



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

To express interest in this assignment please email: maria.figueroa@crs.org

Summary Information	
Assignment Code	ET217
Country	Ethiopia
Country Project	Livestock
Host Organization	Alema Farms Pvt Ltd company
Assignment Title	Poultry Hatchery management
Assignment preferred dates	Flexible
Objectives of the assignment	<ul style="list-style-type: none"> To train employees of Alema Farms on advanced Poultry hatchery management techniques
Desired volunteer skill/expertise	Volunteer with advanced education and experience in poultry science and poultry farm management
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm production (F)
PERSUAP Classification	Type 2

A. BACKGROUND

Livestock perform multiple functions in the rural household economy, where women and youth are key contributors. The sector creates employment for youth and provides protein rich food, income for everyday expenses and social obligations, near liquid assets, a store of wealth for savings, manure for crop production and soil fertility, and transport. Livestock development also has the potential to positively impact urban consumers through protein rich diets and reduced livestock products' prices. The traditional systems account for 96.9% of Ethiopia's poultry population according to 2013 census. The system is dominated by indigenous chickens and characterized by the production of a small number of low-yielding chickens (40–60 eggs/hen per year), an average flock size of 7–10 mature birds per household and with little or no additional inputs for feeding and health care, except provision of shelter during the night time. Hatching and brooding are entirely natural, by broody hens, but there is often very high chick mortality, of 25–88%. The target of production is mainly for home consumption, but many farmers rarely consume their own birds or eggs, instead preserving them as a 'safety net' which they can sell when needed.

According to studies of the total national egg and poultry meat production, 98.5% and 99.2 % respectively, are contributed by local birds resulting in an annual output of 72,300 metric tons of poultry meat and 78,000 metric tons of eggs. It is believed that the contribution of the commercial sector that uses exotic birds has increased substantially in recent years. The per capita egg and chicken meat consumption in Ethiopia was reported to be about 57 eggs and about 2.85 kg of chicken meat per year. These are very low figures by international standards.

Globally, the largest number of chickens are reared in commercial poultry production systems. But the use of this production system in Ethiopia is very rare and is limited to urban areas. The major challenges of poultry production in Ethiopia include genetic resource (unavailability of alternative breeds), quality and availability of feed, poor international linkage, limited production capacity, disease and access to inputs (medicine and vaccine) and expertise.

Alema Farm is located in Bishoftu (Debre Zet) and features 5.6 hectares of utilized land on the 7-hectare property. The organization has a number of outputs including chicken raising/slaughtering, pig farming, pig mortadella processing, proper pig raising techniques training for outside farmer clients, animal feed processing, agro chemical sales and veterinarian medication distribution. Alema farm is owned by two individuals who employ 800 workers of which include 6 veterinarians. The farm's clients include 30 supermarkets and hotels as well as farmer trainees for pig/poultry production. The current capacity of poultry production is at 300,000 hatched chicks per year. Parent breed/parent stock of the chickens are imported from German and/or Holland.

B. ISSUE DESCRIPTION

Generally, the most serious challenges of commercial poultry production system in Ethiopia include genetic resource (unavailability of alternative breeds), quality and availability of feed and its high cost, inadequate transportation infrastructure, high vulnerability to disease outbreaks, limited access to medicines and vaccines, limited access to the markets, poor institutional linkage, limited production capacity and low capital.

Managing a hatchery effectively requires a lot of effort by the hatchery manager and the staff. In order to attain the highest level of chick quality, it is important to understand and adhere to some basic principles of hatchery management.

The host, Alema farms expressed the need of improving hatchery management practice in its farm specifically on selection and management of hatching eggs, hatchery setter adjustment, parent stock management, managing hygienic conditions, incubation conditions (temperature, humidity, ventilation) and hatching analysis to improve production and quality of chicks produced.

Therefore, to address the employees' skill and knowledge gap on hatchery management, the host requested CRS, F2F volunteer's training and assistance.

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of this assignment is to train and practically demonstrate improved hatchery management practices to the staffs of Alema farms. The beneficiaries for this assignment will be hatchery manager, hatchery experts and hatchery laborers of the farm. The volunteer will provide technical assistance through direct hands-on practice to the staffs. The major topics going to be covered include:

- Selection and management of hatching eggs
- Hatchery setter adjustment
- Parent stock management
- Managing hygienic conditions
- Incubation conditions (Temperature, humidity, ventilation)
- Hatching analysis

Commented [NT1]: What are the specific challenges the host is facing at the hatchery? What is the success rate at the hatchery? What is the source of parent stock? Feel free to share photos of the hatchery, describing the housing and equipment used.

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 host (Alema farms) 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 around 15 people.

D. HOST CONTRIBUTION

The Host, Alema farms will select staffs to attend the 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 (Alema farms), resulting in meeting its goal of technically assisting them to further understand the basic concepts and techniques of Hatchery management. The volunteer will contribute to the following

- Trained staffs on improved hatchery management techniques.
- Increased and consistent hatching rate
- Improved hatchery biosecurity practices
- Improved hatchery personnel management and record keeping
- Increased knowledge on setter and hatchery machines
- Increased profit from increased number of chicks sold

F. DELIVERABLES

Deliverables by the volunteer includes:

- 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 (DRAFT)

Day	Activity
Day 1	Arrival in Addis at Bole Airport, the volunteer will be met by a CRS’s client hotel Eliana Hotel (mail: reservation@elianahotel.com +251 111 262603) The volunteer will locate the hotel kiosk and receive their pre-arranged transport
Day 2	Rest Day (Sunday)
Day 3	<ul style="list-style-type: none"> • Take prearranged CRS vehicle or client taxi to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 PM East Africa Time)

Day	Activity
	<ul style="list-style-type: none"> • Welcoming by CRS, and briefing meeting on security, general orientation, logistic and reporting formats. • Discuss anticipated outcomes and work plan • Travel to the assignment site (Debrezeit town, 31km outside of Addis Ababa). • S/he will be introduced with the host and will be accommodated. If time permits, general orientation with the host will be pursued.
Day 4	<ul style="list-style-type: none"> • Further assess skill and training gaps through visiting and discussing with the Alema farms staffs. • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
Day 5-8	Provide training and advice for the Alema farms staffs.
Day 9	Rest Day (Sunday)
Day 10-12	<ul style="list-style-type: none"> • Continue provision of trainings and technical assistances
Day 13	Briefing / Exit meeting with the host in the presence of CRS staff Volunteer travels back to Addis Ababa
Day 14	<ul style="list-style-type: none"> • Debriefing with CRS staff and/or USAID Mission • Finalize reimbursement expenditures and liquidations (if any) with finance. • Finalizes his/her reporting and submit training M&E forms to CRS F2F staff. And depart for USA
TBD	Outreach event when back in the USA

H. DESIRABLE VOLUNTEERS SKILLS

The volunteer is expected to have the following qualifications and competencies:

- Advanced and extensive practical knowledge and experience on commercial poultry production specifically hatchery management.
- Experience in Hatchery management training materials development.
- Experience in adult training and technical assistance
- Good interpersonal and communication skills including analytical skills
- Respect the cultural and religious norms of the rural people.

I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment place, Debrezeit town, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Eliana Hotel (mail: reservation@elianahotel.com Phone: | +251 111 262603. For any inconvenience, please call at [0912091962](tel:0912091962), Lidia - F2F program officer.
- 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.
- While in the field, the volunteer will stay at a hotel in Debrezeit town. (usually the hotel has breakfast and wireless internet). 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.
- 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 this Hatchery management 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 materials 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 training aids like flip charts, markers and 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 require.
- Depending on the meeting places and availability of electricity and LCD projector, the volunteer may use a laptop and projector for Power Point presentations.

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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