

**CRS Farmer to Farmer Program**

**Volunteer Assignment Scope of Work**

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| **Summary Information** |
| **Assignment Code** | **UG207** |
| Country | Uganda  |
| Country Project | Agribusiness Country Project  |
| Host Organization | Caritas Arua Diocese  |
| Assignment Title | Developing Agriculture extension materials specifically development of climate smart and nutrition sensitive agriculture skills in form of visual aids for training and Behaviour Change Communication (BCC) materials |
| Assignment preferred dates | March – April, 2019 |
| Objectives of the assignment | To develop climate smart and nutrition sensitive agriculture visual aid training materials and design appropriate BCC materials for use by project lead farmers and other community-based trainers.  |
| Desired volunteer skill/expertise | * An agricultural extension specialist with skills in developing agriculture extension materials – with a bias in Climate Smart Agriculture (CSA) and Nutrition Sensitive Agriculture (NSA) tailored for developing countries
* Experience in goat management practices is important for this assignment.
* Experience in developing visual aids and BCC materials, pretesting aids and text messages for field relevance
* Good adult literacy and facilitation skills
* Good communication and computer skills
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| Type of Volunteer Assistance | Technology Transfer (T) |
| Type of Value Chain Activity | Information and Input Support Services (S) |
| PERSUAP Classification | Type II |

1. **BACKGROUND**

Catholic Relief Services (CRS) Farmer -to-Farmer program (F2F) is a USAID funded program that will be implemented for five years (2019- 2023) with a primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda and Uganda. The program aims at achieving this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable, broad-based economic growth in the agricultural sector. The program’s secondary goal is to increase US public understanding of international development issues and programs and share the knowledge back in the US. To achieve its goals, F2F program provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses, agriculture education institutions in developing countries like Uganda to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from abroad range of US agricultural expertise, from private farmers with varied experience, University professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, agronomists, cooperative managers, human resource specialists who support local host organisations to address technical challenges and grow their agribusinesses. F2F program introduces innovation and develops local organisations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people- to-people interactions within the agricultural sector. In Uganda F2F program will focus its technical interventions along the livestock and agribusiness value chains

Similarly, CRS through its emergency response programming, is implementing a one year Latter Day Saints Charities (LDSC) (LDSCA) livelihoods project supporting both refugee and host communities in West Nile region, Northern Uganda. The project goal is to equip crisis-affected families with key livelihood skills, with target beneficiaries accessing climate and nutrition sensitive agriculture skillsskills, financial and business/marketing skills, natural resource management skills, negotiation skills, on farm experimentation technologies and innovations, group engagement skills to enhance livelihood self-sufficiency and sustainability. The project is targeting to reach 1,420 farmer households with skills in climate smart and nutrition sensitive agriculture skills. CRS will conduct a refresher training for the lead farmers (60) who will in turn transfer the same trainings to fellow farmers as and when these farmers attend their group meetings. During the refresher training, climate smart visual training aids will be disseminated, and lead farmers guided on how to use them during farmer group trainings.

CRS in partnership with Caritas Arua will provide training to the pre-selected lead farmers in use of the developed visual training aids to deliver key messages on climate smart and nutrition sensitive agriculture practices. Caritas Arua is therefore seeking F2F technical expertise to support the development of visual aids, and key messages for behavour change communication, and together with project lead farmers, CRS and Caritas technical teams the F2F volunteer will pre-test the developed materials for their appropriateness and suitability in the refugee and host community contexts.

Include Caritas profile:

1. **ISSUE DESCRIPTION**

The agricultural extension services in Uganda remain critical in increasing productivity in the agricultural sector. However, inadequate numbers and qualifications of extension staff remain a difficult challenge for public sector extension organizations. The sector is grappling with a very low extension staff to farmer ratio implying thinly spread extensionists to address farmers’ needs in the field, coupled with poor facilitation and failure to retool agriculture extension staff resulting in low morale and high staff turnover, and providing inadequate service to the farmers. Due to low extension staff numbers, both government and development partners rely on community-based facilitators or lead farmers/ model farmers located in villages who act as Trainers of Trainers (ToTs), these receive informal training due to their low literacy levels and are expected to cascade the trainings further to farmer groups at community level and continue to provide remote support within their capability. However, Uganda’s agriculture education system has placed more emphasis on theoretical learning and less on practical hands on skills training. This makes it difficult for agriculture extension staff deployed in the communities to design appropriate extension materials and later disseminate them to low literacy farmers for adoption and implementation. The situation can be improved by establishing staffing retooling plans through trainings. The training plan identifies specific types of training (in-service and formal) required to fill skills gaps in human resources and to cover staffing needs for planned operations.

Public and larger NGOs and private agricultural extension organizations have realized the need to shift away from conducting top-down farmer trainings to a bottom -up approach and a more people- centered learning through adopting farmer-oriented extension approaches. Such a shift in the way of operating requires, in turn, substantial changes in culture and structure of the service organizations. At all levels, and especially at field level, there is need for a deliberate change in attitudes and behavior of the extension agents / community-based field facilitators or lead farmers, and a growth in capabilities to facilitate social processes. Such a re-orientation and transformation of technically oriented extension agents necessitates broader framework of human resources development involving training in participatory processes.

This volunteer assignment will focus on the development of visual aids and Behaviour Change Communication (BCC) materials to be used in delivering climate smart and nutrition sensitive agriculture skills and knowledge to farmers in refugee and host communities using identified lead farmers as trainers. Given the low literacy levels of the farmers and low education levels of the lead farmers- the use of visual aids promoting participatory approaches becomes a more effective approach. The volunteer will engage CRS LDS staff, Caritas staff and the lead trainers with selected farmers to pretest developed tools and BCC messaging for their appropriateness and suitability to context.

1. **OBJECTIVES OF THE ASSIGNMENT**

The main objectiveof this volunteer assignment is to develop climate smart and nutrition sensitive agriculture visual aid training materials, design appropriate BCC materials and pre-test developed materials for use by project lead farmers.

**Specific assignment activities/tasks:**

* Develop the graphic illustrations for climate smart and nutrition sensitive agriculture skills in selected topics
* In consultation with the LDS livelihoods manager and training officer, develop corresponding Behavior Change Communication (BCC) messages for each practice
* Pre-test the effectiveness and acceptability of both the graphic illustrations and the BCC messages with the identified audience
* Contents of the visual training aids in climate smart and nutrition sensitive agriculture will be:
* One card per crop (cassava, maize, beans and ground nuts) per practice for the following practices: i ) recommended land preparation methods and timing (ii) variety selection (iii) seed selection and preparation (iv) recommended intercropping practices (v) crop rotation practices (vi) recommended planting and spacing (vii) gap filling (viii) weeding (ix) soil fertility management (x) pest management (xi) disease management (xii) crop maturity signs and harvesting (xiii) drying, processing and storage
* One (1) poster of the seasonal calendar for West Nile
* One (1) poster on recommended goat management practices

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

After developing assignment deliverables, the lead farmers should be able to understand and use the visual aids to disseminate information through training farmers both within refugee and host communities. With the tailored BCC materials developed, there should be a gradual mindset change among farmers, with improved climate and nutrition skills, for environmental conservation and improved households’ food and nutrition security.

1. **HOST CONTRIBUTION**

Caritas Arua has committed to avail one technical staff, and a staff from the CRS LDS project to work closely with the volunteer, during the preparations and actual trainings and ensure that the volunteer accesses relevant information needed for the assignment. And ensuring that key staff and lead farmers are available to participate in training activities.

1. **DELIVERABLES**

* Volunteer assignment final report due BEFORE departure
* Pretest report for the focus group discussions during visual aid pretesting
* One set of CSA visual training aids in soft copy
* One poster of the seasonal calendar for west Nile, in soft copy
* One poster on recommended goat management practices, in soft copy
* Group presentation with local stakeholders at the end of the assignment
* Training attendance lists
* Debriefing at CRS office
* Assignment related photos
1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY (DRAFT)**

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| Day | Activity |
| Day 1 | Arrival at Uganda Entebbe Airport picked by Fairway Hotel shuttle to Kampala and check in at Hotel |
| Day 2 | Volunteer will be met at Fairway Hotel by CRS staff and there after travel to the CRS office in Kampala for briefing meeting with F2 F team, and Head of Programs (HOP) Any assignment preparations desired before field travel will be done then. |
| Day 3 | Travel to Arua |
| Day 4 | Meeting with Caritas Arua management team and CRS LDS PM to plan for the assignment and finalize with assignment scheduleDiscuss the scope of work in detail and provide additional insights on expected deliverables from both parties (CRS LDS project and Caritas Arua) regarding this assignment. Orientation on CRS emergency response activities and visit one of the beneficiary groups within the refugee setting.  |
| Day 5- 15 | Kick start activities with the LDS project as mentioned in the specific assignment activities. The activity schedule should include a wrap up meeting to develop and discuss the action plan based on volunteer recommendations  |
| Days 16 - 19 | Work with the Caritas Arua agronomists and relevant technical staff to identify specific needs around development and use of agriculture extension materials for use by community-based facilitators. Based on the discussion, the volunteer will develop extension materials together with the Caritas technical team based on identified need aligned with the Scope of work Objectives. The activity schedule should include a wrap up session, to develop and finalize the action for volunteer recommendations  |
| Day 20 | Volunteer preparation of final assignment reports finalize with the assignment deliverables and share with respective teams (LDS project and Caritas teams) Debriefing with CRS HOO, LDS, F2F project teams, and Caritas Arua. |
| Day 21 | Volunteer travels back to Kampala |
| Day 22 | Debriefing meeting with F2F team, HOP and USAID representative |
| Day16 | Travel back to US |
| **Note**: ***This is a draft schedule that will be finalized based on volunteer actual dates of availability, Sundays are typical rest days and working on Saturday is, per the host’s request*** |

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

In Kampala, the volunteer will stay at Fairway Hotel & Spa ([www.fairwayhotel.co.ug](http://www.fairwayhotel.co.ug)). While in Yumbe, the volunteer will stay at Premier Hotel which is located on the out skirts of Yumbe town. The hotel has basic amenities such as water and electricity, the volunteer will be provided with an internet dongle for internet access.

CRS will pay for hotel accommodation and provide the volunteer with per diems to cater for meals and other incidentals. The volunteer may get an advance which has to be cleared before departing Uganda. For more information, please refer to Uganda country information that will be provided.

1. **RECOMMENDED ASSIGNMENT PREPARATIONS**

The volunteer should prepare materials for hand out as appropriate based on the assignment which can be printed at CRS office in Kampala before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations.

CRS strongly recommends that the volunteer becomes familiar with Uganda’s agriculture sector plans and priorities, the agribusiness country project, and livestock country projects. An understanding of crop management practices for major staples: Cassava, Maize, Beans and ground nuts, and small ruminants (goat) husbandry management. Details on weather, security and appropriate clothing are included in the country visitor’s information pack.

1. **KEY CONTACTS**

To express interest in this assignment, please email the CRS Baltimore contact listed below. To find out additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

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| **Host Organization:** |
| **Caritas Arua : contact details** Mr. Alini B. VictorCEO Caritas AruaPhone: 0773799740Email: alinibvictor#gmail.com  | CRS Emergency Response: LDS livelihood project Nathan TuryayesiimaProgram Manager- LDS project Email:nathan.turyayesiima@crs.org  |