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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	LR235
Country	Liberia
Country Project	Cassava
Host Organization	<ol style="list-style-type: none"> 1. David Cooper Cassava Farmers Association 2. Ghana Hill Cassava Farmers Association 3. Wilmot William Farm Cassava Farmers Association 4. Gblo-Ka Cassava Farmers Association
Assignment Title	Training of Trainer (TOT) on Cassava Good Agricultural practice (GAP)
Assignment preferred dates	February 2022
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 agriculture and ecologically safe, obtain harmless products of higher quality, and contribute to food security 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 experiences in cassava production. Candidates having knowledge on soil fertility is advantageous. Must have at least 5 years of working experience in rural communities with rural institutions, most especially with farmer cooperatives and agro businesses. The candidate must be knowledgeable on adult training approaches, be prepared to work in remote area, and be passionate working with developing communities.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On Farm Production = F



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PERSUAP Classification ¹	PERSUAP Type II
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A. BACKGROUND

Bravo Sister Enterprise is a local cassava processing Company established June 2017 and became a legal entity in January 2018. The company is involved in the production of cassava-based products including fufu, deepah, super gari and Sketch. The company purchases cassava tubers from cassava producer organizations, individual farmers from towns and villages within Kakata District, Todee District, Margibi and Montserrado Counties respectively. Since its establishment, the Enterprise has made significant investments on its processing activities; however, the need for securing its raw materials (cassava) is needed to allow the company to meets it goals and objectives. The below listed cassava producers are major suppliers of raw materials to the Enterprise.

1. David Cooper Cassava Farmers Association

David Cooper Cassava Farmers Association was founded in December 2017 by the Feed the Future Liberia Agribusiness Development Activity (LADA-UASID project) in David Cooper Town, Kakata District, Margibi County. It has an active membership based of 30 local cassava farmers/producers (13 male and 17 female farmers) and each is currently operating between the minimum of 2.4 hectares of cassava farmland and the maximum of 3.2 hectares of cassava farmland. Thereby, the David Cooper Cassava Farmers Association is operating approximately 84 hectares of total farmland. This Farmer association contributes 17% of the raw materials supplies to the Bravo Sister Enterprise. The objective of David Cooper Cassava Farmer Association is to effectively provide appropriate agricultural information in order to increase awareness.

2. Ghana Hill Cassava Farmers Association

Ghana Hill Cassava Farmers Association was founded in December 2017 by the Feed the Future Liberia Agribusiness Development Activity (LADA-UASID project) in Ghana Hill Town, Kakata District, Margibi County. It has an active membership base of 30 local cassava farmers/producers (14 male and 16 female farmers), each of them is currently operating between the minimum of 2.9 hectares of cassava farmland and the maximum of 3.6 hectares of cassava farmland. The Ghana Hill Cassava Farmers Association is operating approximately 97.5 hectares of farmland. This farmer association contributes 19% of the raw materials supplies to the Bravo Sister Enterprise. The objective of Ghana Hill Cassava Farmer Association is to promote the development of sustainable domestic and foreign markets for agricultural commodities to enhance access and generation of income.

3. Wilmot Williams Cassava Farmers Association:

Wilmot Williams Cassava Farmers Association was founded in December 2017 by the Feed the Future Liberia Agribusiness Development Activity (LADA-UASID project) in Wilmot Williams Town, Kakata District, Margibi County. It has an active membership base of 30 local cassava farmers/producers (17 males, and 13 female farmers), each of them is currently operating between the minimum of 3 hectares of cassava farmland and the maximum of 3.2 hectares of cassava farmland. The Wilmot Williams Cassava Farmers Association operates approximately 93 hectares of cassava farmland. This farmer association contributes 18% of the raw materials supplies to the Bravo

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.



Sister Enterprise. The objective of Wilmot Williams Cassava Farmer Association is to promote agricultural diversification to ensure availability of a wide range of agricultural commodities.

4. Gblo-ka Cassava Farmers Association

Gblo-ka Cassava Farmers Association was founded in December 2017 by the Feed the Future Liberia Agribusiness Development Activity (LADA-UASID project) in Gblo-ka town, Kakata District, Margibi County. It has an active membership base of 30 local cassava farmers/producers (17 male and 13 female farmers), and each of them is currently operating between a minimum of 3.7 hectares of cassava farmland and the maximum of 4 hectares of cassava farmland. The Gblo-ka Cassava Farmers Association is operating approximately 115.5 hectares of cassava farmland. This farmer association contributes 23% of the raw materials supplies to the Bravo Sister Enterprise. The objective of Gblo-ka Cassava Farmer Association is to promote agricultural diversification to ensure availability of a wide range of agricultural commodities.

B. ISSUE DESCRIPTION

In large parts of Liberia, soil fertility is low as a result of inherently infertile parent materials and/or due to 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 (i.e., shifting cultivation, bush fallows) are no longer feasible and farmers often do not have the resources or skills to effectively use new strategies (i.e., 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 the mentioned producer organizations are currently experiencing low yields. Below are observations that are leading to the producer organizations experiencing low yields in recent time:

1. Lack of adequate knowledge in selecting high yield cassava stem or cuttings
2. Inadequate knowledge in land preparation
3. Inadequate knowledge in planting methods
4. Inadequate knowledge on pest and disease management on cassava farming, the process of harvesting, and the storage of cassava cuttings/seedling

Considering the above observations, the project wants to build the capacity of cassava producer organizations by conducting a Training of Trainer (ToT) on good agronomic practices with the anticipated results 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 farmer cooperative members on good agricultural practices for increased productivity through adoption of cassava farming management practices.

Specifically, the objectives of this assignment are:



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- Develop a training guide for the trainer and trainees
- Develop the training methodology/approach
- Train cassava producers using the best agronomy practices to increase their yields.
- Enhance farmers with knowledge on the cassava varieties suitable for their environment, for industrial use, and tolerant to brown streak.
- Provide farmers trainers with knowledge and skills on community-based clean seed production for cassava.
- Enhance farmers knowledge in climate smart agronomic management (fertilizer use, intercropping, conservation agriculture, spacing) practices for cassava.
- Enhance farmers' knowledge in climate smart integrated pest management (IPM).
- Conduct the training for the leaders and members putting 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 how to reduce postharvest losses.
- 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, Bravo Sister Enterprise management has committed:

- To mobilize each of these producer organizations: David Cooper Cassava Farmers Association, Ghana Hill Cassava Farmers Association, Wilmot Williams Cassava Farmers Association and Gblo-ka 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 when possible

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

At the completion of this assignment, the anticipated results below are 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).
- ✓ Trainees will practice the knowledge gained and train other producers in 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.
- ✓ Increased production

F. DELIVERABLES



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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 country
4. Training manual

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days	Activity
Day 1	Orientation session Meet with project 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 Bravo Sister Enterprise and its associate producer organizations (David Cooper Cassava Farmers Association, Ghana Hill Cassava Farmers Association, Wilmot Williams Cassava Farmers Association, Gblo-ka 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

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

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 project.

J. RECOMMENDED ASSIGNMENT PREPARATIONS

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

• **Training Materials:**

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



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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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Host Organizations:	
<p>1.Sarah Morris David Cooper Cassava Farmer Association Tel:+231-777-867-402</p> <p>2. Charles Williams Wilmot Williams farm Cassava Farmer Association Tel:+231-777-867-402</p>	<p>3. James D.Morris Ghana Hill Cassava Farmer Association Tel:+231-886-173-252/+231-776-317-335</p> <p>4.Eva T.Noring Gblo-ka Cassava Farmers Association Tel:+231-777-323-913</p>