



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

Potential volunteers from Uganda or East Africa should email George.ntibarikure@crs.org and maria.nakayiza@crs.org to express interest.

American volunteers wishing to support virtually should email maria.figueroa@crs.org

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

Summary Information	
Assignment Code	UG244
Country	Uganda
Country Project	Agribusiness Country Project
Host Organization	Global Forum for Development (GLOFORD)
Assignment Title	Soya bean agronomy (promoting Good Agronomic Practices (GAPs) along the soya bean value chain
Assignment preferred dates	Flexible
Objectives of the assignment	To equip farmers with good agronomic practices along the entire soya bean value chain for enhanced on-farm productivity.
Desired volunteer skill/expertise	<ul style="list-style-type: none"> •Oil seeds/ soya bean agronomist with vast experience working with small holder farmers in developing countries •Hands-on practical experience in training, extension and emphasis on adult facilitation skills
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 program (F2F) is a USAID funded five-year (2019- 2023) program currently in its 2nd year of implementation with a primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda and Uganda. The program aims at achieving this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable, broad-based economic growth in the agricultural sector. The program's secondary goal is to increase US public understanding of international development issues and programs and share the knowledge back in the US. To achieve its goals, F2F program provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses, agriculture education institutions in developing countries like Uganda to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise, from private farmers with varied experience, University professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, agronomists who support local host organisations. F2F program introduces innovation and develops local organisations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people- to-people interactions within the agricultural sector. In Uganda F2F program focuses its technical interventions in the livestock and agribusiness value chains

Poverty and food insecurity are endemic in rural Uganda. In what is still a largely rural economy (the population is around 16 per cent urban), agriculture accounts for two-thirds of Ugandan employment and a quarter of GDP (MAAIF 2011). Agriculture is dominated by small-scale production, so smallholder-driven agricultural growth is seen as key to inclusive growth. While subsistence still forms an important part of smallholder production, farmers are increasingly linked to the market. In 2005, 58 per cent of agricultural output and 46 per cent of food production in Uganda was marketed, and 77 per cent of farmers were selling part of their produce (IFAD 2011). For the drier Northern Region of Uganda, oilseeds are an important part of transformation of subsistence agriculture to market-oriented farming, and of post-conflict economic reconstruction. Oilseeds are particularly well suited for smallholder production, being short cycle crops (four months from sowing to marketing) and requiring few external inputs.

The Ugandan commercial oilseed sector dates back at least eight decades and has been identified by the Ugandan government as a focal area under the Plan for Modernization of Agriculture (PMA) (MAAIF 2010) and has attracted much donor and NGO interest. The Vegetable Oil Development Project (VODP phase I and II), a collaboration between the Ugandan government and the International Fund for Agricultural Development (IFAD), has been a major push for the sector, with the objective of increasing household income by increasing domestic vegetable oil production (palm oil in the south and oilseeds i.e. sunflower, ground nuts and soya beans in the north) in partnership with the private sector. The goal of VODP project was to increase domestic production of vegetable oils and its by-products which would ultimately increase rural incomes for small holder producers and contribute to sustainable poverty reduction. Through these initiatives in partnership with the oil seed subsector Uganda platform (OSSUP) comprising of producer organisations, both emergent, semi/commercial small holders, and private sector players such as traders, aggregators and processors, the project had significant impact on the promotion

of oil seed cultivation and processing resulting into the up-scaling of Lira in Northern Uganda to a modern agro-industrial hub for oilseeds. Despite the good progress, there are some areas where it has been less effective, including; the timely release of improved open pollinated varieties (OPVs) of sunflower, linkages between research and extension, effective collaboration with private seed suppliers, and deepening extension provision (IFAD 2011). Several organisations like Global Forum for Development (GLOFORD) in Northern Uganda continue to mobilize formation of producer groups and linking them to markets to tap into the potential of the oil seed crops for poverty reduction at the grassroots level.

Global Forum for Development-GLOFORD Uganda is a youth serving not for profit transformative leadership, development and advocacy organization which was founded in 2009 and registered as Community Based Organization (CBO) with Lira District Local Government on 7th April 2010. Through its people led and centered approach, GLOFORD core work is focused on empowering communities particularly women, youth and children to shape their destiny through strengthening existing community structures and systems to operate effectively. The organization has a vision of “*an empowered and transformed humanity building for generations*” and a mission/mandate of “mentoring youth and leaders, empowering communities, collaborating for global change and leading sustainable development”. The core values of GLOFORD are: Leadership by example, stewardship, excellence, Accountability, Innovation and creativity, and mentorship.

Services or programs implemented by GLOFORD are guided by the organization’s four core program strategic areas which include: Youth development and leadership program, Human Rights Democracy and Good governance, poverty reduction program, Child development, protection and advocacy, and policy analysis, advocacy and research. Under the partnership, CRS F2F program will build on GLOFORD’s existing work through its transforming rural households providing highly skilled technical expertise based on agreed upon technical areas.

GLOFORD offers the following services to its beneficiaries as part of rural household transformation:

- Farmer organization, group formation and facilitation of group registration
- Provision of agriculture extension information and support to VSLAs (Village Savings and Loan associations), financial literacy training, GAPs,
- Linkage to quality agricultural inputs and produce market linkage,

Current agriculture value chains promoted by GLOFORD are:

- Oil seed crops as cash crops: Soybeans, sunflower
- Sorghum – as a cash crop

Maize, beans and cassava – both for food and cash

B. Issue Description

FAO statistics from 1999–2012 show a robust growth in production of all three major oilseed cash crops: soya beans, sunflower, and sesame over the period, percentage of crop land allocated to soya beans in Northern Uganda rose from 0.21 in 2006 to 2.66 in 2010, although the percentages are comparatively still very low, there is potential for growth. What is clear from the data is that the increase in production is

largely due to extensification (growing oilseeds on more land) rather than the intensification of production (improving productivity on the same area), as yields have remained low and fairly static. The Lira hub is the most commercially developed region, with sunflower and soya beans the main oilseed cash crops. Farmers also produce significant volumes of sesame, and larger-scale traders deal in sesame alongside sunflower, soya and other agricultural crops. Major processors like Mukwano Industries and Mount Meru Millers Uganda largely focus on this hub, with processing plants in Lira town, and they lead the oilseed sector in the region. However, it's only a small percentage of small holder farmers that is engaged in the production of oil seed crops despite their potential to improve incomes. Organisations like Global Forum for Development (GLOFORD) have therefore developed initiatives particularly creating market linkages between producers and buyers like Mt. Meru, this is viewed as an incentive for small holder producers to engage in the production of oil seeds. GLOFORD is currently promoting soya bean production among its beneficiaries, however it's still challenged by the limited technical expertise of its staff to promote good agronomic practices for improved quantity and quality of soya beans hence the request for F2F technical assistance. Other associated challenges include: farmers 'limited access to extension services, lack of knowledge on use of improved agricultural inputs (seed and inorganic fertilizers), lack of technical know-how of some basic production management practices, such as appropriate spacing, restoration of soil fertility, or timely land preparation and planting to enable a growing crop to utilize all the rain that is available in the season. Training farmers in the district on relevant agronomic practices of soya bean production will be crucial to maximize yields and increase food and income security.

C. Objectives of the Assignment

The main objective of this volunteer assignment is to equip farmers with good agronomic practices along the entire soya bean value chain from land preparation, seed selection, crop management, postharvest and storage management for enhanced on-farm productivity and increased incomes.

Specific objectives include:

1. Equip farmers with knowledge and skills in good agronomic practices of soybeans.
Best agronomic practices such as land preparation, seed selection, and choice of variety, timely planting, spacing/row cropping, types and use of fertilizers, weed control, harvesting, post-harvest handling and storage practices.
2. Improve farmers' knowledge in pest and disease identification and control.

The requested volunteer technical assistance targets the small holder farmers who are beneficiaries of GLOFORD services. The volunteer will provide training at two levels:

Level 1: Training of Trainers (TOT). Dynamic individuals from different farmer groups will be selected to participate in the ToT training – receiving a more in-depth training and there after cascading them to

groups not reached by the volunteer. Subcounty staff will also be encouraged to participate in the training sessions.

Level 2: A total of 150 soya bean farmers will be trained in above mentioned topics to equip them with good agronomic practices for soya beans. The farmers will be divided into manageable groups to allow easy learning and interaction.

The target audiences for this training will be drawn from both the host dairy farmers and local government lead farmers. The audience will mostly be comprised of illiterate to semi-illiterate farmers, the volunteer should design materials bearing that he/she will train through a local translator. The materials should be delivered using a participatory approach.

Host contribution –GLOFORD will mobilize farmers, dynamic individuals as ToTs and potential resource persons to the trainings to be conducted by the volunteer. The organization will also avail key personnel to work closely with the volunteer, during the preparations and actual trainings, to ensure that key staff are trained to backstop TOTs who will continue training other members even after the assignment is completed.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

By providing this assistance, farmers will acquire skills in land preparation, seed selection, pest and disease identification and control, timing of planting, proper spacing, and weed management. As a result of the training, it is anticipated that sesame production volumes will increase, and this will translate into increased income at household level and the community at large.

In addition, the Volunteer will develop Soya bean agronomy training manual for both the farmer level- and organizational level – training.

The anticipated deliverables include:

- Trainings conducted and people trained
- Training guidelines/manuals developed
- Debriefing with USAID and in country group presentations after assignment
- Volunteer feedback
- Field trip report and expense report

E. Schedule of Volunteer Activities in Uganda

The volunteer will be expected to spend 2.5- 3 weeks in country, with a strong preference for the longer duration.

Activity
Arrival at Uganda Entebbe Airport. Pick up by Fairway Hotel shuttle to Kampala and check in at

Fairway Hotel. **NB:** In case the volunteer encounters any difficulty, please request for assistance from Airport Staff to call George on 0772 472103 or Maria on 0783922882.

At 9.00 am, the volunteer is greeted at the hotel by CRS staff and thereafter proceed to CRS office for introductions and briefings including host brief, logistics and expectations and anticipated outcomes. Hand-outs will be prepared at CRS offices.

In the afternoon: Travel to Lira district to commence the assignment.

In the morning, F2F team introduces the volunteer to GLOFORD management. team Together with CRS and key staff, the volunteer will review and finalise the action -plan. The action plan should include group presentations to be done after the assignment

This is followed by a brief overview of organisations activities and its mode of operation with specific emphasis on the poverty reduction program.

In the afternoon, the volunteer together with the manager and extension coordinator will visit selected farms for an initial assessment and familiarization with existing on farm practices to help inform trainings. The volunteer will visit at least five farms (small, medium and large-scale farms) with in close vicinities. This activity can be continued to day 2 for better understanding of farming practices to inform trainings.

Commencement of the course: Volunteer introduces the course (objectives, planned content, schedule) and gathers and discusses participants' expectations with a view of harmonizing these with the initial plans. Agree with the participants on the final training program, venue and time as well as the code of conduct (rules and norms) for the course. Recap of the relevance of the assignment to the participants emphasizing the importance of attending the full course for full benefits from the package.

Training of ToTs from selected farmer groups, the volunteer will spend 2- 3 days as appropriate to cover more in-depth trainings as these will be responsible for follow up with groups trained and reach groups not trained by the volunteer.

Dive into the training addressing specific objectives 1- 2 above for each of the selected farmer groups. Trainings will be conducted for two half days for each of the selected farmer groups. The volunteer will reach at least five farmer groups based on the actual volunteer availability. There should be a strong emphasis on participatory and practical approaches during the training sessions.

Summing up the assignment and emphasize take-home practical tips; participants evaluate the training; volunteer solicits participants' input into assignment final report recommendations. Overview and handover of the training guide developed by the volunteer.

GLOFORD management evaluates the assignment and together with the Volunteer discusses assignment final report recommendations and develop an action plan.

Volunteer travels back to Kampala

Volunteer Debrief with USAID Mission and CRS staff
Submit the Trip Report (TR) and other deliverables and discuss any pending issues with relevant CRS staff.
Depart for USA

F. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

In Kampala, the volunteer will stay at Fairway Hotel & Spa (www.fairwayhotel.co.ug). In Lira, the volunteer will stay at Pauline Hotel which is on the outskirts of Lira town. The volunteer will work accompanied by cooperative staff in rural areas where groups are located.

CRS will pay for hotel accommodation and provide the volunteer with per diems to cater for meals and other incidentals. The volunteer may get an advance which has to be cleared before departing Uganda. For more information, please refer to Uganda country information that will be provided.

G. RECOMMENDED ASSIGNMENT PREPARATIONS

The volunteer should prepare materials for hand out which can be printed at CRS office in Kampala before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations.

CRS strongly recommends that the volunteer becomes familiar with Uganda’s agriculture sector plans and priorities, the oil seeds subsector, production and management systems in Uganda. Details on weather, security and appropriate clothing are included in the country visitor’s information pack.

H. 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	
Maria Figueroa US Operations Manager/Uganda Recruiter Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201 410-951-7366 Email: maria.figueroa@crs.org	
CRS Country Program	
George Ntibarikure Project Director	Maria Nakayiza Senior Project Coordinator

Farmer to Farmer Program Uganda Office Tel: +256 031 226 5658 Mobile cell phone +256 772 472 103 Email: george.ntibarikure@crs.org	Farmer to Farmer Program Uganda Office Tel: +256 031 226 5658 Mobile cell phone +256 783922882 Email: maria.nakayiza@crs.org
Host Organization:	
Morris Chris Ongom (CEO) CEO, GLOFORD Phone: 0774016223 Email: ceo@gloford.org	Moses Opio Program Officer Phone: 0783405099 Email: porp@gloford.org