 

**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-82 |
| Country | Ethiopia |
| Country Project | Horticulture |
| Host Organization | Rainbows4Children Foundation/Nicolas Robinson School |
| Assignment Title | Provide training and technical advice on integrated soil fertility management and specifically compost production and use |
| Assignment preferred dates | June 16th – July 8th , 2016 (approx.) |
| Assignment Objective | To provide training and technical assist to train students, teachers, gardeners, managers at the Nicolas Robinson School as well as lecturers at Mekele University department of Agriculture. |
| Desired volunteer skill/expertise | * Graduate knowledge/skills and experience in soil science/evaluation and soil fertility management and specifically composting * Experience in training with animation and leading by example |

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.

The soil in Mekele and all of Tigray is very stony and very poor and dry. Partly caused by the weather (dry for 10 months of the year) and now the demand for food caused by a rising population has meant that the farmers are under increasing pressure to produce with little thought for the future. At the Nicolas Robinson School there are several aims. The school is increasing the quality of education for disadvantaged students and at the same time wanting to increase the respect for, and the education in, the skills of farming and in Agricultural Science. One of the most important and fundamental sciences is that of composting and understanding soil fertility and soil condition. Without this, erosion will be a continuing process and become a major concern in the region.

At the Nicolas Robinson School they want to lead by demonstrating the effectiveness of good composting techniques, soil preparation and management, and provide a demonstration and learning centre for the local community. Furthermore the NICOLAS (Technical and Vocational Training College) will be training agricultural science in the next few years and needs to start to prepare the 4 hectares of land ready for this work.

The host organization Rainbows4Children/Nicolas Robinson School already has a reputation for its best in class quality teaching and leadership in school in the area. The host has seen that many skills are being lost in the community as the skills and knowledge from rural areas are not being transported to the towns. They are anxious that these skills are taught and the value of the knowledge gained is seen for its value to serve the community. Tigray region is also one of the four Agricultural Growth Program (AGP) and Feed-the-Future (FTF) regions of the country and therefore, promoting vegetable production, as they will be able to do at the School, furthers the Growth and Transformation Plan (GTP) of Ethiopia.

1. **ISSUE DESCRIPTION**

In general, limited use of agricultural inputs and lack of knowledge on soil fertility management principles and practices contribute to yields that are lower than would otherwise be expected. So that the mitigation of soil fertility depletion is currently a pressing issue and becomes a major concern. Core constraints include top soil erosion; acidity, soil organic matter depletion, low levels of fertilizer application, depleted macro and micro-nutrients, depletion of soil physical properties, and lack of appropriate soil conservation practices and cropping systems are among others.

The Nicolas Robinson School is training its students in many issues and Rainbows4Children will soon be starting a Technical and Vocational Training College for the town. They are very keen to ensure good quality Agriculture techniques are taught in the school and eventually in the College. The program at the school will also focus on training the trainers so that knowledge gained can be passed on to others.

The Nicolas Robinson School and Rainbows4Children has requested volunteer assistance to conduct training and offer technical assistance on composting and soil protection and enhancement techniques in this arid and highland zone. The School has identified a lack of skills and knowledge in this area and requests the F2F Ethiopia program to provide a volunteer to train targeted staff and students.

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

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular volunteer assignment are to train and/or technically assist the targeted beneficiaries (female and male), school students, workers (gardeners) and teaching staff supervisors on improved production technologies for composting and to use this effectively in designated vegetable growing areas. A composting set up has been set up in February 2016 by a retired farmer from Germany (volunteer) and they need to ensure that his instructions are understood and being followed. The trainer will check these instructions and also help use the composted material to fertilise and then plant soil with vegetables at the start of the up-coming rainy season (mid-July to mid-September)

The volunteer will assess current practices and recommend improved practices through a series of trainings and practical sessions. In Ethiopia and particularly in Tigray region, rain fed agriculture is the predominant farming system rather than irrigation water.

Selected beneficiaries include 20 staff (20 students, 3 gardeners, 3 teachers, 2 administration staff and 3 delegates from Mekele University Department of Agriculture). Staff and student trainings will be conducted at the Nicolas Robinson School and/or the NICOLAS technical training centre site at nearby Sarawat, Mekele.

**Host contribution** – The Nicolas Robinson School will support the volunteer in accomplishing her/his overall assignment. The Nicolas Robinson School will assign an associate to the volunteer to accompany and advise her/him on the local situations and act as a translator. The Nicolas Robinson School will arrange transportation as required. ADCs will organize the volunteer’s hotel arrangements (lodging and meals), and ensure all required facilities are appropriate. CRS will cover lodging costs against receipts and provide per diem advances for meals.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that this volunteer assignment will improve productivity of vegetable gardens and especially the training of compost making and distribution and use.

Anticipated results from the assignment include:

* + Staff at the Nicolas Robinson School and the Mekele University will understand compost making and its value and be able to train others and maintain the compost process.
  + Students at the Nicolas Robinson School will understand the value of the science of Agriculture and be inspired to follow this a s career path.

The anticipated deliverables of the volunteer include:

* + Initial presentation is completed (outlines activities, plan, approach etc.)
  + Training and technical assistance conducted
  + Field report with recommendations is submitted and cash advance is reconciled
  + Presentation to CRS staff and USAID
  + Outreach events conducted upon return to the US.

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

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| **Day** | **Activity** |
| Day 1 | Arrival to Ethiopia. The volunteer will be met at Bole Airport by CRS’s client hotel Churchill (churchillhotel@ethionet.et / info@churchillhoteladdis; phone # 0111111212) or another client hotel with a placard bearing “CRS logo and volunteer name”. |
| Day 2 | Briefing meeting at the CRS office with CRS F2F staff to be fully briefed on logistics and itinerary of trip. Discuss anticipated outcomes and work plan. |
| Day 3 | * Air flight to Mekele and car travel to Nicolas Robinson School in Mekele town. (Adishumdhun). * Briefing on the main objectives of the assignment and work planning session (adjust the agenda for the coming days) with the host in the presence of ADCS, the University and CRS. |
| Day 4 | Meeting with key stakeholders and key personnel as appropriate. Confirm the identified constraints with the targeted beneficiaries including the staff and students. Assess the current status of the compost-making project and the soil and make final preparations. |
| Day 5-7 | Conduct practical training and provide technical assistance following local schedules to reach all beneficiaries. |
| **Days 8** | **Rest day** |
| Day 9-14 | Continue Conducting practical training and provide technical assistance following local schedules to reach all beneficiaries. |
| **Day 15** | **Rest day** |
| Day 16-21 | Continue Conducting practical training and provide technical assistance following local schedules to reach all beneficiaries. |
| **Day 22** | **Rest day** |
| Day 23 | Wrap-up session. Participants evaluate the overall technical innovations, assistance and trainings, and together with the volunteer discuss final report recommendations. Group presentation (in the afternoon). |
| Day 24 | * Volunteer drives back to Mekele airport and returns to Addis Ababa, accompanied by CRS staff (morning). * Volunteer liquidates cash advances and expenditures with finance (afternoon). |
| Day 25 | * Volunteer finalizes his/her reporting and submits training M&E forms to CRS F2F staff. Debriefing at CRS office with USAID Mission and CRS staff. * Depart for US. |
| TBD | Outreach event upon return to 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:

* University graduate level of education and demonstrated experience in soil evaluation, soil nutrition, soil enrichment.
* Strong familiarity in rain fed and irrigated vegetable agriculture
* Good experience in soil fertility management, small scale irrigation schemes, natural resources management, biodiversity conservation etc.
* Experience in training of community development/extension workers, development agents, junior lecturers/researchers, farmers, students.
* Good communication skills, non-verbal and an open and friendly manner

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

* Before travelling to Mekele town (about 700 km north of Addis Ababa), the volunteer will stay in Addis Ababa at one of CRS’s client hotels, the Churchill Hotel or another hotel communicated prior to arrival. In Addis Ababa, standard hotels include services such as airport pick up 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 in Addis Ababa.
* CRS will purchase air tickets, provide a vehicle and accompany the volunteer to the place of assignment. All required logistics facilities and materials will be prepared ahead of time and will be provided to the volunteer. Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Addis Ababa.
* During her/his stay at the assignment site, the volunteer will stay at a standard hotel, probably the Amiable Guest House, 10 minutes’ walk from the school (to be organized by NRS). CRS will cater for hotel accommodation and provide the volunteer with per diems for meals. For more information, please refer to the country information that will be provided.

1. **RECOMMENDED ASSIGNMENT PREPARATION**

* Prior to travel, the volunteer is advised to prepare necessary training and demonstration aids and written handouts. Electronic copies of the handouts and any other paper materials can be printed for immediate use in the CRS Ethiopia office in Addis Ababa upon request by the volunteer.
* If the volunteer requires the use of simple training aids such as flip charts, markers, masking tape etc., s/he should make a request and collect said items from the CRS F2F Office in Addis Ababa prior to travel to the assignment place. Translation of handouts to local languages will be completed in the locality of the assignment if required.

1. **KEY CONTACTS**

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| **Host Organization** | |
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