**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. 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** | ET2100 | | | | |
| Country: | Ethiopia | | | | |
| Country Project: | Livestock | | | | |
| Host Organization: | Alema Farms PLC | | | | |
| Partner: | N/A | | | | |
| Date of baseline data collection: | 7/05/2019 | | | | |
| Date of host agreement signing: | 04/22/2019 | | | | |
| Number of previous volunteer assignments: Note, if this is the first/new host, please discuss with Peter & Nyambura | | | 1 | | |
| Volunteer recommendations given (Total): | 6 | Volunteer recommendations applied (Total): | | | 4 |
| Assignment Title: | Commercial Broiler Farm Management | | | | |
| Objectives of the assignment: | * To provide technical assistance to Alema farm PLC on improved broiler farm management techniques | | | | |
| Assignment preferred dates: | December, 2022 | | | | |
| Desired volunteer skill/expertise | * Higher education in animal science production * Experience in broiler farm management | | | | |
| Type of Volunteer Assistance | Technology Transfer (T) | | | | |
| Type of Value Chain Activity | On Farm production (F) | | | | |
| PERSUAP Classification[[1]](#footnote-1)[1] | III | | | | |
| Number of people to be trained | Men | | Women | Youths | |
| 15 | | 5 | - | |
| Will the assignment address gender gaps? (Yes/No)  If yes, please include these in the issues description | | | | No | |
| Will the assignment address climate change? (Yes/No)  If yes, please include this in the issues description | | | | No | |
|  |  |  |  |  |  |

1. **BACKGROUND**

CRS Farmer-to-Farmer program (F2F) is a five-year (2019-2023) USAID funded program implemented 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 and 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 these goals, F2F program provides volunteer technical assistances to farmers and farmer groups (associations and cooperatives), private agribusinesses and agricultural education institutions to address key technical and institutional problems identified by the hosts in selected agricultural value chains.

Ethiopia has about 60% of the total chicken population of East Africa, which includes local, exotic and hybrid chicken breeds. About 78.85% of the Ethiopian poultry population consists of indigenous chickens, while the remaining 21.14% consists of exotic and hybrid breeds of chickens (CSA, 2021). The total number of poultry at country level is estimated at around 57 million. The largest proportion of poultry consists of laying hens (34.26%), followed by chicks (32.86%). Pullets account for an estimated 11.36% of the country's population. Cocks and cockerels are estimated about 11.2% and 5.74%, respectively. The rest is non-laying hens, which represent about 4.59% of the country's total poultry population (CSA, 2021).

Ethiopian poultry sector is not yet to satisfy the growing needs of customers. The data shows that contribution of the subsector to the GDP is estimated 4.172 million ETB per year. According to CSA, in Ethiopia there exists around 60.04 million chicken populations of which 88% indigenous, 2.79% hybrid and 1.35% exotic breeds. The estimated annual production of poultry meat in Ethiopia is 61,840 tons. The chicken population growth over the year almost stagnant because of high chicken mortality due to lack of adaptation of introduced exotic chicken, diseases, predators prevalent in the scavenging production systems and limited expansion of commercial poultry production both in terms of number of operators and volume of operation. The chicken population distribution was high in Oromia and Amhara region followed by South Nation and Nationality People of Ethiopia (SNNP) and Tigray region. According to report of CSA (2021) Oromia, Amhara and South Nation and Nationality People of Ethiopia regions has about 33.62%, 33.44%, 16.91% and 12.28% of the total chicken population of the country, respectively.

In general, the most significant challenges of Ethiopia's commercial poultry production system include genetic resources (lack of alternative breeds), feed quality and availability, as well as its high cost, insufficient transportation infrastructure, high vulnerability to disease outbreaks, limited access to medicines and vaccines, limited access to markets, poor institutional linkage, limited production capacity, and low capital.

Alema poultry farms are the country’s second-largest commercial chicken farms, producing over half a million broilers each year for the Addis Ababa market. The farm’s parent stock of broilers, feed processing factories, hatchery, slaughterhouses, cold storage, and transportation facilities are all owned by the same company. It is located at Bishoftu town and features 5.6 hectares of utilized land among the 7 hectares of property. The organization is processing products including chicken meat and cuts, pork meat and cuts, processed beef meat products, beef mortadella, chicken mortadella, chicken hot dog, beef hot dog, beef burger, chicken burger, pork carcasses, beef mortadella, chicken shish kebab, beef shish kebab, bolide ham, marinated whole chicken, leg breast. It also produces high standard animal feeds for poultry (broiler and layer), dairy cows (basic, excellent, and super), calves and heifers, sheep and goat, pigs, equine, beef fattening (basic and super) and providing fair priced veterinary medicine, agrochemical, equipment’s, and animal feed services to the communities. The farm is owned by two individuals and employs 800 workers of whom 6 are veterinarians. The farm’s clients include 30 supermarkets and hotels as well as trained pig and poultry farmers.

1. **ISSUE DESCRIPTION**

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has been widely applied and been recognized as effective and

powerful tool in detecting land cover and land use change [1].

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health of crop, extent of infestation, potential yield and soil

conditions. It applied to explore agricultural applications such as

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soil moisture estimation, yield estimation, agriculture water

management, agro meteorological etcMohammed Abuna dairy has been working on a dairy sector (dairy value chain) for the past fourteen years without creating a clear map for a business to follow and course correct, when need be, goals, mission statement, timeline and communication (strategic plan). This is caused by limited knowledges and skills on strategic plan development by the firm. Because of this, Mohammed Abuna dairy is facing a limitation on reviewing the company's past performance and predict its future performance and gives it a road map to follow. Hence, Mohammed Abuna dairy is requesting technical support from F2F program to develop strategic plan of five years. The volunteer will work with the host staff, local expertise and beneficiaries to develop strategic plan that will be applicable by the host.

Alem farms has been facing a problems of high mortality rate of chicken and, hence, economic loss of its broiler farm. The mortality rate is estimated at 20 – 25% which is believed to be attributed to limitations in management practices, especially feed, diseases or weather conditions. Another prediction is that there may be biosecurity or immunization problems that affect survival of the chicken.

To improve survival rate and profitability of the farm as well as satisfy the highly growing market demand for the broiler meet, the company wants to improve its farm management techniques. The host has requested an American volunteer expert to review its overall broiler farm management practices and provide advice for improvement. The host also requires technical training for its staff on broiler feeding, disease management, vaccination and biosecurity.

Therefore, to address these challenges and fill existing knowledge and skill gaps the host has requested CRS, F2F volunteer’s technical assistance.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this volunteer assignment is to the staffs of Alema farms on broiler farm management and practices.

Specifically, the F2F volunteer technical expert will;

* Review the existing broiler farm management practices and provide advice for improvement
* Provide training on improved techniques of broiler feeding, disease management and biosecurity
* Train on disease management and vaccination

1. **HOST CONTRIBUTION**

The host has committed to mobilize staff of the organization for the volunteer’s training. The host will also avail key personnel to work closely with the volunteer in assisting her/him during training and practical demonstration sessions. 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.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

After F2F volunteer support, the following outcomes are anticipated

* Improved knowledge and skills on broiler farm management
* Improved profit because of reduced mortality rate
* Improved biosecurity and vaccination for broiler chickens

1. **DELIVERABLES**

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

* Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS
* Final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Training lists with people trained and photo captured
* 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, radio, TV, group presentation, social etc.)

1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

| **Day** | **Activity** |
| --- | --- |
| Day 1 | * Receive security and general orientation * Travel to the host place in Bishoftu town with CRS staff and meet the host staffs |
| Day 2 | * Discuss and clarify SOW, anticipated outcomes, and work plan * 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) |
| Day 3 | * Conduct further assessment on the assignment |
| Day 4-14 | * Carry out the assignment and provide orientation to the host staff |
| Day 15 | * Briefing / exit meeting with the host in the presence of CRS staff |
| Day 16 | * Facilitate in country/virtual debriefing with CRS staff and/or USAID Mission * Finalize reimbursement of expenditures and liquidations (if any) with finance as required * Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team * Depart for his/her place |

1. **DESIRABLE VOLUNTEERS SKILLS**

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

* Formal education on animal science production
* Demonstrated knowledge and experience in commercial broiler farm management
* Strong communication and interpersonal skills
* Willingness and flexibility to technically assist the staff whenever required
* Respect for the cultural and religious norms of the rural people

1. **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 star 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.

1. **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

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1. **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](https://f2flibrary.crs.org/Presto/home/home.aspx?_ga=2.141716784.32617302.1616765386-2022794543.1567520784), 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.

1. **KEY CONTACTS**

**1. CRS Baltimore**

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**2. CRS/Ethiopia**

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**3. Host Organization**

**Alemayehu**

Alema Farms Pvt Ltd company

Bishoftu, Ethiopia

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Email: [alemafarms@gmail.com](mailto:alemafarms@gmail.com)

**Ermias Alemayehu,**

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1. [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.  [↑](#footnote-ref-1)