



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

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

Summary Information	
Assignment Code	ET234
Country	Ethiopia
Country Project	Livestock country project
Host Organization	Salale University, College of Agriculture and Natural Resource
Assignment Title	Cattle Fattening
Assignment preferred dates	Best before End of June
Objectives of the assignment	<ul style="list-style-type: none"> • Provide hands-on training to 50 staffs and students on cattle fattening • Provide technical assistance on animal feed and nutrition for 50 staffs and students. • Train instructors as well as students on rangeland management
Desired volunteer skill/expertise	<ul style="list-style-type: none"> • Demonstrated knowledge and experience in cattle fattening and animal feed and nutrition. • Experience in Range land management, livestock fattening • Experience developing curriculum and training materials
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 Ethiopian. 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.

B. ISSUE DESCRIPTION

Salale university is located in Fiche town in central Ethiopia. The town of Fitcha is located about 114KM from the capital Addis Ababa towards the north along Addis Ababa to Bahir Dar road. Fitcha is situated in the highland, an elevation between 2,738 and 2,782 meters above sea level and latitude and longitude of 9°48'N 38°44'E respectively. Due to this elevation, the climate tends to be more temperate. The university is relatively new and started its operation in 2017. It has 5 colleges with 30 undergraduate programs. One of the largest colleges in this university is the College of Agriculture and Natural Resource. This college has seven departments; Horticulture, Plant science, Animal science, Agricultural Economics, Natural resource management, Water resource and irrigation management and Rural development and agricultural extension.

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.

Since most of the instructors are juniors and lack the practical experience as well as modern technology providing hands on training to the instructors and students of the college on cattle fattening and animal feed and nutrition the training 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, animal feed and nutrition knowledge and overseas experiences will be transferred to the large smallholding farmers.

Because of this knowledge and skill gap, Salale 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 to 50 staffs and students
- 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 Salale 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 50 students and instructors of the Animal science department of Salale University.

D. HOST CONTRIBUTION

The Host, Salale 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 (Salale 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

- 50 staffs (instructors and technical assistances) and students will have improved knowledge and skills on cattle fattening and animal feed and nutrition.
- The host staff will have improved facilitation skills and better community outreach
- Curriculum/training materials on cattle fattening, animal feeding and nutrition for future reference.

F. DELIVERABLES

- Prepare training materials and facilitate training
- Training lists with people trained and subject areas as per the training reporting formats
- Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS
- A bibliography or a list of key resources in the subject matter
- Conduct a final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
- Conduct outreach events upon return to the US

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA

Day	Activity
Day 1	Arrival in Addis at Bole Airport. The volunteer will be met by CRS’s client hotel Eliana Hotel (https://www.booking.com/hotel/et/eliana. ; Phone: +25111 126 2600).The volunteer will locate the hotel kiosk and use pre-arranged shuttle
Day 2	Rest Day (Sunday)

Day	Activity
Day 3	<ul style="list-style-type: none"> • Take hotel shuttle to come to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 PM East Africa Time) • Welcoming by CRS, and briefing meeting on security, general orientation, MEAL (attendance sheet, reporting and PPT templates), and logistic. • Discuss anticipated outcomes and work plan • Car travel to the assignment site (Fitch town, 114km outside of Addis Ababa). S/he will be introduced to the host and accommodated in Fitch town. • General orientation with the host, first-hand briefing on the main objectives and modality of the assignment and adjustment of the agenda for the coming days (work planning session).
Day 4	<ul style="list-style-type: none"> • Conduct further assessment of skills and knowledge gaps with training participants • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices. • Develop 10 days (2 weeks training) curriculum covering key knowledge and skills Gaps
Day 5-19	Train participants on appropriate subjects
Day 20	<ul style="list-style-type: none"> • Briefing / exit meeting with the host in the presence of CRS staff • Volunteer travels back to Addis Ababa
Day 15	<ul style="list-style-type: none"> • Debriefing with CRS staff and/or USAID Mission • Finalize reimbursement expenditures and liquidations (if any) with finance. • Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team. • 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 the assignment place, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Eliana or another hotel that will be booked and confirmed before the volunteer arrival date. The hotel will have 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 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 the assignment period, the volunteer will stay at C-Lale Resort Hotel/Girum Hotel, Fitcha town.
- 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 incidentals.
- CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
- For more information, please refer to country information that will be provided.

J. 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.
- Although the assignment place Fitcha is a highland where malaria may not be a problem, 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. 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 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.

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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