



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	TL226
Country	Timor-Leste
Country Project	Modernizing Agriculture
Host Organization	General Directorate Livestock and Veterinary Services
Assignment Title	Poultry feed formulation training for private companies and staff
Assignment preferred dates	Flexible
Objectives of the assignment	<ul style="list-style-type: none"> • ToT train for private company and MAF staff on poultry feed formulation using local ingredients
Desired volunteer skill/expertise	<ul style="list-style-type: none"> • Livestock feed formulation expert with a good understanding of poultry nutrition requirements
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	Processing (P)
PERSUAP Classification ¹	Type III

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.

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.



The Timor-Leste Ministry of Agriculture and Fisheries Strategic Plan² 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

General Directorate Livestock and Veterinary is one of the general directorates under the Ministry of Agriculture and Fishery Timor-Leste which consisted of two national directorates such as national directorate of livestock and national directorate of veterinary.

In the development of the agriculture sector in Timor-Leste. Administratively, Timor-Leste is divided into Districts, Sub district, village and Aldeias (hamlets). There are 13 Districts, 65 Sub-districts and 442 Villages and 2,225 aldeias/sub villages. The size of Timor Leste is 15,007 KM², of this only 8% is cultivable land. The total population is 1,183,643 (Census 2015) population (>70%) are traditional farmers. Livestock in Timor-Leste composed of village chickens (928,806), pigs (419,169), cattle (221,767), goats (158,467), buffaloes (128,262), horses (50,751) and sheep (40,498) (Census 2015).³ The performances of these livestock are low. The low performance is due to several reasons. The first reason is livestock diseases. Endemic Animal diseases in Timor Leste are Newcastle Disease (ND), Classical Swine Fever (CSF), Septicemia Epizootic (SE), Brucellosis, Sura and parasite diseases. Other factors include very high calves' mortality (up to 50%) and low reproduction rate (30%) (de Almeida, 2012).⁴

To overcome low performances of our Livestock, government through Ministry of Agriculture and Fisheries (MAF) has routine vaccination program to control endemic animal diseases. The routine vaccinations conducted in the country include: vaccination for ND, CSF and SE. The other two main diseases (Brucellosis and Sura) have no vaccination yet. Another strategy to overcome low livestock performances is by planting legume trees and variety of grasses to substitute the lack of nutrition particularly during dry season. Another strategy to overcome Animal Diseases, is to be part of World Animal Health Organization (OIE). Timor Leste has become 178th the member of OIE in 2010. And most of this is modernizing the agriculture sub-sector in particular, as is indicated in the CRS Timor-Leste Country Project document. CRS' engagement in the sector is for the period ending September 2023.

These activities are designed and developed to diversify the local economy in Timor-Leste. Timor-Leste as a new country which won the independence in 2002 is aiming to diversify the industry by moving away from a single

² <http://extwprlegs1.fao.org/docs/pdf/tim149148.pdf>

³ <http://www.statistics.gov.tl/tl/category/publications/census-publications/>

⁴ <https://www.springer.com/journal/11250>



economy dependent on natural resources in its 'Strategic National Development Plan 2011-2030'. However, the lack of the experiences and human resources become challenges in all sectors in this country.

B. ISSUE DESCRIPTION

Poultry production sector in Timor-Leste is affected by many challenges. Some of the problems include most of the feed importing from Indonesia that effecting the feeding of chickens does not match the nutritional requirement because sometimes the domestic stock cages are inadequate and must wait order from Indonesia and it is takes time one to months. And on others hand scarcity and high coast of day-old chicks, poults, etc, poor quality of birds available for meat and egg production, availability and high cost of poor-quality feed, poor poultry health care services, unsuitable poultry houses and poor maintenance of houses, inadequate managerial and technical know-how and poor marketing, distribution and pricing of poultry products.

Feed is the most important challenge that private company facing. They are dependent on imported feed and it will be hard to get it and they will have to look for alternate sources. Such as use local ingredient to feed the chicken, but they don't really know how formulate them well.

Furthermore, the farm also producing low number of day-old chicks, the hatchability of the eggs found to be low as compare to the standard. The farm managers and workers are not clear with the reason for low hatchability of eggs, low number of day-old chicks therefore, requested F2F program for volunteer assistance to assess the current practice and recommend/advise them improved techniques to achieve the target.

It is believed that if the technical capacity of the livestock staff, private company staff daily workers and electricians involved in poultry feed formulation and management the farm can improved and can hit the target and allows the farm to be more effective in meeting the demand of its customers.

C. OBJECTIVES OF THE ASSIGNMENT

The objective of this volunteer assignment is to train and practically demonstrate modern technical knowledge/skills on improved poultry feed and hatchery management practices. The beneficiaries for this assignment will be employees of the farm and smallholder farmers.

The volunteer may touch upon some of the following techniques that can improve the poultry feed and hatchability of eggs:

1. Selection and care of poultry feed (training on feed processing use local ingredient)
2. Training on selection of incubation room focusing on heating, ventilation, humidity and sanitation
3. Fumigation practices



D. HOST CONTRIBUTION

The General Directorate will select, determine the attendances regarding to training participant. The PTC will also ensure that the necessary class rooms and local training aids and other teaching materials are in place. The host will also provide the volunteer with and facilitate the volunteer for meal services. The PTC will also assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. The host will also provide accommodation, office space and office furniture as well as vehicle if any travel is required during the assignment duration.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

This assignment volunteer will contribute to the following:

1. Dose of ingredients for making animal feed Manual
2. Initial presentation (outlines/list of activities, plan, approach, etc.)
3. Training and direct assistance conducted,

F. DELIVERABLES

1. Final report Field report with recommendation and simple guidelines submitted,
2. Produced coffee branding for the product
3. Group presentation with local stakeholders at the end of the assignment in country
4. Training attendance list
5. Group presentation for CRS staff
6. Volunteer outreach activities in the US and in country

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN TIMOR-LESTE

Please note that this is a tentative schedule and will be finalized post volunteer selection with consultation with volunteer.

Day	Activity
Day 1	Arrival in Timor-Leste. The volunteer will be picked by a car provided through CRS’s client hotel with a placard bearing “ CRS logo and volunteer name ”.
Day 2	<ul style="list-style-type: none"> • 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;
Day 3	<ul style="list-style-type: none"> • Setup with guesthouse and other logistics • Briefing meeting with staff and Leader of General directorate • First hand briefing on outlines of topics of the training, plan, approach, etc, and adjust the topics as required. • Work planning discussion with the staff of the General directorate • Prepare course/training and plan with the GD to proceed with the assignment (lecturing, advising, and practicing)
Day 4-6	Conduct the assignment according to an agreed schedule
Day 7-8	Report draft and day rest
Days 9-11	Conduct the assignment according to an agreed schedule



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Days 12	<ul style="list-style-type: none"> • Wrap up sessions that emphasize key concepts of the assignment: the GD evaluates the assignment and discusses final report recommendations with the volunteer. • Group presentation to the host in the presence of CRS F2F staff and local leader
Day 13	<ul style="list-style-type: none"> • Back to CRS and Debriefing for CRS staffs in CRS office • Submit all reports, return logistic items and complete all required activities • Debrief meeting with Ambassador
Day 14	<ul style="list-style-type: none"> • Travel back to USA

H. 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. <https://www.google.com/search> 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 stay at PTC guest house
- 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

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
- Recommend reading are <http://www.scielo.br/scielo>. <http://www.fao.org>
- Related to the weather condition now it is rainy season

J. KEY CONTACTS

CRS Baltimore	F2F Program Manager
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