



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

This assignment can be either Local or Virtual. Either way, the remote support of an American volunteer is needed.

Local Assignment: Ethiopian or East African volunteer to be paired with virtual supporting American volunteer.

Virtual Assignment: An American volunteer conducts a series of calls/meetings

Potential volunteers from Ethiopia or East Africa should email [haile.dolango@crs.org](mailto:haile.dolango@crs.org) and [lidia.retta@crs.org](mailto:lidia.retta@crs.org) to express interest.

American volunteers wishing to support virtually should email [maria.figueroa@crs.org](mailto:maria.figueroa@crs.org)

<b>Summary Information</b>	
Assignment Code	ET234
Country	Ethiopia
Country Project	Livestock
Host Organization	Salale University, College of Agriculture and Natural Resource
Assignment Title	Cattle Fattening Training
Assignment preferred dates	Flexible
Objectives of the assignment	<ul style="list-style-type: none"> <li>• Provide both theory and hands-on training to staffs and students of the university on cattle fattening methods and animal feed and nutrition</li> </ul>
Desired volunteer skill/expertise	<ul style="list-style-type: none"> <li>• Demonstrated knowledge and experience in cattle fattening and animal feed and nutrition.</li> <li>• Experience in Range land management, livestock fattening</li> <li>• Experience developing curriculum and training materials</li> </ul>
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification	Type 2

**A. BACKGROUND**

Agriculture is the backbone of Ethiopia’s economy and accounts for 46 percent of the Gross Domestic Product (GDP). The livestock sub-sector contributes 30-35 percent and more than 85

percent of farm cash income. The sub-sector also accounts 19 percent to the export earnings. Livestock production ensures the availability of food and income to the 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.

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.

## **B. ISSUE DESCRIPTION**

Ethiopia is known for its huge cattle population. Most of the beef is produced under an extensive low input and low output production system and as a result production and productivity are very low compared to the world average. The major constraints facing the cattle fattening practice in Ethiopia include lack adequate feed resources. Quantity and quality of feed from natural pastures decline as the dry season progresses. The 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. There is limited or no cultivation of livestock feed like elephant grass, rhodes grass, oats and herbaceous legumes to supplement the natural pastures for fattening cattle. Feed conservation and preservation such as hay and silage making, and storage are limited. Cattle farmers are further constrained by low knowledge on animal health, reproduction and nutrition.

At the university, most of the cattle fattening lecturers lack practical experience on improved technologies to provide hands-on training to the students and junior instructors at the college. Because of this knowledge and skills gap, Salale University requested CRS F2F program for

volunteer assistance on cattle fattening, specifically focusing on fattening management, 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 (with emphasis on potential hazards associated with mycotoxins in animal feeds)
- Develop cattle fattening and animal feed and nutrition 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
- Training lists with people trained
- Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS
- 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 ( <a href="https://www.booking.com/hotel/et/eliana">https://www.booking.com/hotel/et/eliana</a> ; Phone: +25111 126 2600).The volunteer will locate the hotel kiosk and use pre-arranged shuttle
Day 2	<b>Rest Day (Sunday)</b>
Day 3	<ul style="list-style-type: none"> <li>• 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)</li> <li>• Welcoming by CRS, and briefing meeting on security, general orientation, MEAL (attendance sheet, reporting and PPT templates), and logistic.</li> <li>• Discuss anticipated outcomes and work plan</li> <li>• Car travel to the assignment site (Fitche town, 114km outside of Addis Ababa). S/he will be introduced to the host and accommodated in Fitche town.</li> <li>• 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).</li> </ul>
Day 4	<ul style="list-style-type: none"> <li>• Conduct further assessment of skills and knowledge gaps with training participants</li> <li>• Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.</li> <li>• Develop 10 days (2 weeks training) curriculum covering key knowledge and skills Gaps</li> </ul>
Day 5-19	Train participants on appropriate subjects
Day 20	<ul style="list-style-type: none"> <li>• Briefing / exit meeting with the host in the presence of CRS staff</li> <li>• Volunteer travels back to Addis Ababa</li> </ul>
Day 15	<ul style="list-style-type: none"> <li>• Debriefing with CRS staff and/or USAID Mission</li> <li>• Finalize reimbursement expenditures and liquidations (if any) with finance.</li> <li>• Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team.</li> <li>• Depart for USA</li> </ul>
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 <https://www.booking.com/hotel/et/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**

- The CRS Farmer-To-Farmer livestock country project mainly focus on poultry and dairy sector. And specifically, this assignment will focus on cattle and sheep fattening.
- Although CRS F2F has developed such hinting SOW, the volunteer can fine-tune through her/his professional qualifications to successfully carry out this assignment.
- 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.

CRS Baltimore	CRS East Africa Regional Office
<p><b>Maria Figueroa</b>            Recruitment Manager            EA Farmer to Farmer Program            228 W. Lexington Street            Baltimore, MD 21201; 410-951-7366            Email: <a href="mailto:maria.figueroa@crs.org">maria.figueroa@crs.org</a></p>	
<p><b>CRS Ethiopia:</b></p>	
<p>Lidia Retta, Project Officer,            CRS Ethiopia Office, P. O. Box 6592            Addis Ababa, Ethiopia            Phone +251-11-278-8800, Mobile: +251-912-091962            Email: <a href="mailto:lidia.retta@crs.org">lidia.retta@crs.org</a></p>	
<p><b>Haile Dolango</b>, F2F Program Manager            CRS Ethiopia Office, P. O. Box 6592;            Addis Ababa, Ethiopia            Phone: +251-112-788800, Mobile: +251-912-665684            Email: <a href="mailto:haile.dolango@crs.org">haile.dolango@crs.org</a></p>	
<p><b>Host Organization</b></p>	

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