

For clarification questions about this assignment, please email [mireille.ngokion@crs.org](mailto:mireille.ngokion@crs.org).

Please indicate your availability for this assignment in your resume or upload an additional document.

| Summary Information               |   |
|-----------------------------------|---|
| Assignment Code                   | RW246   |
| Country                           | Rwanda  |
| Country Project                   | Horticulture  |
| Host Organization                 | The Rwanda Horticulture interprofessional organization (RHIO)   |
| Type of Volunteer Assistance      | Technology Transfer = T   |
| Type of Value Chain Activity      | Information and Input Support Services (S)  |
| Assignment Title                  | Development of a training manual on how to make a compost-Organic fertilizer  |
| Assignment preferred dates        | December 2020 - January, 2021   |
| Objectives of the assignment      | The objective of this assignment is to develop a training manual/guide on how to make a compost-Organic fertilizer  |
| Desired volunteer skill/expertise | Qualifications and Experience: <ul style="list-style-type: none"> <li>• The volunteer for this assignment shall have a degree in agriculture, crop sciences, crop production or a related field with an experience of at least 2 years in compost making.</li> <li>• Demonstrated understanding of solid waste issues organics management technologies and organic compost technics.</li> <li>• Ability to write technical reports and effectively communicate technical concepts in person and in writing.</li> <li>• Strong interpersonal skills with experience conducting trainings</li> <li>• Demonstrated ability to work independently with limited supervision and as part of a team</li> </ul> |

**A. Background information.**

According to the Rwanda Agricultural Board, Horticulture sector is characterized by an ideal climate, fertile soil and an abundant, hardworking labor force. The potential to develop a vibrant Horticulture industry in Rwanda is undoubtedly on the move. Rwanda has a strong competitive base that hinges on its comparative advantages such as soil, abundant water resource, and abundant cheap labor force that are used to produce quality and competitive horticulture products sold on the regional and international markets. There are several types of horticultural products grown in Rwanda, they include: Vegetables: Tomatoes, green pepper, French beans, chili pepper, carrots, hot paper, onion, etc. Fruits: major fruit export products include avocado, mangoes, pineapple, passion fruit, bananas, and strawberry. Nuts: macadamia nuts and ground nuts. Herbs and Spices: these include lemon, parsley, spicy, grass, ginger, and garlic, and pyrethrum. Rwanda’s horticultural exports are mostly exported to regional and European markets. This has become an important sector in the Rwandan economy and contributes about 50% of non-traditional exports. The sector is bound to continue

growing as the government continues operations under the plan for modernization of agriculture. Being aware of this conducive environment, many farmers and value chain actors have picked interest to invest in the sector because of its potential. However, despite all the interest abundant challenges exist that hinder the exploitation of the potential of this value chain.

In order to address some of the challenges and explore opportunities, some actors in the sector, established the Rwanda Horticulture Interprofessional Organization” (RHIO) a private, independent organization in June 19 2009. RHIO serves as an instrument to mobilize all public and private effort in order to develop the horticulture sector. The organization has 84 members that include farmer cooperatives, companies and individuals involved in Horticulture value chain. The organization plans to facilitate members to access different opportunities available in horticulture sector especially market opportunities and information as well as access to finance information in order to achieve member objectives and goals.

### **Mission**

The mission of RHIO is to organize, and intensify the development of the horticulture value chain, aiming at satisfying the national and international markets.

### **Objectives**

- To promote the professionalism of its members to market expectations;
- Advocate for member interest and services
- Empower members on the use of best production and processing practices;
- Establish and promote networking among members, national and international partners.

### **Management of the Organization**

The management of RHIO is made up of the General Assembly. All members have equal voting rights. The day to day management of RHIO is under the Executive Committee made of Chairperson, the Vice Chairman, the Secretary, Treasurer, and a team of advisors on different aspects of the horticulture value chain. Also, RHIO has an Executive Secretary and Administrative Accountant for the day to day management of the Office of RHIO.

## **B. Issue Description:**

Due to:

- Soil fertility status severely declined due to intensive crop cultivation & imbalanced fertilization.
- Organic matter decomposition is high. Moreover, the addition of organic materials to soil through compost and organic residues has been reduced considerably because a major portion of these organic residues (cow dung & crop residue) is used up as fuel by the rural people.
- Degradation of lands due to increased intensity of cropping, especially changes in crop sequence makes current management practices, including fertilizer use, less effective.
- More fertilizers are being used on lands with poorer soils or uncertain irrigation facilities.
- There is an imbalance in the supply of N, P and K with application of latter two nutrients often being too low.
- Deficiencies of secondary and micronutrients are prevalent.
- Farmers often have inadequate knowledge on use of fertilizers in balanced proportion. They also have insufficient funds.
- The linkage and interactions among researchers, extension services and farmers are weak.
- Low efficiency of agricultural technology extension services
- Low level of education and insufficient trainings to improve agricultural knowledge of farmers

All of these reasons listed above prompted RHIO to seek the assistance of Farmer to Farmer program to acquire a training guide document on how to make a compost as a means of restoring soil fertility of their member’s farms. RHIO will use this training guide document once developed to effectively train its members aiming at increasing their production, and finally increasing their income.

It is evident that the assistance on the development of this training guide document on how to make a compost will be a great contribution for RHIO.

**Objectives of the Assignment**

The overall purpose of this assignment is to clearly develop a training guide document on how to make a compost-Organic fertilizer.

More specifically, the following should be taken in consideration when designing the manual:

- Content – topics, tasks, procedures, demonstrations, exercises or other activities, and other information arranged in a logical sequence and broken down into small units;
  - Audience – their reading skills, previous experience;
  - How the manual is to be used during the training session, afterwards (for revision) and/or as a reference in the workplace.
  - An attractive appearance and ease of use can motivate the trainees to use the manual and thus reinforce learning. Good page layout increase readability and make the information more accessible.
- Organize a half -day presentation to RHIO, any other partner to share the assignment report and recommendations.

**C. Host Contribution**

To conduct this assignment, RHIO is expected to meet the following requirements;

- Avail RHIO staff (if any) and identify member representatives to assist the volunteer during the assignment.
- Provide venue for conducting meetings and discussions for the assignment.
- Commit to implement all the recommendations provided by the volunteer (s) after the completion of the assignment.

**D. Anticipated results from the Assignment:**

Following the completion of this assignment, the outcomes below are anticipated:

- a training guide document on how to make a compost developed,
- Trainees can use the manuals for reviewing the subject after training.
- It will let the trainee concentrate on and partake in the training during the training session instead of taking detailed notes.
- It can serve as a reference document in the workplace.
- Prepare a report, detailing how the assignment was conducted, achievements, challenges, lessons, opportunities for future engagements and recommendations.

**E. Schedule of Volunteer Activities in Country (Draft)**

| Day   | Planned Activity  |
|-------|---|
| Day 1 | Arrival in country, pick up and check – in at LA Posh Hotel |
| Day 2 | Weekend(Sunday)   |

|           |   |
|-----------|---|
| Day 3     | Meet the CRS Country Representative (CR), Head of Programs (HoP) for introductions (Morning)<br>Meet with the CRS Operations Manager for Security briefing (Morning)<br>Meet with F2F Team to review the scope of work. |
| Day 4     | Meet with the host RHIO Management, and members for introduction and review of the Scope of work.<br>Develop detailed Work Plan covering all activities required to effectively implement this scope of work            |
| Day 5-7   | The rollout of activities as agreed in the work plan  |
| Day 8-9   | Weekend (Saturday and Sunday)   |
| Day 10-14 | The rollout of activities as agreed in the work plan  |
| Day 15-16 | Weekend (Saturday and Sunday)   |
| Day 17    | Organize the workshop to share achievements and recommendations.  |
| Day 18-19 | Prepare a report on the assignment  |
| Day 20    | Conduct debrief session with CRS Country team and perhaps USAID mission on the completed assignment<br>Fill out all necessary M&E forms and submit to F2F Program staff   |
| Day 21    | Depart from Rwanda  |
| TBD       | Outreach event in the US  |

*This is a draft schedule, a final itinerary will be discussed and agreed upon arrival by all parties*

**Additional requirements: A volunteer should be:**

- Proactive, results-oriented and service-oriented;
- Cultural awareness, with strong written and spoken communication and interpersonal skills;
- Flexible and adaptable to changing situations

**F. Accommodation, telephone, internet, weather and other in -Country Logistics**

In Kigali, the volunteer will stay at La Posh Hotel/ KN 84 St, Nyarugenge/ Kigali, phone +250 784119855, <http://laposhhotel.rw/>.

Volunteer transportation within Rwanda, accommodation and meals will be taken care of by the F2F Program. At the moment, we don't anticipate any field activities but after meeting with the host, there might be a proposal to go to the field. once this is confirmed, planning will be made for field visits. Accommodation and transport will be planned accordingly.

Additionally, a local telephone (handset and SIM card) and internet will be provided to the volunteer at his or her arrival in Rwanda.

Rwanda has very good weather patterns. In the heart of Africa, fractionally south of the equator, Rwanda's relatively high altitude provides it with a remarkably pleasant tropical highland climate, albeit also with plenty of rain. Temperatures vary considerably between locations depending on their altitude, but very little from month to month in the same place. In the capital where the volunteer will be staying, Kigali, the temperatures vary from 20°C to 32°C degrees.

It's mostly hot during the day and cool at night. Appropriate dressing is recommended for the volunteer.

**G. Recommended assignment preparations**

## Assignment Materials:

- Flip charts, markers, and a projector will be obtained from the CRS Office as well.

**Additional reading resources:** Rwanda F2F program team recommends that the volunteer familiarizes with this scope of work and read about the Rwanda Horticulture value chain.

## H. Key Contacts

| <b>CRS Baltimore</b>   | <b>Rwanda</b>   |
|--|---|
| <b>Ngokion, Mireille</b><br>Volunteer Coordinator<br>Farmer-to-Farmer Program Coordinator,<br>Overseas Operations<br>228 W. Lexington Street<br>Baltimore, MD 21201<br>410.951.7315<br>Email: mireille.ngokion@crs.org | Grace Gasana<br>CRS Farmer- to -Farmer Program Director for<br>Rwanda<br>Tel: +250,788307254,<br>Email: <a href="mailto:grace.gasana@crs.org">grace.gasana@crs.org</a><br><br>Or Yannick Ndoli<br>Farmer to Farmer Project Coordinator<br><a href="tel:0788380064">Tel:0788380064</a><br>Email: yannick.ndoli@crs.org |
| <b>Host Organization:</b>  |   |
| <b>KAZIMOTO N. Cansilde,</b><br>Chairperson of RHIO<br>E-mail: <a href="mailto:kazimotocan@yahoo.fr">kazimotocan@yahoo.fr</a><br>Tel: +250788424371  | <b>NAHIMANA Venuste</b><br>Tel: +250788525362   |