



To express interest in this assignment please email priyanka.subba@crs.org

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

Notice for potential volunteers:
Some assignment details are subject to change.

Summary Information	
Assignment Code	TL223
Country	Timor-Leste
Country Project	Modernizing Agriculture
Host Organization	ANAPROFIKO
Assignment Title	Soil Management and Composting
Assignment preferred dates	April-May,2020
Objectives of the assignment	To build the capacity of the host in soil fertility management and composting techniques to increase production and produce good quality seeds.
Desired volunteer skill/expertise	Horticultural/agronomist/ soil scientist, composting, and an excellent facilitator and communicator.
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification	Type II

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 the 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 the 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.

The Timor-Leste Ministry of Agriculture and Fisheries Strategic Plan¹ recognizes the fundamental importance of agriculture to Timor-Leste's economy and the impact of agriculture on poverty reduction, food and nutrition security, economic growth, and income and employment generation through its linkages to other sectors of the economy. The agriculture sector in Timor-Leste accounted for 19% of Gross Domestic Product (GDP), or over \$253 million in 2013. However, there is a considerable net deficit in agricultural trade as imports in 2014 were valued at approximately \$60 million. Major imports include rice, sugar, meat (chicken, beef, pork), vegetable oil, fish, milk, and vegetables (potato, onion)². In rural communities 57% of women and 60% of men are actively involved in agriculture³. Agriculture consists primarily of subsistence farming with limited access to inputs, technical knowledge, and market linkages. There is a heavy reliance on traditional agricultural practices such as slash-and-burn cultivation. Most smallholdings are mixed rainfed farms growing maize, cassava, red kidney beans, sweet potato, rice, groundnut, and vegetables. Coffee, coconut and candlenut are the most common tree crops. Livestock, such as poultry, pigs, cattle, buffalo, goats and sheep are raised on a small-scale and extensive.

ANAPROFIKO was formed in March 2015 with assistance from MAF-Seeds of Life. It is registered at the Ministry of Justice on September 2015. It is established with objectives to represent the interests of the commercial seed producers and to promote the development of commercial seed trade. It is being operated on a voluntary basis. An independent Secretariat is set up in Dili to coordinate its activities in serving the interests of members. ANAPROFIKO is an umbrella organisation of Commercial Seed Producers (CSP) which are registered with the Seed Department of the Ministry of Agriculture and Fisheries to produce, process and/or market quality seed in Timor-Leste. CSPs include a number of farmers organizations or farmer groups.

ANAPROFIKO held its first general assembly on 19 March 2015 where representatives from 55 commercial seed producers from 12 municipalities attended. The general assembly decided to elect one delegate for each municipality and the 12 delegates further elected a four members executive committee for ANAPROFIKO. At present, the Executive Committee team comprises of the President, Vice President, Secretary and Treasurer.

ANAPROFIKO works closely with the Ministry of Agriculture and Fisheries (MAF) to achieve seed security and seed sovereignty leading to food and nutrition security. It assists in MAF's effort to stop importation of seeds of maize and paddy and to realize self-reliance on commercial seeds of major food crops.

¹ <http://extwprlegs1.fao.org/docs/pdf/tim149148.pdf>

Membership is open to all commercial seed producers registered in MAF on payment of a one-time entry fee and an annual subscription based on turn-over. There are 55 Commercial Seed Producers (1500 seed growers) in 12 municipalities of Timor-Leste.

In 2014-2015, ANAPROFIKO members (ie. commercial seed producers) have produced 354 tonnes of seeds of MAF released varieties which are ready for distribution for the 2015-16 cropping season: Maize variety Sele: 135 tons; Maize variety Noi Mutin: 64 tons; Maize variety Nai: 6 tons; Paddy variety Nakroma: 130 tons Peanut Variety Utamua: 19 tons

ANAPROFIKO members have actively contributed in the process of drafting 'Timor-Leste National Seed Policy'. ANAPROFIKO has a permanent seat in the National Seed Council at the Ministry of Agriculture and Fisheries. It is fully committed to implement the National Seed Policy.

B. ISSUE DESCRIPTION

Despite the growing demand for horticulture products in the country, the company is struggling to supply at their desired quantity and quality due to the limited capacity of the staff to provide necessary advisory support to the farmers on appropriate cultivation methods. Additionally, farmers severely lack awareness on proper soil health management and composting techniques that lead to increased yields. This issue of low yields due to low production and productivity has also resulted in creating supply chain management issues as there aren't enough crops to organize an efficient supply chain system.

Thus, technical training to improve soil fertility and crop nutrition in a sustainable way is needed to address the issue. The yield production can be increased by enhancing the farmers capacity on soil health management and composting along with other agricultural input services, good agriculture practices and with the effective use of local resources to reduce cost of production for rural farmers. The farmers in these communities would benefit from low cost soil organic fertility training such as use of liquid organic manures, and farmyard manures. Improving farmers' knowledge and skills will improve the soil physical, biological and chemical characteristics for sustained and improved seed production.

C. OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is to train the staff of ANAPROFIKO and Farmer groups on soil management and composting to increase the quantity and quality of seeds to meet the market demand.

The volunteer assignment will focus on training and assisting the targeted beneficiaries on integrated soil fertility management techniques for improved and sustainable production of Corn, peanuts and etc. The main aim is to transfer skills and knowledge on soil fertility management and improving composting to ANAPROFIKO staff and farmers. This knowledge transfer will be conducted through on farm of lectures and practical demonstrations including other methods that volunteer and the ANAPROFIKO determine suitable.

Anticipated training topics include but are not limited to the following;

- Importance of soil and the bases of soil science,
- Factors influencing soil fertility and its management,
- Organic manures and natural fertilizers,
- Nutrient requirements for Corn and Peanuts
- Nutrient deficiency symptoms and suitable corrective measures,
- Timing of manure and fertilizer applications,

- Soil and water conservation measures,
- Compost preparation and recommended application, etc.

D. HOST CONTRIBUTION

The contribution of the ANAPROFIKO will be the transportation for roundtrip from his/her hotel to training side, training hall(classroom) and prepared the stationary for the training.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

- The groups can sustain and increase the production up to capability each type of variety
- The farmer has been increasing knowledge on how to manage their soil

F. DELIVERABLES

1. A facilitate complete training for farmer groups and soil health management
2. The assignment report is provided
3. Guidelines to maintaining soil fertility
4. Group presentation for lectures

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN TIMOR-LESTE

<i>Please note that this is a tentative schedule and will be finalized post volunteer selection with consultation with volunteer</i>	
Day	Activity
Day 1	Arrival in Presidente Nicolau Lobato Airport. The volunteer will be met by CRS's client Plaza Hotel (Moby's). The shuttle from Moby's Hotel will locate the volunteer to the hotel.
Day 2	<ul style="list-style-type: none"> • Take CRS cars or pre-arranged taxi to come to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 Timor-Leste 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 • S/he will be introduced with the host. And general orientation will be pursued. Further assess skill and training gaps through visiting and discussing with the President and staff ANAPROFIKO
Day 3	<ul style="list-style-type: none"> • Develop agenda and travel to field
Day 4-8	<ul style="list-style-type: none"> • Training based and agreed agenda
Day 9	Rest Day (Sunday)
Day 10-15	<ul style="list-style-type: none"> • Continue training for the groups
Day 16	<ul style="list-style-type: none"> • Final presentation report and recommendation to ANAPROFIKO
Day 17	<ul style="list-style-type: none"> • final presentation report to CRS staff Dili • Debriefing with US Ambassador and US Mission in Dili and • Finalize reimbursement expenditures and liquidations (if any) with finance. • Submit attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team.
Day 18	<ul style="list-style-type: none"> • Depart for USA

H. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment place, the volunteer will stay in Moby's Hotel at one of the CRS's client hotels that will be booked and confirmed before the arrival date.
- In Dili, 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 or using Taxi
- CRS Timor Leste will provide the volunteer with a laptop computer (if s/he needs), 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 Timor-Leste.
- CRS will provide a vehicle and accompany the volunteer to the place of assignment in the first day
- During her/his assignment period on the field, the volunteer will be staying at Palapa Guest House at Baucau all town with minimum conditions
- UNITAL will provide material for the training needs
- CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
- Before departing for the US, the volunteer will also liquidate advances (if any) at CRS Timor-Leste
- For more information, please refer to country information that will be provided

I. RECOMMENDED ASSIGNMENT PREPARATIONS

- Prior to travel, the volunteer will be advised to prepare necessary training and demonstrating aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at either office of CRS on request by the volunteer.
- If the volunteer requires use of simple training aids like flip charts, markers, masking tapes, etc, s/he should make the request and collect from either office at Dili office prior to travel to the assignment place.
- Translation of handouts to local languages can be done in the locality of the assignment, if shortly required. Depending on the meeting places, the volunteer may use a laptop and projector for power point presentations
- More information about ANAPROFIKO provided in here: <https://web.facebook.com/anaprofikor>

J. KEY CONTACTS

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