that can be accomplished by the volunteers can also include:

* Initial presentation done (outlines of topics of the course, plan, approach, etc),
* Reports with recommendation submitted;
* Presentation to CRS staff and USAID;
* Outreach events conducted in the US.

1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

**SCHEDULE MUST BE NO MORE THAN 20 DAYS DUE TO CURRENT VISA ISSUES.**

| **Day** | **Activity** |
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| Day 1 | Arrival into Ethiopia. The volunteer will be met by a hotel pick from Sor-Amba hotel ([www.sorambahoteladdis](http://www.sorambahoteladdis)) with a placard bearing “**CRS logo and volunteer name”**. |
| Day 2 | * Briefing meeting at CRS office with CRS F2F staff, briefing on logistics and itinerary of the trip and discuss anticipated outcomes and work plan; * Meet with Ministry of Agriculture (General Manager Office of the ATVET colleges) for introduction and expectations |
| Day 3 | * Travel to Ardayta College (290 km to the south-east of Addis Ababa) * Setup with guesthouse and other logistics |
| Days 4 | * First hand briefing on outlines of topics of the course, plan, approach, etc, and adjust the topics as required. * Work planning discussion with the staff of the College * Acquainted with the existing curriculum and course topics of the department and the instructing modalities of the College through integrating volunteer prepared course and lesson plans. * Prepare course/training and plan with the local associate of the college to proceed with the assignment (lecturing, seminar, workshops, advising, etc) |
| Day 5-7 | Conduct the assignment according to an agreed schedules and modality of lecturing, advising, seminar, etc |
| **Day 8** | **Rest day** |
| Days 9-14 | Continue conducting the assignment (training/academic and practical) |
| **Days 15** | **Rest day** |
| Day 16-21 | Continue conducting the assignment (training/academic and practical) |
| **Day 22** | **Rest day** |
| Day 23-24 | Continue conducting the assignment (training/academic and practical) |
| Day 25 | * Wrap up sessions that emphasize key concepts of the assignment: the college evaluates the assignment and discusses final report recommendations with the volunteer. * Group presentation to the host in the presence of CRS F2F staff |
| Day 26 | Travel back to Addis Ababa |
| Day 27 | * Debriefing at CRS office with USAID Mission and CRS staffs. * Submit all reports, return logistic items and complete all required activities * Depart for USA (**evening hours**) |
| TBD | Conduct outreach activity when back in the US |

1. **DESIRABLE VOLUNTEER SKILLS**

* Graduate in Agribusiness Development, Organizational Management, or related fields and experience in educating or advising on farmers’ cooperative organizations
* Demonstrative experience in agricultural education/learning institutes and/or universities in the US and/or other African agricultural universities,
* Ability and preparedness to use relevant teaching aids and audiovisuals,
* Demonstrated experience in advisory, research and laboratory work, emphasizing agribusiness development and farmers’ organizations (cooperatives)
* Good communicator and interpersonal skills

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

* Before travelling to the host at the assignment place, the volunteer will stay in Addis Ababa at one of the CRS’s client hotels, Sor-Amba Hotel ([www.sorambahoteladdis](http://www.sorambahoteladdis)) 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 will be provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer, local internet dongle (modem/EVDO) and mobile phone with 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 arrange transport service and accompany the volunteer to the place of assignment.
* During her/his assignment period, the volunteer will be booked and stay in the guesthouse of the host.
* CRS Ethiopia will cover the lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cater meals.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts. Before departing from Ethiopia, the volunteer will also liquidate if s/he received any advances 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 leadership skills transfer.
* Prior to travel, the volunteer is advised to prepare necessary training and demonstration aids and written handouts. Softcopies 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 use of simple training aids like flip charts, markers or tapes/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 local languages 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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| **Host Organization:** | |
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1. *Paul Dorosh and Shahidur. 2012. “Food and Agriculture in Ethiopia.” Progress and policy challenge*  [↑](#footnote-ref-1)
2. *Kebele is the lowest administrative structure of Ethiopia, below district or woreda level.* [↑](#footnote-ref-2)