**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**](mailto:haile.deressa@crs.org)**,** [**assefa.degefu@crs.org**](mailto:assefa.degefu@crs.org) **or** [**lidia.retta@crs.org**](mailto:lidia.retta@crs.org)**. Interested American volunteers for remote 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** | ET298 | | | | |
| Country: | Ethiopia | | | | |
| Country Project: | Livestock | | | | |
| Host Organization: | Alema Farms Pvt Ltd company | | | | |
| Partner: | N/A | | | | |
| Date of baseline data collection: | 07/05/2019 | | | | |
| 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: | Meat processing | | | | |
| Objectives of the assignment: | To review existing meat processing and provide technical assistance on development of new products (mortadella and sausages) | | | | |
| Assignment preferred dates: | December, 2022 | | | | |
| Desired volunteer skill/expertise | * Formal qualifications in food technology/processing, especially meat. * Extensive knowledge and practical experiences in meat processing, especially with private processing companies. | | | | |
| Type of Volunteer Assistance | T | | | | |
| Type of Value Chain Activity | P | | | | |
| PERSUAP Classification[[1]](#footnote-1)[1] | III | | | | |
| Number of people to be trained | Men | | Women | Youths | |
| 10 | | 5 | 6 | |
| 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**

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.

Studies show that Ethiopia’s herd comprises 57 million cattle, 30 million sheep and 23 million goats, and 57 million chickens, as well as camels, equines, and a small number of pigs. Most animals are raised in the highlands, where also majority of the Ethiopians lives. Total production of meat is 1.1 million tons per year. Beyond providing foods and other goods and services to the population, the livestock sector is a major contributor to export earnings, mainly through the export of live cattle and small ruminants. It is estimated that Ethiopian livestock contributes about 10%to total export earnings, of which 69%accounted for by live animal exports. The total supply of animal source foods in the country, including of net trade, translates in a per capital consumption of 9 kg meat per year.

Meat is the most valuable livestock product and for many people serves as their first choice from animal protein which provides all the essential amino acids and various micronutrients in proper proportion to the human beings. This includes all processed or manufactured products prepared from animal tissues. Meat production and consumption is important in the Ethiopian economy. In 2020, the country exported 17.447MT of meat and earned 68.4 million USD (Ethiopian Customs Commission).

Because of low productivity and poor management systems, the average live weight of cattle is estimated at 250 kg; with 14% off take rates and 110 kg carcass weight at 44% dressing percentage. The off-take rates for sheep are 40% and that of goats is 27% with 10 kg and 8 kg of carcass weight, respectively. The major and formal meat export destination from Ethiopian export abattoirs for chilled small ruminant meat is limited to United Arab Emirates and Kingdom of Saudi Arabia with the order of 60% and 38% share.

The major challenges in meat processing in Ethiopia include lack of technical knowledge and skills, low genetic potential for meat yield, quality and availability of feed and its high cost, inadequate transportation infrastructure, high vulnerability to disease outbreaks, limited access to medicines and vaccines, limited access to the markets, poor institutional linkage, limited production capacity and low capital.

Alema Farm is located at Bishoftu (Debre Zeit) town and features 5.6 hectares of utilized land among the 7 hectares of property. The organization is processing meat 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 such as, poultry feed (broiler and layer), dairy feed (basic, excellent, and super), calves and heifers feed, sheep and goat feed, pigs feed, equine feed, beef fattening feed (basic and super) and provides reasonably priced veterinary medicine, agrochemical, equipment’s, and animal feed services to the communities. The farm is owned by two individuals who employ 800 workers of whom 6 are veterinarians. The farm’s clients include 30 supermarkets and hotels as well as farmer trainees for pig/poultry production.

1. **ISSUE DESCRIPTION**

Alema farm processes different types of meat products including chicken meat and cuts, pork meat and cuts, processed beef meat products and others. However, the farm is facing several challenges in operating efficiently and obtaining additional income. The challenges of the farm include low product quality (sausage and mortadella) and limited product types to meet the demands of varying customers including hotels, restaurants, and other local consumers. There is a growing demand for the products which the company and not satisfy due to limitations in terms of quantity, quality, and diversity of products.

The company lacks skills and knowledge on modern processing techniques of meat sausages and mortadella. It needs to diversify its products and develop standard procedures for each product types, especially focusing on varieties of sausages and mortadella. Hence, to improve its product quality and portfolio, and thereby its business, the host requested a technical support from a volunteer with practical skills on meat processing for commercial purposes.

1. **OBJECTIVES OF THE ASSIGNMENT**

The main objective of this volunteer assignment is to review the existing products, develop new ones and provide training on production management to the staffs of Alema farms.

The specific objectives are:

* To assess gaps in the existing meat product processing, especially mortadella and different sausages.
* To develop new products that will meet consumer needs and improve income of the company.
* To provide training on quality control system for meat processing to staff of the Alema farm.

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 always work closely with the volunteer 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:

* Identified gaps in the existing meat product processing, especially mortadella and different sausages,
* New product developed that will meet consumer needs and improve income of the company.
* Trained Farm staff on quality control system of meat processing.

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 manuals or procedures for newly developed products.
* 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 Alema Farm 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 qualifications in food technology especially on meat processing.
* Hands-on experiences in product developments.
* Extensive knowledge and practical experiences in meat processing especially with private companies engaged on meat processing.
* 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](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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**3. Host Organization**

**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)