 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: THIS SCOPE OF WORK IS A DRAFT AWAITING EDITS.**

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| **Summary Information** | |
| Assignment Code | ET-**56** |
| Country | Ethiopia |
| Country Project | Grain Crops Production and Sector Support |
| Host Organization | Hossana Catholic Secretariat (HoCS)–Integrated Community Development Project |
| Assignment Title | Modern agroforestry technology and its benefit on land productivity |
| Assignment preferred dates | August 2015 |
| Objective assignment | Increased knowledge and adoption of improved agroforestry system to 100 smallholder farmers, host and government staffs |
| Desired volunteer skill/expertise | Agro-forester and other related discipline with good knowledge and experience in the area |

1. **BACKGROUND**

The Farmer-to-Farmer (F2F) East Africa program 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 interventions, 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. 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.

Population pressure and low levels of agricultural productivity coupled with small land holding are critical problems of Ethiopia, which are among the major causes of food insecurity. Ethiopia is one of the largest grain producers in Africa. However, there are still large pockets of food insecurity majorly due to low productivity as a result of loss of soil fertility, erratic rain fall, and uneven distribution from surplus to deficit basket areas. Low use of modern crop technologies and agricultural inputs, inappropriate cropping system and poor mechanization together with fragmented land are some key factors 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).

Currently the Ethiopian government has been taking different measures to reduce poverty and improve the living standard of the people. The forest policy approved in 2007 clearly indicates agro-forestry development as one of the strategies designed to foster private forest development and conservation. Agro-forestry is a dynamic, ecologically based, natural resources management system that, through integration of trees on farms and agricultural landscapes, diversifies and sustains production for increased social, economic, and environmental benefits for land users at all levels. If properly practiced and managed, agroforestry can serve as a means to alleviate problems of soil erosion and land degradation. It can also provide food, fuelwood, and fodder for the farm family. Agroforestry can also serve as a model for sustainable agriculture and forestry practices.

Therefore, there is an urgent need to meet food needs and conserve and protect natural resources by diversification of the farmlands. And hence, agroforestry practices/technology is considered as a potential alternative to some of the wasteful land-use practices and diversifies food sources and conserves the natural resource bases in the area. In the assignment area cultivating trees and agricultural crops in intimate combination with one another is an ancient practice that farmers have used. And some of the common agroforestry Practices includes scattered trees in croplands, home gardens and hedgerow intercropping by which food, pasture, and tree/shrub crops are combined on the same unit of land for the production of food for human consumption; grass and browse feed, biomass for fuelwood and green manure. The host Hossana Catholic Secretariat (HCS) is running its food security and agricultural development projects covering more than 13 operational districts in two zones of SNNPR[[2]](#footnote-2) which is one of the four Feed the Future (FtF) and Agricultural Growth Program (AGP) regions of Ethiopia. This assignment is a follow-on assignment in Lemu district of Hadiya zone where Dr. Paul has provided direct technical assistance on wheat agronomy to 51 people. The major modalities of such technology transfer are training and on-farm practical demonstrations.

1. **ISSUE DESCRIPTION**

In the assignment area traditionally farmers are practices planting of combined production of trees and agricultural species on the same piece of land. In the system, farmers deliberately retained trees on farmlands to support agriculture. Despite its benefit, the traditional diversification of farmlands, which arguably has been the source of sustenance in rural Ethiopia since time immemorial, has largely been abandoned. In addition to this deforestation, accelerated soil erosion, and land degradation are now serious problems in the area. Furthermore, the land use system is associated with the decrease in the size of holdings both for arable and grazing lands. Thus, there is a continued trend toward the conversion of forested and marginal lands to agricultural lands, resulting in massive environmental degradation and a serious threat to sustainable agriculture and forestry. As a result crop and livestock yields are generally very low and the frequently occurring drought also aggravated the situation.

In addition, almost all the population in the area relies on wood-based and biomass fuel for household energy. So that animal dung and crop residues are increasingly being used for household fuel rather than being added to the soil to improve soil fertility, thus further exacerbating the problems of environmental degradation. The natural resources/environmental degradation lowered agricultural productivity, resulting in decreasing incomes and food security. This in turn leads poor people to engage in activities that further degrade the natural resources and environment in order to obtain supplementary incomes and to sustain a living. While Agroforestry should not be taken as panacea for all land use problems in the area, but it is considered as a potential alternative to some of the wasteful land-use practices that exist in the area.

Therefore, the host HCS, requested CRS for F2F volunteer assistance and skills transfer on modern agroforestry technology/system for its project beneficiaries in Limu district of Hadya zone. An F2F volunteer specialist on agroforestry will address these knowledge gaps through a variety of training interventions and technical assistances.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this volunteer assignment is to transfer technical knowledge/skills to 80 smallholder farmers and for 20 host and government staffs on agroforestry technology/system. This particular assignment is aimed at meeting the needs of the farmer though improving the productivity levels and conserves the natural resource bases in the district. So that this Agroforestry assignment is primarily aimed at skill/knowledge transfer whereby it contributes in improving the basic needs of food, fuel, fodder and timber besides, helping the farmer in increasing productivity and sustainability of production, particularly from marginal agricultural land. In addition this modern/scientific agroforestry system helps to conserve and protect natural resource basis by controlling soil erosion, and creating wildlife habitat. Generally, the benefits of this agroforestry assignment add up to a substantial improvement of the economic and resource sustainability of agriculture in the future.

The volunteer will provide technical assistance in the form of training and direct assistance and the specific tasks for this technical assignment includes providing training and technical assistance on:

* + - The concept and classification of agroforestry systems and practices
    - Agroforestry species (criteria of selection, methods of planting of multipurpose trees species (layout) and its combination with grain crops on the field *i.e.* Ecological and/or economical interaction.
    - Share best experience on agroforestry
    - Effect of agroforestry on soil fertility, Natural Resource Management (NRM), etc
    - Show/justify profitability of the system

Host Contribution: - The host has committed to mobilize its beneficiaries, staffs and stakeholders to attend the trainings and technical assistance session that will be conducted by the volunteer. The host will also avail key personnel to work closely with the volunteer at all times in assisting her/him during training and visiting sessions and also to ensure translation to local language. As maybe required, the host will also provide the volunteer with office space and furniture in Hossana town (230 km South of Addis Ababa). For field travel in the assignment area, the host will provide the volunteer with transport (vehicle). The host will consult CRS if fuel cost can be covered in mode of fuel receipts, mileage or any convenient ways as per the financial/admin regulation of CRS.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

The benefits created by agroforestry practices are both economic and environmental. The specific outputs from this assignment include, but are not limited to, the following:

1. Project beneficiaries understand the concepts and definitions of Agroforestry
2. The total output per unit area of tree/ crop/livestock combinations is greater than single component alone
3. Farmers understand modern agroforestry technology (and identify species that suit the system)
4. **Contribute in meeting the Needs of the Farmer (**basic needs of food, fuel, fodder and timber besides, and helping the farmer in increasing productivity and sustainability of production, particularly from marginal agricultural land).
5. **Understand the relation between agroforestry system and its impact on soil fertility, soil and Water conservation, NRM etc**

In addition, the skill/knowledge acquired from the volunteer assistance will also help the host and stakeholders to identify important measures needed to be taken in order to promote different types of agroforestry technologies that will improve land productivity, reduce pressure on forests and hence improve the livelihood of the farmers.

Deliverables by the volunteer includes

* + Prepare initial materials, presentation and work plan in collaboration with the host and beneficiaries
* Train and technically assist 100 beneficiaries on modern agroforestry technology
* If possible, develop training of trainers guidelines or handouts
* Submit field trip report with recommendations to the host organization and CRS
* Submit participants attendance sheet to CRS
* Reconcile logistics and advances (if any) with CRS
* Conduct a final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Conduct outreach events upon return to the US

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

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

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| Day | Activity |
| Day 1 | Arrival into Ethiopia. The volunteer will be met by a CRS representative or hotel staff from Sor-Amba ([www.sorambahoteladdis](http://www.sorambahoteladdis) and phone # +251-111565633/82 or +251-913-723833/42/40) 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, etc.) at CRS office. Discuss anticipated outcomes and work plan. * Handover all the necessary logistics, formats (report, attendance etc.) and decide trip to assignment area. |
| Day 3 | * Vehicle drive to Hossana town accompanied by CRS staff where the volunteer will stay until s/he finishes her/his assignment. Hossana is 230 kms south of Addis Ababa. * First hand briefing on the main objectives and modality of the assignment and adjust the agenda for the coming days. Briefing with the field staffs. |
| Day 4 | * Undertake further assessment and desk review to identify skill /capacity gaps through discussing with host staffs * Based on information gathered and gaps identified, enrich the prepared training materials * The volunteer assesses/observe the existing agroforestry system and identify gaps. Based on information gathered and gaps identified, refine training materials, incorporate hands-on practices, and test for demonstrating it with model staff and selected adoptive farmers, fields, etc. * Conduct firsthand staff orientation for relevant staff of HoCS and key personnel of agriculture and other key stakeholders as appropriate |
| Day 5-7 | * Transfer the volunteer knowledge, skills, experience and her/his prepared practices to beneficiary farmers, staffs including CDWs and DAs |
| **Days 8** | **Rest day:** |
| Day 9-14 | * Continuing activities of Days 5-7 in other kebeles to train and technically assist targeted smallholder farmers through on-farm technical assistance, household mentoring, group training/discussion, and if applicable at FTCs. |
| **Day 15** | **Rest day** |
| Day 16-17 | * Continuing activities of Days 9-14 in other kebeles to train and technically assist targeted smallholder farmers through on-farm technical assistance, household mentoring, group training/discussion, and if applicable at FTCs.. |
| Day 18 | * Wrap-up of the assignment, participants evaluate the overall technical innovations/assistances and the training, and together with the volunteer discuss final report recommendations. |
| Day 24 | Volunteer travel back to Addis Ababa |
| Day 25 | * Debriefing at CRS office with USAID Mission and CRS staff. * Volunteer finalize his/her reporting and submit all M&E doc to CRC F2F staff * Finalize liquidation of advances and expenditures with finance (if available). |
| Day 26 | Depart for USA |
| 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:

* Agro-forester, natural resource management and other related field with rich experience in the area
* Experience in training of extension workers, development agents, farmers, etc.
* Experience in adult training and technical assistance especially with smallholder farmers;
* Willingness and interest to train and technically assist farming communities;
* Willingness to travel in rural areas
* Respect the cultural and religious norms of the rural people.

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, Sor-Amba Hotel ([www.sorambahoteladdis](http://www.sorambahoteladdis)) or another hotel 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 in Hossana 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 from Ethiopia, the volunteer will also liquidate if s/he received any advances in 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.
* The assignment site is adjacent to dry lowland (hot) areas where malaria maybe a problem. Therefore, the volunteer is advised to take pills or vaccination for malaria and (maybe also for cholera) as per medical recommendations by her/his doctors/health professionals in US before departing from US.
* 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. Otherwise, the volunteer will use flipchart with marker which could be provided by CRS in Addis Ababa.

1. **KEY CONTACTS**

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| **CRS Baltimore** | **CRS EARO** |
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| **Host Organization** | |

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| Host Organization: | |
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1. *Global Agricultural Information Network, 2012, Gain Report # ET 120, Ethiopia Grain and Feed Annual Report.* [↑](#footnote-ref-1)
2. South Nations and Nationalities’ People Region (SNNPR) [↑](#footnote-ref-2)