



**NOTE THIS IS A DRAFT SOW**

**Remote Paired Volunteer Assignment: Ethiopian or East African volunteer to be paired with virtual supporting American volunteer**

To express interest in this assignment, Ethiopian and East African volunteers please email [haile.deressa@crs.org](mailto:haile.deressa@crs.org) or [lidia.retta@crs.org](mailto:lidia.retta@crs.org). Interested American volunteers for virtual support please email [chi.olisemeka@crs.org](mailto:chi.olisemeka@crs.org).

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

Summary Information	
Assignment code	ET264
Country	Ethiopia
Country Project	Crop
Host Organization	Ethiopian Catholic Church Social and Development Coordinating Office of Harar (HCS)
Assignment Title	Dairy Farm Management
Assignment preferred dates	Flexible
Assignment objectives	To train farmers on best practices of dairy farm production and management focusing on forage rationing, feed and nutrition, housing, and milk hygiene to improve cattle productivity. Improving farmers milk production and income through developing their dairy farm management (feed and nutrition, housing and management, milk hygiene, basic farm economics) skills
Desired volunteer skill/expertise	<ul style="list-style-type: none"> <li>• Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields</li> <li>• Expertise in dairy management/production systems</li> <li>• Experience with smallholder dairy production systems</li> <li>• Hands-on experiences in adult training and dairy technology extension</li> </ul>
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)



PERSUAP Classification <sup>1</sup>	Type II
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## A. BACKGROUND

Livestock production is an integral part of farming systems in Ethiopia. Livestock are raised to provide mainly draught power for cultivation, food for human consumption, means of cash income and manure for use as fertilizer. This sector of agriculture plays a vital role in the livelihoods of majority of people in the country. Ethiopia is endowed with large as well as diverse livestock resources. About 16% of the national and 27-30% of agricultural GDP and 13% of the country's export earning comes from livestock. Livestock production contributes up to 80% of farmer's income in the country. Hence, livestock are recognized as essential livelihood assets of the Ethiopian farmers.

Ethiopia has considerable potential for dairy development due to its large livestock population, favorable agro-ecology for improved and high-yielding animal breeds, emerging market opportunity and conducive policy environment for involvement of private sectors. Given the potential of income and employment generation of dairy products, development of the dairy sector can contribute significantly to poverty alleviation, and food and nutrition security in Ethiopia. Despite a positive improvement in the dairy sector in the country, there are many challenges affecting the development. The low productivity in dairy sector is due to multiple and inter-related factors such as inadequate and poor-quality feed, widespread animal diseases, poor genetic potential of local breeds, market and infrastructure problems, poor extension services, limited research and information exchange system and limited availability of credit services to smallholder dairy farmers.

The smallholder dairy production which is characterized by low- and poor-quality feed inputs, local breeds and conventional management practices makes up the largest milk production in the country. The characteristics of the improved dairy production system vary substantially in terms of intensification, management systems, breeds used, types and methods of processing and marketing of milk and dairy products.

Harege Catholic Sertariat (HCS) has promoted and directly implemented economically feasible, socially acceptable and environmentally friendly interventions in different valuable multi-sectoral fields. Most of these interventions were focused on improving: food security in the region, sustainable use of available resources, rural and urban education system, social and economic welfare of the marginalized rural and

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<sup>1</sup> 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.



urban communities through the encouragement of and concept of diversified use of economic resources, promoting of better understanding of participatory development, promoting and developing environmental friendly natural resource management schemes (water, sanitation, income generation, environmental protection actions, promotion of forest and staple food genetic materials protection, etc.), promotion of community based self-managed micro-finance schemes believing that everyone has its own capacity to promote self-development in his/her own environment. HCS has made all the strides and efforts to empower the motive of participatory development by engaging itself more and more in the role of development facilitating agency.

## **B. ISSUE DESCRIPTION**

Urban dairy farming is emerging as an important component of the milk production system based on cross breed dairy stock and purchased conserved feeds. However, there are many challenges faced by the farmers including technical gaps like genotype related constraints and reproductive wastage, shortage of feed and water resources, shortage of land, animal health problems, inadequate extension and training services and non-technical constraints like institutional challenges such as, limited availability of credit services to the dairy farmers, waste disposal problems, and limited access to and high cost of dairy heifers/cows. Despite these constraints, dairy farming continues to expand due to the ever-increasing demands for milk and milk products. In addition to supporting their own livelihoods, dairy farmers are also creating more employment opportunities for others.

The dairy farmers located around Dire Dawa and Harar are facing critical shortage of good quality feed which is limiting productivity of their cattle. Where good quality feed is available, it is also very costly. Due to poor feeding, the cattle do not reach their genetic potential for milk production and take long to mature, all of which contribute to low productivity. Moreover, the farmers have limited knowledge and skills on improved dairy farm management including feed and nutrition, housing and management, breeding techniques, health management and milk hygiene.

The beneficiaries of this assignment expected to be more than 50 staffs of small to medium commercial dairy farms which are located around Dire Dawa and Harar cities.

## **C. OBJECTIVES OF THE ASSIGNMENT**

The main objective of the assignment is to enhance capacity of small and medium commercial dairy farmers around Dire Dawa and Harar on improved dairy farm management practices including feed and nutrition, housing and management, breeding techniques, health management and milk hygiene and, hence, improve their productivity and income.



Specific objectives of the assignment include:

- Assess the dairy farmers knowledge and skills to identify their gaps and problems of dairy farm management
- Development of training materials and guideline based on knowledge and skill gaps identified
- Provide practical training to the dairy farmers on improved dairy management practices
- Identify major recommendations to the host related problems identified during the assignment

#### **D. HOST CONTRIBUTION**

The host has committed to mobilize staff of the dairy farms for the volunteer's technical and practical training. The host will also avail key personnel to work closely with the volunteer in assisting her/him during training and practical demonstration sessions, ensuring translation of the training media to the local language and advising on the culture of the area. CRS will cover lodging and other related costs of the volunteer against receipts. In coordination with the host and the volunteer, CRS will also arrange and pay for transport services for daily use to and from the office.

#### **E. ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the training will lead to:

- Improved dairy management techniques
- Productivity and income increased as a result of knowledge transfer from the volunteer and skill improvement of the dairy farmers
- Basic dairy management training guideline developed and provided to the host for future use

#### **F. DELIVERABLES**

The major deliverables of this assignment include, but not limited to:

- Manual/guidelines produced on dairy farm management
- Training lists with people trained and subject areas as per the training reporting formats
- 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 in country outreach events in Ethiopia using social media (for local volunteers)
- Conduct outreach activities about the assignment in USA (US volunteer) using appropriate medias (print, social etc.)



## G. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA

Day	Activity
Day 1	<ul style="list-style-type: none"> <li>• Receive security and general orientation</li> <li>• Travel to assignment place with CRS staff and meet the host staff</li> </ul>
Day 2	<ul style="list-style-type: none"> <li>• Discuss and clarify SOW, anticipated outcomes and work plan</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 3	<ul style="list-style-type: none"> <li>• Conduct further assessment of skills and knowledge gaps</li> <li>• Develop 10 days (2 weeks training) curriculum covering key knowledge and skills gaps</li> </ul>
Day 4 -14	<ul style="list-style-type: none"> <li>• Carry out the assignment and provide orientation to the host staff</li> </ul>
Day 15	<ul style="list-style-type: none"> <li>• Briefing / exit meeting with the host in the presence of CRS staff</li> </ul>
Day 16	<ul style="list-style-type: none"> <li>• Facilitate in country/virtual debriefing with CRS staff and/or USAID Mission</li> <li>• Finalize reimbursement of expenditures and liquidations (if any) with finance as required</li> <li>• Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team</li> <li>• Depart for his/her place</li> </ul>

## H. DESIRABLE VOLUNTEERS SKILLS

The volunteer need to have the following skills, qualifications and competencies:

- Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields
- Extensive experience in dairy farm management
- Experience and skills in adult training methodologies
- Strong communication and interpersonal skills
- Willingness and flexibility to train and technically assist the staff whenever required
- Respect for the cultural and religious norms of the rural people



## **I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS**

- The volunteer will stay in a hotel near to the assignment place booked and confirmed before the volunteer the assignment start date. The hotel will have rooms that include services such as breakfast and wireless internet etc.
- CRS will provide a vehicle and accompany the volunteer to the place of assignment.
- 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.

## **J. RECOMMENDED ASSIGNMENT PREPARATIONS**

- 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 the assignment, 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 the assignment.
- 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. REMOTE/LOCAL VOLUNTEER ROLES AND RESPONSIBILITIES**

Both volunteers participate in a call to discuss objectives and collaboration approach at the start of the assignment. Collaboration platforms vary depending on the assignment and connectivity. The most frequently used platforms are MS Teams and WhatsApp. The volunteers are highly encouraged to visit [CRS' F2F Digital Resource Library](#), and search for resources that they could use or customize for training. Upon completion of your assignment, volunteers are requested to send any resources they would like to contribute to the library (whether created or found) to [farmertofarmer@crs.org](mailto:farmertofarmer@crs.org).

The local volunteer is responsible for assignment design, preparation, training, developing assignment reports, conducting action planning with hosts and outreach in country, and achieving the assignment objectives. The local volunteer works directly with the host with assistance/input



from the US volunteer. Assignments usually last up to 2 weeks; sometimes extending beyond two weeks due to pending follow up visits, emails etc. Local Volunteers are asked to track assignment hours per day, to stay under 112 hours (14 days x 8 hrs).

Virtual support from a paired US volunteer helps provide supplementary training resources, fill in the gaps for technical areas, and share creative ideas and solutions. Two specific responsibilities are to: (i) complete the outreach component of the assignment and (ii) support the in-country volunteer as needed. US Volunteers typically put in 4-8 hours per week, depending on the nature of the assignment and collaboration.

## **L. KEY CONTACTS**

### **1. CRS Baltimore**

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### **3. Host Organization**

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