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

**To express interest in this assignment, Ethiopian and East African volunteers please email** **haile.deressa@crs.org****,** **assefa.degefu@crs.org** **or** **lidia.retta@crs.org****. Interested American volunteers for remote support please email** **chi.olisemeka@crs.org****.**

**CRS Farmer to Farmer Program**

**Volunteer Assignment Scope of Work**

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| **Summary Information** |
| **Assignment Code** | ET2104 |
| Country: | Ethiopia |
| Country Project: | Livestock  |
| Host Organization: | Kombolcha Poultry Resource Development Enterprise (KPRDE) |
| Partner: | N/A |
| Date of baseline data collection: | 5/20//2019 |
| Date of host agreement signing: | 4/08/2019 |
| Number of previous volunteer assignments: Note, if this is the first/new host, please discuss with Peter & Nyambura  | 01 |
| Volunteer recommendations given (Total): | 6 | Volunteer recommendations applied (Total): | 5 |
| Assignment Title: | Poultry Parent Stock Management |
| Objectives of the assignment: | * To provide technical support to Kombolcha Poultry Resource Development Enterprise (KPRDE) staffs on improved practices of poultry parent stock management
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| Assignment preferred dates: | February, 2022 |
| Desired volunteer skill/expertise | * Qualification and experience on poultry management
* Previous hands-on experience (training) provided on poultry parent stock management
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| Type of Volunteer Assistance | Technology Transfer (T) |
| Type of Value Chain Activity | Information and Input Support Services (S) |
| PERSUAP Classification[[1]](#footnote-1)[1] | III |
| Number of people to be trained | Men | Women  | Youths |
| 20 | 15 | 10 |
| 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  |
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1. **BACKGROUND**

The CRS Farmer-to-Farmer program (F2F) is a five-year (2019-2023) USAID funded program implemented with the primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, Timor-Leste, Ethiopia, Nepal, Rwanda, and Uganda. The program aims to achieve 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’s understanding of international development issues and programs and share the knowledge back in the US. To achieve these goals, F2F provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses and agricultural education institutions to address key technical and institutional issues identified by the hosts in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations’ capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

Livestock is vital for the food security of millions of people in Ethiopia, as still the demand of animal source foods for its human population is not met. As a result, a large segment of children suffers from malnutrition leading to stunting. To alleviate the problem, the government of Ethiopia is focusing on expanding chicken meat and egg production. Poultry in Ethiopia is increasingly identified as a value chain with potential to deliver high growth, employment, social inclusiveness, and nutritional benefits. Nonetheless, significant barriers are present along the value chain that must be addressed to capitalize on this potential. Differences in breeds and feeding methods are critical variables that account for productivity.

Kombolcha Poultry Resource Development Enterprise (KPRDE) is located in the town of Kombolcha, Amhara regional state. KPRDE was established in 1985 and is one of 10 poultry farm centers in Ethiopia. KPRDE has three objectives: to improve the performance of government, cooperatives and private poultry multiplication centers which are in operation and/or to be established in future; to serve as a model and center of competency for similar institutions being efficient in its operation; to provide technological inputs and counseling service to private investors by producing poultry products and supplying widely same to domestic/local and foreign markets. The enterprise is owned and supported by the Amhara regional government.

The poultry farm is established on 10 ha of land and owns 26 functional poultry houses which are used for rearing of grower chickens and for raising of parent stocks. In addition to its 26 poultry houses, KPRDE has 7 incubators, 7 hatcheries, 1 nutrition lab, and 1 poultry disease diagnosis lab. The farm holds improved chicken parent stock from Europe that are of the egg layer breeds, and these are mainly Bovan Brown. The farm has flock sizes ranging from 2180 - 4190 per rearing house and 2000 - 3000 per raising (parent stock) house and serves as a multiplication center. It distributes day-old chicks to nearby farmers who care for the chicks, who then resell the chicks to local farmers after 45 days. The day-old chick package includes transportation, vaccinations, and feed. Annually, the facility supports approximately 50,000-60,000 rearing chickens and 1 up to million chicks.

1. **ISSUE DESCRIPTION**

Kombolcha Poultry Resource Development Enterprise (KPRDE) has been encountering problems of under production and poor quality of eggs at its parent stock. The problems of low hatchability and production of chicks is also attributed to poor management of the parent stock. The problems are mostly associated with sub-standard feed quality and feeding systems, hygiene, and disease management. The staff has limited knowledge and skills on feed quality control system and important supplementary feeds such as micro-nutrients, minerals, and vitamins.

These challenges have affected brooding and growing periods, and the behaviors of the parent stock. The slightly extended brooding and growing period has also resulted in increased input and management costs. It has also reduced the chick production capacity making it challenging for KPRDE to meet the growing demands from its beneficiaries including farmers’ cooperatives, private poultry farms, and individual farmers. To alleviate these challenges, the host has requested technical support from a volunteer with practical skills and knowledge on improved poultry parent stock management. They require training and advice at the farm-level.

1. **OBJECTIVES OF THE ASSIGNMENT**

The main objective of this volunteer assignment is to enhance the technical skills of the host staff on poultry parent stock managements and improve production of eggs and chicks.

The specific objectives are:

* To train the staff of KPRDE on principles and improved poultry parent stock practices with the aim of optimizing the brooding and growing periods
* To make observations and provide advice on hygiene and sanitation, male management, control of behaviors and nutrition, lighting program and eggs care.
1. **HOST CONTRIBUTION**

The host also is committed to mobilize its staff and communities to attend the trainings to be conducted by the volunteer. The host will avail key personnel to work closely with the volunteer at all times to ensure translation to the local language and to assist the volunteer during trainings 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**

It is anticipated that the assessment will lead to:

* To improve knowledge and skills of staffs on poultry parent stock management
* To improve parent stock biosecurity practices
* To improve knowledge and skills staffs on parent stock feeding and nutrition.
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
* Develop improved poultry parent stock managements training manuals for TOT for other staffs.
* 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 Kombolcha with CRS staff and meet the host staff
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| 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)
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| Day 3 | * Conduct further assessment on the assignment
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| Day 4-14 | * Carry out the assignment and provide orientation to the host staff
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| Day 15 | * Briefing / exit meeting with the host in the presence of CRS staff
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| 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
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1. **DESIRABLE VOLUNTEERS SKILLS**

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

* Extensive knowledge and experience in poultry science, poultry parent stock management and/or poultry farm management.
* Formal qualifications in poultry science studies are desirable.
* Extensive experience on conducting poultry parent stock management trainings
* 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
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
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.

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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**3. Host Organization**

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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)