 

**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-84 |
| Country | Ethiopia |
| Country Project | Horticultural Crop Production and Sector Support |
| Host Organization  | Debre Berhan University  |
| Assignment Title | Provide training and technical advice on integrated soil fertility management (ISFM) to university students, junior staff, and local farmers. |
| Preferred Dates | April – Mid-June, 2016 |
| Assignment objectives | * Provide training and technical assistance on integrated soil fertility management techniques
* Managing water logging problem
* Demonstrate the different techniques of improving soil organic matter content
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| Desired Volunteer’ Skill/Expertise | * Graduate on soil science and related field preferably PhD/professor
* Experiences in teaching at the university and practical field experience
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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 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. CRS will also increase the American public’s understanding of international development programs and foster increased cross-cultural understanding between host countries and US volunteer.

Horticultural crops play a significant role in developing country like Ethiopia, both in income and social spheres for improving income and nutrition status. Ethiopia is a country with great variety of climate and soil types that can grow diversity of horticultural crops for home consumption and foreign markets. Despite ecological and socioeconomic potentials of the country, horticulture in general and vegetable production in particular is relatively small scale and underdeveloped in the country. Basically low use of modern vegetable crop production technologies and practices contribute to yields that are lower than would otherwise be expected. Presently however, horticulture including vegetable crops is one of the priority sectors of the Agricultural Growth Program (AGP) of the Ethiopian government[[1]](#footnote-1).

Debre Berhan is situated in highland with an altitude of 2,840 meters above sea level. Due to this elevation the climate tends to be more temperate. Debere Berhan University is situated in the town of [Debre Berhan](https://en.wikipedia.org/wiki/Debre_Berhan) which is located just 130KM from the capital Addis Ababa in the north. The university is relatively new university started its operation in 2007 by the Ethiopian government. The university has 10 collages with 41 undergraduate programs and 17 post graduate programs. One of the largest programs is the College of Agriculture and Natural Resource (CoANR). This program is split into five main focuses; horticulture, plant science, animal science, natural resource management, and water resource and irrigation management. Among the five departments the university specifically needs volunteers support for the horticulture department.

The university has a demonstration farm used for hands on training for students and local farmers practices related with modern agriculture. The CoANR is currently managing all the livestock, vegetable and seed production farms. The university through its community linkage program is providing an extension services. As a community service the university currently engaged in production and supply of malt barely seed, faba-bean, flax/lean seed, vegetable seed collection, doing adaptation trail and introducing new varieties which are adaptable to the different ecologies of the surrounding community.

1. **ISSUE DESCRIPTION**

Following the high rain fall and poor soil fertility management and land management techniques, the soil in the highland part of the country in general is subjected to erosion and a wide set of soil fertility issues that require approaches that go beyond the application of chemical fertilizers which is the only practices applied at scale to date. Soil fertility decline and degradation are pressing issues in Ethiopia. With the University teaching the next generation of agriculture workers so that they can be involved in soil fertility interventions.

The host requested for volunteer assistance and skill transfer on integrated soil fertility management (ISFM) that helps to replenish soil nutrient pools and improve land productivity while maintaining or enhancing soil fertility. This knowledge-based intervention by volunteer will introduce ISFM techniques to the University students and staff.

In general, the major production constraints related to soil fertility management includes:

* top soil erosion
* soil acidity
* nutrient depletion (both macro and micro)
* significantly depleted organic matter depletion of soil physical properties
* no or limited crop rotation practice
* low productivity due to water logging

The University has identified a lack of skills and knowledge on integrated soil fertility management as contributing significantly to the low yields experienced in the country in general. Therefore, the host requested CRS for F2F volunteer assistance on integrated soil fertility management. An F2F volunteer specialist will address these knowledge gaps through a variety of training interventions and technical assistance.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular volunteer assignment is to train and/or technically assist the university students, junior staffs and farmers on integrated soil fertility management. The volunteer will assess current practices and recommend improved practices through a series of training and practical field demonstrations, as applicable.

The upcoming volunteer will also work with primary schools teachers, students and members of scouts who are managing the school gardens. One school will be selected for both theoretical and practical trainings and all selected participants from the remaining schools will participate in the theoretical and practical session at one place.

**Host contribution** – The host has committed to mobilize the staff, students, and local farmers to receive the volunteer’s technical and practical assistance. The host will also avail key personnel to work closely with the volunteer at all times, assisting her/him during training and practical demonstration sessions, ensuring translation to the local language and advising on the culture of the area. CRS will cover lodging costs against receipts and other related costs. In coordination with the host and the volunteer, CRS will also arrange and pay for transport services for daily use to and from the University.

1. **ASSIGNMENT DELIVERABLES**

It is anticipated that this volunteer assignment will improve the beneficiaries’ knowledge and skills on soil fertility management for fruit, vegetable and grain production that will ultimately lead to sustainable yield increment.

Anticipated topics for training/technical assistance include but are not limited to the following:

* Basic concepts of soil
* Managing water logging and its effect
* Compost preparation and recommended application, etc.
* Organic manures, mulching, natural and chemical fertilizers
* Nutrient requirements for agricultural crops
* Nutrient deficiency symptoms and suitable corrective measures
* Timing of manure and fertilizer applications

The major anticipated outputs of this assignment include, but not limited to:

* + Prepare initial materials, presentation and work plan in collaboration with the host and beneficiaries
	+ Train and technically assist beneficiaries on proper soil fertility management technologies/practices
* If possible, develop guidelines or handouts
* Submit assignment report with recommendations to the host organization and 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**

| **Day** | **Activity** |
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| Days 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 | Introduction to CRS higher officials and briefing meeting (security, general orientation, logistic, reporting formats, etc.) at CRS office. Discuss anticipated outcomes and work plan. |
| Days 3 | * Car travel to the assignment site (Debre Berhan town, 130km outside of Addis Ababa). S/he will be introduced to the host and accommodated in Debre Berhan town.
* 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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| Days 4 | * Further identify skill and training gaps through visiting and discussing with the host.
* Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
* Firsthand information/data collection by volunteers as applicable.
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| Day 5-7 | * Conduct firsthand training and presentation to the students and staff
* Assess and refine the quality of trainings through feedback and observations.
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| **Day 8** | **Rest day.**  |
| Days 9-14 | Continuation of the trainings and technical assistance  |
| **Day 15** | **Rest Day** |
| Day 16-18 | Continuation of the trainings and technical assistance |
| Day 19 | * Group debriefing presentation to the host in the presence of CRS.
* Volunteer travels back to Addis Ababa.
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| Day 20 | * Finalize reimbursement expenditures and liquidations (if any) with finance.
* Finalizes his/her report and submit training M&E forms to CRS F2F staff.
* Debriefing at CRS office with USAID Mission and CRS staff
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| Day 21 | * 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 VOLUNTEER SKILLS**

The volunteer will have the following qualifications and competencies:

* Experience in educating or advising students at the university level preferably PhD holder
* Practical experience in soil science or soil fertility management,
* Good communicator and interpersonal skills
* Experience in farming (for the hands on training)
* Willingness and interest to train and technically assist to University staff and students
* Willingness to travel in rural areas and in areas of small-scale farming
* Respect for 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, Churchhill or another hotel that will be booked and confirmed before the volunteer arrival date. The hotel 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 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 a 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 Debre Berhan town.
* 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 incidences.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
* Before departing from Ethiopia, the volunteer will liquidate any advances received 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 may be 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 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. World Bank (2010): Ethiopian Agricultural Growth Project (AGP) Project Information Document (PID)-Appraisal Stage, Report No.: Ab5416 [↑](#footnote-ref-1)