 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: SCOPE OF WORK AWAITING FINAL EDITS**

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| **Summary Information** |
| Assignment Code | ET-55 |
| Country | Ethiopia |
| Country Project | Grain Crops Production and Sector Support |
| Host Organization | Hararghie Catholic Secretariat (HCS) |
| Host Partner | REAP Project of HCS’ Chiro Branch Office |
| Assignment Title | Agronomical knowledge/skill transfer on sorghum, maize and other grains (grain legumes, cereals)  |
| Assignment preferred dates | Mid-June – August, 2016 |
| Assignment Objective | Equip smallholder farmers and their actors with innovative agronomic practices and technologies as well as helpful oversee experiences |
| Desired volunteer skill/expertise | Agronomist and/or crop extension specialist with demonstrated experience in up-to-date maize and other grains crops technologies focusing the smallholder subsistence farmers |

1. **BACKGROUND**

The Farmer-to-Farmer (F2F) East Africa program is a program that leverages US volunteer’s expertise to assist small holder farmers and small scale processors in East Africa to improve their business practices through volunteer assignments conducted with host organizations. Through F2F intervention, CRS will improve the livelihoods and nutritional status of significant numbers of low income households by: i) broadening their participation in established commodity value chains as producers and service providers; ii) strengthening community resilience to shocks such as droughts, that adversely affect livelihoods; and iii) preserving/enhancing natural resources upon which most rural communities depend. As an important corollary result through the program, CRS will also increase the American public’s understanding of international development programs and foster increased cross-cultural understanding between host countries and US volunteers.

Ethiopia is one of the largest grain producers in Africa; yet, there are still pockets of food insecurity majorly caused by low productivity aggravated by increasing rate of population pressure, and uneven distribution of grains from surplus to deficit areas. Low use of modern crop technologies and agricultural inputs, inappropriate cropping system and poor mechanization together with fragmented land cultivation system are some key causes of low crop productivity. For instance, Ethiopian smallholding farmers are among the lowest users of fertilizer and improved seeds in Sub-Saharan Africa[[1]](#footnote-1). Most grain producers in Ethiopia are smallholder farmers whose average land holding is less than a hectare per household[[2]](#footnote-2).

Compared to all grown crops, the grains had the greatest share in 2012/13 both in area coverage (91%) and production share (79%)[[3]](#footnote-3). Among grain crops in 2012/13, teff is the first, maize (17%) the second, sorghum the third, and wheat (13%) is the fourth most widely cultivated cereal. Maize (corn) is the first (27%), teff the second, sorghum the third, and wheat is the fourth (15%) in production contribution3. Pulses are also important in Ethiopian agriculture and food security, accounting for 15% of land coverage and 12% of production share3.

Grains farming in Ethiopia predominately pursue rain fed agriculture and farming is mainly subsistence. Ploughing is dominantly done by oxen pulled traditional plowing implements locally called ‘*maresha*’ and farmers use both hand tools and oxen for their farming operations. Sowing is usually done when the soil moisture is sufficient for seed germination.

While the HCS-West Hararghie Area Coordination Office is running its REAP project (FSRDP) in Chiro and adjacent districts, it realized the missing knowledge gaps in grain agronomy and joined hands with CRS’s F2F program to support its smallholder famers’ beneficiaries in of the REAP project districts of the zone in the Oromia region through F2F volunteer’s agricultural specialist. The anticipated farmers’ beneficiaries in these districts are the uncovered farmers during the previous (FY14) volunteer assignment on agronomy in May-June 2014 by Dr. Michael Colegrove. This recent volunteer assignment is proposed to offer training and technical assistances on improved crop technologies on sorghum, maize and other cereals. Stalk crops, small cereals and other grains are important for food security to the smallholder farmers in this area. Both local and improved varieties of these grains are grown in these districts of the Oromia and other regions of Ethiopia.

These West Harraghie zone is located at western part of the eastern Ethiopia in the Oromia region. The region is one of the four USAID’s Feed-the-Future (FtF) and Agricultural Growth Program-I (AGP) regions of the Ethiopian government. The major modalities of such technology transfer are informal adult training and on-farm practical demonstrations with the aim of increasing grains’ productivity, income and livelihood.

1. **ISSUE DESCRIPTION**

The major production constraints of these smallholder farmers were identified to be poor land preparation, poor intercropping and crop rotation systems, insufficient water conservation practices, lack of knowledge on plant water requirements, poor soil fertility management, ineffective traditional pest control practices and little knowledge in farm planning. Crop production practices are dominated by relatively low levels of production technologies.

Knowledge-based intervention by volunteer will introduce new agronomic and cropping technologies to the farmers as well as to selected training of trainers that include the community development workers (CDWs) of the host and the development agents (DAs) of the government. Smallholder farmers in this region normally grow local and improved varieties of sorghum, maize and other grains with less intercropping and crop rotation practices. Grain legumes (pulses) are considered as cash crop and protein sources for many poor farmers in the zone. F2F volunteer (agricultural specialist) considering these local farming circumstances of this area will address the aforementioned farming constraints through a variety of training interventions and technical assistances.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this volunteer assignment is to train and technically assist on modern crop technologies and practices for sorghum, corn and other grain crops that would be planted during the 2015/2016 rain fed cropping season depending the available rainfall/precipitation of the areas including both the short (*belg*) and main (*meher*) rainfall seasons.

Seventy (70) subsistence smallholder farmers of REAP beneficiaries’ and 10 (REAP staffs, CDWs, DAs) and other grain experts (as a training of trainers-TOTs) will be the direct beneficiaries of this particular assignment.

The volunteer will provide training and practical technical assistances on the following major topics/fields, but not limited to:

* + - Seed quality and seeding methods (proper seed handling, preparation and use of clean seeds, varietal selection, seeding rate, seed planting/spacing, etc);
		- Farm tillage and proper land preparation methods using local plowing equipment that might need to introduce possible ways of modernizing or attaching with accessible plowing
		- Modern and recommended agronomy technologies, intercropping and crop rotation practices, recommendations of the optimum plant density, pattern, relative time of planting and variety of options of intercropped crops;
		- On-farm integrated soil and water conservation/management practices including conservation tillage (as applicable), *in-situ* moisture conservation, crop water requirement, etc;
		- Fertilizer application (appropriate type, rates, time and methods of fertilizer application);
		- Use of organic soil fertilizers and their management (compositing, mulching, manure, etc);
		- Overall farm planning and crop calendaring;

Using these prior identified constraints as initials or clues, the volunteer during the first one or few days of her/his assignment, will also further assess the missing gaps and refine his training and technical assistances for fruitful delivery of knowledge/skill and practices.

**Host Contribution**: - The host and the host partner will select grains growers from REAP projects’ beneficiaries and mobilize the community and facilitate the volunteer to reach them. The host and host partner will also avail key personnel to work closely with the volunteer at all times in assisting her/him during training, visiting sessions (in FTCs, on-farm/HHs, etc), and also to ensure translation to local language. The host and host partner will also select REAP staffs, CDWs and DAs for this training, and make arrangements if prior scheduled training forums by local agriculture office are schedule to enable the volunteer present as many DAs as possible. The host and host partner will also provide the volunteer with office space and furniture. In consultation with CRS, they will also facilitate booking of hotel accommodation (lodging) in Chiro (Asebe Teferi) town, and also facilitate the volunteer for her/his meal services. For field travel in the assignment area, the host and host partner will provide the volunteer with transport, and the host partner (REAP) will cover transportation costs. REAP will also bear all costs for trainees and beneficiaries for all forms of training, technical assistances, demonstration costs, etc.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

From this volunteer assignment, it is anticipated that (but not limited to):

* Eighty (80) beneficiaries (52% women) are trained and technically assisted on up-to-date agronomical technologies;
* The grains covered by this training and technical assistances (maize/corn and others as applicable) will result in improved productivity,
* Locally adaptable and helpful oversees’ experiences are transferred and adopted for better productivity, income and livelihood,
* Preferably, training handouts/guidelines (for TOTs) is developed by the volunteer and submitted,

The anticipated deliverables by the volunteer include:

* Agronomical training and technical assistance conducted;
* Initial presentation (outlines/list of activities, plan, approach, etc.) prepared and presented as per the templets;
* If possible, handouts (especially for TOTs) developed and submitted;
* Field trip reports with recommendations to host organization and CRS are submitted;
* All logistics and advances (if any) are reconciled at CRS;
* Final debriefing (PPT presentation) with host organization (plus key stakeholders) and CRS/USAID conducted;
* Outreach events conducted upon return to the US by the volunteer.
1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

**SCHEDULE MUST BE NO MORE THAN 20 DAYS DUE TO CURRENT VISA ISSUES**

| **Day** | **Activity** |
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| Day 1 | Arrival into Ethiopia. The volunteer will be met by CRS’s client hotel with a placard bearing “**CRS logo and volunteer name”**.  |
| Day 2 | * Introduction with and welcoming by CRS higher officials and briefing meeting (security, general orientation, logistic, reporting formats, etc) at CRS office. Discuss anticipated outcomes and work plan
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| Day 3 | * Vehicle travel to Chiro/Asebe-Teferi town (300 km) accompanied by CRS staff and accommodated at prior booked hotel
* Briefing on the main objectives and modality of the assignment and adjust the agenda for the coming days (work planning session). Briefing and debriefing with the field staff
* Conduct first hand staff orientation for relevant staff of SCS and key personnel of agriculture, research and other key stakeholders as required.
* The volunteer assess grain crops’ challenges focusing on seasonal activities
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| Day 4 | * Based on information gathered and gaps identified, refine training materials, and pretest with model staff and selected farmers, fields, equipment, etc
* Commence firsthand training and technical assistances
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| Day 5-7 | **Training and technical assistances**: utilizing the variously prepared methods and approaches (training, on-farm & household visit, show-up, demonstrations, individual and group contact & discussion, etc). Such activities will be complemented by information/data collection by volunteers as applicable.  |
| **Days 8** | **Rest day:** |
| Day 9-14 | Training and technical assistances continued |
| **Day 15** | **Rest day** |
| Day 16-21 | Training and technical assistances continue |
| **Day 22** | **Rest day** |
| Day 23-24 | Training and technical assistances continue |
| Day 25  | * Group debriefing presentation to the host in the presence of CRS.
* Volunteer travels back to Addis Ababa.
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| Day 26 | * Finalize reimbursement expenditures and liquidations (if any) with finance.
* Volunteer also finalizes his/her reporting and submit training M&E forms to CRS F2F staff.
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| Day 27 | * Debriefing at CRS office with USAID Mission and CRS staff
* Depart for USA (**evening hours**)
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| TBD | Outreach event when back in the US could include: presentation with a local group/organization, press release, media event and/or speaking tour. |

1. **DESIRABLE VOLUNTEERS SKILLS**

The volunteer will have the following qualifications and competencies:

* Agronomist with rich experience in technological innovation among small scale farmers
* Demonstrated skills and experience in crop technologies and practices focusing maize (corn) and other grains in rain fed agriculture,
* Experience and interest in training of smallholder farmers, extension workers, development agents, junior researchers, farmers, cooperative leaders, members of community based organizations (CBOs), etc;
* Proven skills in modern farming practices for smallholder farmers (hybrid maize/corn, seed system, varietal development, crop rotation, intercropping, soil fertility, conservation, etc);
* Experience and enthusiasm in farmers’ organizations, women empowerment, gender mainstreaming, CBOs, etc;
* Experience working with diverse teams in multicultural communities,
* Willingness to travel in rural areas and on-farm fields,
1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**
* Before travelling to the assignment place, the volunteer will stay in Addis Ababa at one of the CRS’s client hotels that will be booked and confirmed before the arrival date.
* In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
* The hotel or CRS will arrange a vehicle for short travel from the hotel to CRS and vice versa while in Addis Ababa.
* All required materials will be prepared ahead of time and will be provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer (if s/he needs), local internet dongle (modem/EVDO) and mobile phone with charged local SIM-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Addis Ababa.
* CRS will provide a vehicle and accompany the volunteer to the place of assignment.
* During her/his assignment period, the volunteer will be booked in a hotel at Chiro town.
* CRS Ethiopia will arrange hotel accommodation and cover the lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
* Before departing to US, the volunteer will also liquidate advances (if any) at CRS Ethiopia.
* For more information, please refer to country information that will be provided.
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.
* Although the assignment site is in medium-highland areas and malaria may not be prevalence, having precautions in taking pills or vaccination for malaria and (maybe also for cholera) upon recommendations by her/his doctors/health professionals in US may be advisable.
* Prior to travel, 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 use of 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 travel to the assignment place.
* 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. **KEY CONTACTS**

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1. *Global Agricultural Information Network, 2012, Gain Report # ET 120, Ethiopia Grain and Feed Annual Report.* [↑](#footnote-ref-1)
2. *Paul Dorosh and Shahidur. 2012. “Food and Agriculture in Ethiopia.” Progress and policy challenge* [↑](#footnote-ref-2)
3. *Report of the 2012/2013 by the Ethiopia Central Statistics Authority (CSA)*  [↑](#footnote-ref-3)