



To express interest in this assignment please email [maria.figuerosa@crs.org](mailto:maria.figuerosa@crs.org)

**Farmer to Farmer  
Volunteer Assignment Scope of Work**

Summary Information	
Assignment Code	ET212
Country	Ethiopia
Country Project	Livestock country project
Host Organization	Bule Hora University, College of Agriculture
Assignment Title	Cattle Fattening
Assignment preferred dates	Best before End of June
Objectives of the assignment	<ul style="list-style-type: none"> <li>• Provide hands-on training on cattle fattening</li> <li>• Provide technical assistance on animal feed and nutrition.</li> <li>• Training on range land management</li> </ul>
Desired volunteer skill/expertise	<ul style="list-style-type: none"> <li>• Demonstrated knowledge and experience in cattle fattening and animal feed and nutrition.</li> <li>• Experience in Range land management</li> <li>• Experience developing curriculum and training materials</li> </ul>
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification	Type 2

**A. BACKGROUND**

CRS Farmer-to-Farmer (F2F) Program is a USAID funded 5-year program (July 2018 – June 2023) that will provide technical assistance from United States (U.S) volunteers to farmers, farmer groups (cooperatives and associations), agribusinesses and other agriculture sector institutions. The program objectives are to facilitate economic growth within targeted agriculture sub-sectors, enhance sub-sector inclusiveness to expand participation to a broader range of individuals and communities and to increase the American public’s understanding of international development issues and US international development programs. Volunteers, recruited from all States and the District of Columbia, are individuals who have domestic careers, farms and agribusinesses, or are retirees who want to participate in development efforts. F2F program will assist in agriculture development, commodity value chain competitiveness and firm upgrading by providing technical assistance to introduce new technologies, innovations and development of local capacity for more productive, profitable, sustainable and equitable agriculture systems.

Agriculture, being the backbone of Ethiopia’s economy, accounts for 46% of the Gross Domestic Product (GDP) and livestock sub sector contributes 30-35% and more than 85% of farm cash income. The subsector also accounts 19% to the export earnings. Livestock production ensures the availability of food and income to Farming community throughout the year. Besides, livestock are source of agricultural

inputs such as organic fertilizer as a direct contribution for crop production, while the contribution of crop sector is through provision of feed in the form of crop residues and stubble grazing.

Hence, the role of livestock is significant in this farming system. There are, however, key constraints to the productivity of livestock in Ethiopia. These include poor nutrition, poor genetic resources in terms of productivity, and prevalence of animal diseases, unfavorable socio-economic factors, and lack of livestock policy. In addition, the area of land allocated to grazing progressively declined through time due to the expansion of cultivation. As a result of this, scarcity of feed resources is the major bottleneck to livestock production in Ethiopia, where natural pasture and crop residues are the major sources of feed supply to livestock. And these feed resources are inadequate quantitatively and qualitatively to support reasonable livestock production.

Bule Hora University (BHU) is one of the public universities of Ethiopia and located at a distance of 467 KM south from the capital city, Addis Ababa. Since its commencement, BHU has been actively engaged in teaching-learning processes, conducting problem-solving researches, and providing demand-based community services. Therefore, this pursuit and encouragement of excellent scholarship and multidisciplinary research, among others, at BHU is dependent on the collaborations of all stakeholders for their possible mutual benefit. As Higher Educational Institution, BHU strives to produce scientifically sound, socially relevant and empirically rich knowledge in the quest to contribute to local, regional and national agendas. The area under the auspices of the University was identified for its immense potential in both natural and cultural resources. Cognizant of this, currently, BHU has identified three Centre of Excellences: Mining, Plant and Animal Production, and Indigenous Knowledge.

## **B. ISSUE DESCRIPTION**

Ethiopia is known for its huge cattle population, most of the beef is produced under an extensive low input system and in conjunction with crop and small ruminant production, as a result of which, beef production and productivity are very low as compared to the world average. The major constraints facing the cattle fattening practice in Ethiopia include lack of grazing land and availability of natural pastures due to shortage of rain fall. Quantity and quality of feed obtainable from natural pastures declines as the dry season progresses, as the result, protein content and digestibility of most grass species decline rapidly as maturity of the plants increase and reaches very low levels during the dry season. In addition, there is no introduction of cultivated forage for farmers in their back yard such as grasses like elephant grass, Rhodes grass, oats and herbaceous legumes, alfalfa, cowpeas since, it is important as sources of feed and as a supplement to crop residues and natural pastures for fattening cattle.

Poor feed utilization; storage, preservation such as hay making, silage and feeding system for cattle fattening of farmers due to lack of awareness on how to use and when to use feed resource utilization is another problem. Unavailability of supplementary or concentrated feeds which obtained from agro-industrial by products such as oil seed cake (locally called fagullo), molasses, wheat bran and feed processing factories. There is also lack of major services provided to farmers such as medication, vaccination, and artificial insemination which used to improve genetic makeup local breed like growth rate traits for beef cattle.

Lack of major services provided to farmers such as medication, vaccination, and artificial insemination which used to improve genetic makeup local breed like growth rate traits for beef cattle. The incidence of disease such as parasitic (internal and external) and transmittable diseases are highly prevalent in the study areas due to different in climatic condition that determine the growth and multiplication causative disease of microorganism. Providing hands on training to the instructors of the college and students on cattle

fattening and animal feed and nutrition will contribute in improving the learning and teaching quality of the college on the subject matter thereby enabling a subsequent transfer of the volunteer's knowledge/skills and overseas experience to the instructors and students. In this way, cattle fattening, and animal feed and nutrition knowledge and overseas experiences will be transferred to the large smallholding farmers. Because of this knowledge and skill gap, Bule Hora University requested CRS F2F program for volunteer assistance on cattle fattening, specifically focusing on fattening management, and feed preparation and nutrition.

### **C. OBJECTIVES OF THE ASSIGNMENT**

The objective of this volunteer assignment is to provide hands-on training on cattle fattening and management through improved animal feed and nutrition practices.

During the assignment the F2F volunteer will provide training or technical assistances on:

- Modern cattle fattening and management,
- Range land management
- Animal nutrition and feed formulation
- Potential hazards associated with feed (mycotoxins)
- Develop cattle fattening and animal feed and nutrition manuals or training materials for future reference.

In addition, to these suggested topics, the F2F volunteer specialist will be given an opportunity to initially assess the knowledge and skill gaps of the Bule Hora University and comprehensively develop training topics for fruitful intervention. This will be done during the early stages of the assignment.

The target beneficiaries or audience of this training and technical assistance will be 70 students and instructors of the Agriculture college of Bule Hora University.

### **D. HOST CONTRIBUTION**

The Host, Bule Hora University will select staff, instructors and students to attend trainings. The host will also assign key personnel to work closely and facilitate the volunteer in his/her overall works including translation to the local language and to assist the volunteer during trainings. The host will arrange transportation and venue as required. CRS F2F Ethiopia will organize the volunteer's hotel arrangements (lodging) and ensure all required facilities are appropriate. CRS will cover lodging costs against receipts and provide per-diem advances for meals.

### **E. ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that this volunteer's technical assistance will contribute to improved knowledge and skills of the host (Bule Hora University), resulting in meeting its goal of technically assisting the instructors of the University to further understand the basic concepts and techniques of cattle fattening. The volunteer will contribute to the following

- Staffs (instructors and technical assistances) with improved knowledge and skill on cattle fattening and animal feed and nutrition.
- Increased weight of local livestock.
- Increased income from the sale of fattened animals

- Curriculum/training materials for future cattle fattening and animal feeding and nutrition reference.

## F. DELIVERABLES

- A record of people involved in training
- Volunteer final report due BEFORE departure
- Group presentation with local stakeholders at the end of the assignment
- Outreach activity press release or a media event back in US

## G. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA

Days	Activity
Day 1	Arrival in Addis. The volunteer will be met at Bole Airport by CRS's client hotel Saro Maria Hotel (mail: <a href="mailto:reservation@saromariahotel.com">reservation@saromariahotel.com</a> ; Phone: +251 11 667 2167). The volunteer will locate the Saro Maria hotel kiosk and receive their pre-arranged transport
<b>Day 2</b>	<b>Rest Day</b>
Day 3	<ul style="list-style-type: none"> <li>• Take hotel shuttle to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 PM East Africa Time)</li> <li>• Welcoming by CRS, and briefing meeting on security, general orientation, logistic and reporting formats.</li> <li>• Discuss anticipated outcomes and work plan</li> <li>• Travel to the assignment site (Bule Hora Town, Oromia region, 470 km South of Addis Ababa).</li> <li>• S/he will be introduced with the host and will be accommodated. If time permits, general orientation with the host will be pursued.</li> </ul>
Day 4	<ul style="list-style-type: none"> <li>• Further identify skill and training gaps through visiting and discussing with staffs.</li> <li>• Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.</li> </ul>
Day 5-7	<ul style="list-style-type: none"> <li>• Provide training for selected instructors and staffs.</li> </ul>
Day 8	<ul style="list-style-type: none"> <li>• <b>Rest Day</b></li> </ul>
Day 9-13	<ul style="list-style-type: none"> <li>• Continue provision of trainings and technical assistances for the staffs and students</li> </ul>
Day 14	<ul style="list-style-type: none"> <li>• <b>Rest Day</b></li> </ul>
Day 15-16	<ul style="list-style-type: none"> <li>• Continue provision of trainings and technical assistances for the staffs and students</li> <li>• Practical field level training</li> </ul>
Day 17-18	<ul style="list-style-type: none"> <li>• Wrap up trainings and emphasize key concepts of assignment. Participants evaluate the training and together with the volunteer discuss final report recommendations.</li> <li>• Work with the host (BHU) for action plan/training material preparation</li> </ul>
Day 19	<ul style="list-style-type: none"> <li>• Group presentation to the host in the presence of CRS</li> <li>• Volunteer travels back to Addis Ababa</li> </ul>
Day 20	<ul style="list-style-type: none"> <li>• Finalize reimbursement expenditures and liquidations (if any) with finance.</li> <li>• Finalizes his/her reporting and submit training M&amp;E forms to CRS F2F staff.</li> <li>• Debriefing at with CRS staff and/or USAID Mission</li> </ul>
Day 21	Complete any unaccomplished activities and depart for USA
TBD	Outreach event when back in the USA

## **H. DESIRABLE VOLUNTEERS SKILLS**

- Extensive practical experience in livestock fattening, livestock management, feed preparation, specifically for cattle.
- Experience in livestock curriculum development and developing training materials
- Experience training adults, community development workers or community-based organization.
- Good analytical and intercommunication skills

## **I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

- Before travelling to Bule Hora University in Guji zone, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Saro Maria Hotel (mail: [reservation@saromariahotel.com](mailto:reservation@saromariahotel.com); Phone: [+251 11 667 2167](tel:+251116672167)).
- In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- The hotel shuttle or CRS will arrange a vehicle for short travel from the hotel to CRS office and vice versa in Addis Ababa.
- All required materials will be prepared ahead of time and will be provided to the volunteer.
- During the assignment period, the volunteer will stay at a hotel in Bule Hora town (usually the hotel has breakfast, wireless internet and shuttle). The accommodation details will be confirmed prior to the volunteer's arrival in country.
- The accommodation details will be confirmed prior to the volunteer's arrival in country.
- 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.

## **J. RECOMMENDED ASSIGNMENT PREPARATIONS**

- The volunteer can fine-tune the Scope of Work based on her/his professional qualifications to successfully carry out these cattle fattening training program.
- 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. Soft copies of the handouts and any other paper materials can be printed for 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 and tape, s/he should make the request and collect from the CRS office at 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. Handouts needing translation must be provided at least 2 weeks in advance to CRS Ethiopia before volunteer's arrival to allow for adequate time for translation.
- Depending on the meeting places and availability of electricity and LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations
- The weather in Addis is moderate, and at Bule Hora it is relatively hot throughout the year so that volunteer advised to bring cloths suitable for such weather.

## K. 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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