

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

**CRS Farmer to Farmer Progra**

**Volunteer Assignment Scope of Work**

Notice for potential volunteers:

Some assignment details are subject to change.

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| **Summary Information** |
| **Assignment Code** | **TL224** |
| Country | Timor-Leste |
| Country Project | Modernizing Agriculture sector  |
| Host Organization | Hamahon Feto Timor (HAFOTI) |
| Assignment Title | Good agronomic practices for vegetable production |
| Assignment preferred dates | Flexible  |
| Objectives of the assignment | Improved productivity of vegetables produced by HAFOTI farmers through enhanced application of skills and knowledge on good agronomic practices; soil fertility management, seed selection and seedling production, cropping calendar, weed control, pest and disease control and management, post-harvest management etc.  |
| 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[[1]](#footnote-1) | Type II |

1. **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.

The Timor-Leste Ministry of Agriculture and Fisheries Strategic Plan[[2]](#footnote-2) 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

Hamahon Feto Timor (HAFOTI) is a local non-government organization comprising of a consortium of 27 small rural women producer groups across seven districts. Its aim is to enhance the capacity of rural women to generate incomes to support their families. HAFOTI women work together to support each other in business – getting training in business skills, access to revolving credit and jointly marketing their products under the HAFOTI umbrella. HAFOTI is short for ‘Hamahon Feto Timor’ – Shelter for the Timorese Woman. HAFOTI has an office in Dili where sales and administration is carried out for the group and a [HAFOTI shop](https://hafoti.com/contact/)sells products made by these women as well as a variety of other Timorese products. Senora Dortia Kese has been HAFOTI’s Directress since 2004. Lizete da Costa manages Administration and Finance. Founded in 2002, HAFOTI now has 250 members.

HAFOTI as umbrella for 22 cooperative exits in seven Municipality such as  Manufahi, Viqueque, Oecusse, Aileu, Baucau, Liquisaand Bobonaro. As Union the board members are representing from each cooperative unit, and one full time HAFOTI Co-Ordinator is employed in each Municipality to support the members to run the business. All products are produced by cooperatives in each city and Hafoti takes and sells them to supermarkets in Dili and some products are exported abroad such as to New Zealand and Australia. The products produced by HAFOTI are: Black Rice, Red Rice, Virgin Coconut Oil (VCO), Gloves, Banana Chips, several types of vegetables, Black Paper etc.

1. **ISSUE DESCRIPTION**

Despite the growing demand for horticulture produce in the country HAFOTI is struggling to produce good quality and adequate volumes of vegetable for the market, and are therefore not realizing economies of scale due to the low incomes earned. The main contributors to the low yields and poor quality is farmers lack of knowledge on soil health management, preparation and use of compost, seed selection and raising seedlings, crop management in the field as well other improved production technologies that can lead to increased yields. The issue of low yields and poor quality produce has also resulted in creating supply chain management issues as there aren’t enough crops to organize an efficient supply chain system.

Thus, training on good agronomic practices for sustainably improving productivity is the way to address this constraint. Vegetable 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 farm yard manures. Improving farmers’ knowledge and skills will improve the soil physical, biological and chemical characteristics for sustained and improved horticultural production technologies.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this assignment is to train the staff of HAFOTI and Farmer groups on the technique of improving vegetable production including soil management and composting to increase the quantity and quality of the production to meet the market demand.

The volunteer assignment will focus on training and assisting the targeted beneficiaries on integrated technique to improve the vegetable production including transfer skills and knowledge on soil fertility management and improving composting to farmers group of HAFOTI. This knowledge transfer will be conducted through on farm of lectures and practical demonstrations including other methods that volunteer and the HAFOTI determine suitable. The volunteer jointly with the HAFOTI can also plan to visit at least one nearby farmer to observe and practically discuss about soil fertility and management issues with member farmers.

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

* Crop rotation and calendar of planting
* Factors influencing soil fertility and its management,
* Organic manures and natural fertilizers,
* Nutrient requirements for vegetable and other horticulture product
* Soil and water conservation measures,
* Compost preparation and recommended application, etc.
1. **HOST CONTRIBUTION**

HAFOTI will select, determine and mobilize the attendance for training participants. HAFOTI will also ensure that the necessary venues, local training aids and other teaching materials are in place. HAFOTI will provide the volunteer with and facilitate meal services for the volunteer on training days. HAFOTI will assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. HAFOTI will provide office space and office furniture as well as a vehicle if any travel is required during the assignment duration. HAFOTI also will provide the translation as needed.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

This assignment volunteer will contribute to the following:

* increase knowledge and skills of farmers group of HAFOTI vegetable production including Soil Management and composting
* Increase the vegetable production quality and quantity of 150 contract grower vegetables farming on good agronomy practices
* Increase quality and quantity of vegetables produced and marketed by HAFOTI farmers
* Increased gross sales and net incomes earned by the farmers
1. **DELIVERABLES**
2. Volunteer final trip report due BEFORE departure
3. Group presentation with local stakeholders at the end of the assignment in country
4. Group presentation for staff
5. Volunteer outreach activities in the US and in country
6. Vegetable production guidelines developed
7. **SCHEDULE OF VOLUNTEER ACTIVITIES IN TIMOR-LESTE**

| **Day** | **Activity** |
| --- | --- |
| Day 1 | Arrival into Timor-Leste. The volunteer will be met by a hotel pick CRS’s client hotel with a placard bearing “**CRS logo and volunteer name”**.  |
| Day 2 | * Briefing meeting at CRS office with CRS F2F staff, security briefing and logistics and itinerary of the trip and discuss anticipated outcomes and work plan;
* Security briefing from HR
 |
| Day 3 | * Introduction to HAFOTI
* Agenda discussion and schedule
* Travel to HAFOTI’s farmer group in Municipalities.
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| Days 4-6 | * Firsthand briefing on outlines of topics of the training, plan, approach, etc, and adjust the topics as required.
* Work planning discussion with the staff of HAFOTI
* Prepare course/training and plan with the HAFOTI to proceed with the assignment (lecturing, advising, and practicing)
* Conduct the assignment according to an agreed schedule on Improving vegetable production (Practical, advise and training)
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| **Day 7-8** | **Report preparation and rest day** |
| Days 10-12 | Continue conducting the assignment (academic, advise and practical) |
| Days 13 | * Wrap up sessions that emphasize key concepts of the assignment: the NCF evaluates the assignment and discusses final report recommendations with the volunteer.

Group presentation to the HAFOTI in the presence of CRS F2F staff and local leader  |
| Day 14 | * Travel back to Dili and Debriefing at CRS office with Ambassador, USAID Mission and CRS staffs.
* Submit all reports, return logistic items and complete all required activities
* Debrief meeting with USA Ambassador and Mission
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| Day 15 | * Travel back to USA
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| TBD | Conduct outreach activity when back in the US |

1. **ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS**
* Before travelling to the assignment place, the volunteer will stay in Plaza Hotel at one of the CRS’s client hotels that will be booked and confirmed before the arrival date [plazahoteldili](http://plazahoteldili.com/)
* 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.
* During her/his assignment period on the field, the volunteer will be booked in a hotel at district that with no WiFi conditions room with less furniture.
* CRS Timor-Leste will arrange hotel accommodation 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 to 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
1. **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.
* The target training is for staff and groups.
* Working environment and culture of Timorese people are very friendly and respectful to their guest and in the traditional ceremony they might be request as to smoke or eat betel nut, but if she/he don’t like just to touch it and give back to them.
* Related to the weather condition now is rainy season so she/he can bring the boots or clothes resistance to water and muddy
1. **KEY CONTACTS**

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1. USAID precisely classifies PERSUAP in four categories; **PERSUAP Type I** assignments directly related to pesticides recommendations, **Type II** as assignments with indirectly related with pesticides, **Type III** assignments related to curriculum review and designing, business plan development and strategies development and **Type IV** as assignments associated with other USAID projects and collaborators. [↑](#footnote-ref-1)
2. <http://extwprlegs1.fao.org/docs/pdf/tim149148.pdf> [↑](#footnote-ref-2)