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To express interest in this assignment for virtual support, please email emily.keast@crs.org
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**CRS Farmer to Farmer Program
Volunteer Assignment Scope of Work**

Summary Information	
Assignment Code	LR229
Country	Liberia
Country Project	Cassava
Host Organization	<ol style="list-style-type: none"> 1. Konia Cassava Farmers Association 2. Zelenia Junction Cassava Farmers Association 3. Zuwulo Cassava Farmers Association 4. Woloma Cassava Farmers Association
Assignment Title	Training of trainer (TOT) on cassava good agricultural practice (GAP)
Assignment preferred dates	January 2021
Objectives of the assignment	The objective of this assignment is to build the capacity of the mentioned farmer cooperatives on the application of good agricultural practices to guide the production systems towards sustainable and ecologically safe agriculture, obtain harmless products of higher quality, contribute to food security by generating income through access to markets, and improve working conditions of producers and their families.
Desired volunteer skill/expertise	The candidate should have a degree in general agriculture or crop sciences and with rich experience in cassava production. Candidates knowing soil fertility is advantageous. Must have at least five years of working experience in rural communities with rural institutions most especially farmer cooperatives and agro-businesses. The candidate must be knowledgeable on adult training approaches, be prepared to work in a remote area and be passionate about working with developing communities.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On Farm Production = F
PERSUAP Classification ¹	PERSUAP Type II

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.



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A. BACKGROUND

Rise Agriculture Company is a local cassava processing company established in June 2017 and became a legal entity in January 2021. The company is involved in the production of cassava-based products including fufu, deepah, super gari, plantain chips, coasted peanuts, and peanut butter. The company purchases cassava tubers from cassava producer organizations, individual farmers from towns, and villages within Zorzor, Lofa County, and its surroundings. Since its establishment, the company has made significant investments in its processing activities; however, the need for securing raw materials (cassava) is needed to allow the company meets its goals and objectives. The below-listed cassava producers are major suppliers of raw materials to the company.

1. Konia Cassava Farmers Association:

Konia Cassava Farmers Association was founded in December 2014 by the West Africa International Institute of Tropical Agriculture (IITA) project in Konia town, Zorzor District, Lofa County. It has an active membership base of 62 local cassava farmers/producers (35 male and 27 female farmers), each of them currently operating between 4.8 and 5.2 hectares of cassava farmland. Thereby, the approximate total hectares operated by the Konia Cassava Farmers Association is 310 hectares.

This farmer association contributes to 32% of Rise Agriculture Company's raw material supplies.

The objective of the Konia Farmer Association is to enhance farmers' knowledge and skills, boost the modernization of agriculture, increase cassava yields, improve farmers' livelihood, and develop the rural economy.

2. Zelenia Junction Cassava Farmers Association

Zelenia Junction Cassava Farmers Association was founded in December 2014 by the West Africa International Institute of Tropical Agriculture (IITA) project in Zelenia Junction town, Zorzor District, Lofa County. It has an active membership base of 57 local cassava farmers/producers whereby 39 are male and 18 are female farmers. Each farmer currently operates between 3.6 and 6.01 hectares of cassava farmland. The Zelenia Junction Cassava Farmers Association has approximately 273.89 hectares of cassava farmland.

This Zelenia Junction Cassava Farmers association contributes to 21% of Rise Agriculture Company's raw material supplies.

Their objective is to support strengthening its member organizations' capacity to deliver adequate service to their members of Zelenia Junction Cassava Farmers Association.

3. Zuwulo Cassava Farmers Association:

Zuwulo Cassava Farmers Association was founded in January 2015 by the West Africa International Institute of Tropical Agriculture (IITA) project in Zuwulo town, Zorzor District, Lofa County. It has an active membership base of 49 local cassava farmers/producers whereby 26 are male and 23 are female farmers. Each farmer is currently operating between 4.03 and 5.5 hectares of cassava farmland. The Zuwulo Cassava Farmers Association has approximately 233.485 hectares of cassava farmland.



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This Zuwulo Cassava Farmers Association contributes to 19.4% of Rise Agriculture Company's raw material supplies.

The objective of the Zuwulo Cassava Farmers Association is to ensure capacity building of manpower engaged in overall agricultural development and strengthen infrastructural support for the benefit of the farmer/producer.

4. Woloma Cassava Farmers Association

Woloma Cassava Farmers Association was founded in August 2017 by the West Africa International Institute of Tropical Agriculture (IITA) project in Woloma town, Zorzor District, Lofa County. It has an active membership base of 54 local cassava farmers/producers whereby 31 are male and 23 are female farmers. Each farmer currently operates between 4.2 and 5.8 hectares of cassava farmland. The Woloma Cassava Farmers Association has approximately 233.485 hectares of cassava farmland. The Woloma Cassava Farmers association contributes to 17.6% of Rise Agriculture Company's raw material supplies.

The objective of Woloma Cassava Farmers Association is to facilitate the empowerment of farmers/producers through assistance for mobilization, organization into associations, cooperatives etc. for their increased participation in planning, marketing, technology dissemination, and agro-processing.

B. ISSUE DESCRIPTION

In large parts of Liberia soil fertility is low because of inherently infertile parent materials and/or continuous cassava farming without external inputs. Soil fertility depletion has been described as one of the most important constraint to food security in Liberia (Sanchez et al., 1997; Smaling et al., 1997).

Rapid population growth throughout Africa increases land pressure and aggravates the strain on natural resources. Traditional strategies to maintain soil fertility (shifting cultivation, bush fallows) are no longer feasible and farmers often do not have the resources or skills to effectively use new strategies (cattle manure, fertilizer, legumes). Consequently, many farmers rely largely on crop rotation in their efforts to maintain cassava productivity. When root yields are high and residues are not returned to the soil, the harvest removes large amounts of nitrogen and potassium.

The project observed that those mentioned producer's organizations are experiencing low yields recently. Below is our observation regarding producing low yields:

1. The lack of adequate knowledge in selecting high yield cassava stems or cuttings.
2. Producer organizations have inadequate knowledge in land preparation.
3. Producer organizations have inadequate knowledge in planting methods.
4. Producer organizations have inadequate knowledge in pest and disease management on cassava farming, the process of harvesting, and the storage of cassava cuttings/seedling.



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Considering the above facts that CRS-ASA Project wants to build the capacity of cassava producer organizations through a volunteer assignment conducting Training of Trainer (ToT) on good agronomy practices which anticipate to increase cassava yields and provide improved seedlings (cuttings multiplication) to producer organizations.

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of this training is to enhance the capacity of the farmer cooperatives' members on good agricultural practices for increased productivity through adoption of cassava farming management practices.

Specifically, the objectives of this assignment are:

- Develop training guide for the trainer and trainees.
- Develop the training methodology/approach.
- To train cassava producers using the best agronomy practices to increase their yields.
- To enhance farmers with knowledge on the cassava varieties suitable for their environment, for industrial use, and tolerant to brown streak.
- To provide farmers trainers with knowledge and skills on community-based clean seed production for cassava.
- To enhance farmers knowledge in climate smart agronomic management (fertilizer use, intercropping, conservation agriculture, spacing) practices for cassava.
- To enhance farmer knowledge in climate smart integrated pest management (IPM).
- Conduct the training for the leaders and members heavily emphasizing improved cassava crop production practices.
- Prepare a training report detailing how the trainings were conducted, achievements, challenges, lessons, opportunities for future engagements and recommendations on cassava good agricultural practices.
- Organize a half-day presentation to members, other stakeholders like local government, buyers, any other partner to share the training report and recommendations.

D. HOST CONTRIBUTION

To conduct this assignment, Rise Agriculture Company management has committed:

- To mobilize each of these producer organizations: Konia Cassava Farmers Association, Zelenia Junction Cassava Farmers Association, Zuwulo Cassava Farmers Association and Woloma Cassava Farmers Association.
- The host will also avail key persons to work closely with the volunteers, during the preparations and actual trainings, to ensure that key leaders and staff are trained and will continue training other farmers long after the assignment is completed.
- The host will also provide translation and where possible

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

At the completion of this assignment, the anticipated result below is expected:

- ✓ Trainees (cassava producers) will be empowered with the knowledge in best agronomy practices to increase their yields.
- ✓ Trainees will be equipped to maintain high yielding resistant cassava varieties which meet requirements of consumers (sweet taste).



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- ✓ Trainees will practice the knowledge gained and trained other producers in the improved crop management practices which are within the means of their peer farmers.
- ✓ Trainees will accelerate the transfer of improved cassava production and utilization of cassava through closer linkage and training of farmers association staff and farmers.

F. DELIVERABLES

1. Volunteer final report due before departure and people trained
2. Group presentation with local stakeholders at the end of the assignment in country
3. Volunteer outreach activities in the US and in country
4. Training manuals

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days	Activity
Day 1	Orientation session. Meet with ASA Team to review the scope of work and develop detailed work plan covering all activities required to effectively implement this scope of work.
Day 2	Meet with the host organization Rise Agriculture Company and its associate producer organizations (Konia Cassava Farmers Association, Zelenia Junction Cassava Farmers Association, Zuwulo Cassava Farmers Association, Woloma Cassava Farmers Association) for introduction and review of the scope of work. A meeting for the volunteer to meet the entire core staff to discuss the objectives of the assignment and sketch out a work/action plan.
Day 3-11	Start the rollout of agreed work plan and start with the training session
Day 12	Organize the workshop to share achievements, expected results and recommendations.
Day 13	Conduct debrief session with CRS country team and perhaps USAID Mission on the completed assignment. Fill out all necessary M&E forms and submit to ASA staff.

H. DESIRABLE VOLUNTEERS SKILLS

A volunteer also has the following skills.

- Must be results-oriented and service-oriented.
- Must be proactive and willing to work in remote communities.
- Must have good interpersonal skills and must be flexible.

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

The volunteer’s transportation and accommodation will be taken care of by the ASA Project.



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J. RECOMMENDED ASSIGNMENT PREPARATIONS

Targeted trainees are from the four cassava producer organizations, and each will send 15 farmers (8 female and 7 male). The targeted trainees are mostly local farmer who live in remote communities. Most of them have low level of formal education.

- **Training Materials:**

In the event the volunteer prepares materials for hand out, they can be printed at the CRS office in Gbarnga, Bong County. Flip charts, markers, and a projector, if needed, can be obtained at CRS Liberia, Gbarnga Bong County office.

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.

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.

A. 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 Liberia
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