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To express interest in this assignment please email Emily.keast@crs.org

**CRS Farmer to Farmer Program
Volunteer Assignment Scope of Work**

Summary Information	
Assignment Code	LR242
Country	Liberia
Country Project	Rice
Host Organization	1. Geh-Zoedar Farmers' Cooperative 2. Ingate Multi-Purpose Cooperative Society
Assignment Title	Capacity building on improve rice production techniques
Assignment preferred dates	March 2022
Objectives of the assignment	The objective of this assignment is to build capacity and to equip the Geh-Zoedar Farmer Cooperative and Ingate Multi-Purpose-Cooperative Society with practical knowledge in improving rice production techniques through good agriculture practices (GAP).
Desired volunteer skill/expertise	A suitable volunteer candidate for this assignment must have relevant experience working with rural farmers association and should understand improve rice production techniques to enhance higher yield. The candidate should have a degree in general agriculture (rice agronomy) for at least 5 years of working experience with rural farmers in rice. He/she must be knowledgeable and understand adult illiteracy training approaches and be prepared to work in remote area.
Type of Volunteer Assistance	Organization Capacity Building (O)
Type of Value Chain Activity	Information and Input Support Services (S)
PERSUAP Classification ¹	III

BACKGROUND

The listed below farmer cooperative and multi-purpose cooperative societies are registered farmer-based organizations and private enterprises operating in Kamplay, Gbelaygeh District in Nimba County. Their characteristics, modus of operandi and challenges are forth with underscored as follow:

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.



1. Geh-Zoedoar Farmers' Cooperative:

The Geh-Zoedoar Farmer Cooperative is a farmer group based in Kamplay Town east of Nimba County, approximately 29 kilometers away from the Liberian/Ivorian Boarder. Geh-Zoedoar Farmer Cooperative was established in February 2010 by a group of women farmers in Kamplay Town, Nimba County. The cooperative was established to produce rice in huge quantities for commercial purposes. Cassava is the stable food of the local people in Nimba but the Geh.Zoedoar Farmers' Cooperative grows rice in large quantities for marketing purposes. In the region, Geh-Zoedoar is the largest rice producing cooperative to an extent that they sell rice to other cooperatives such as Ziglay and Logan & Logan. Currently, Geh-Zoedoar has an active membership of 600 of which 400 are female and 200 are male. Most of its members are living in surrounding communities near Kamplay and its surrounding communities. The cooperative also has a VSLA component attached which makes them unique as compared to other farmers' cooperative in the region. The cooperative also has a small rice mill which was given to them by USAID LADA CNFA project. They usually mill the rice in small quantities for sale in the local markets in Kamplay, Sanniquellie and Luogatu near the Liberian/Ivorian boarder.

2. Ingate Multi-Purpose Cooperative Society:

Ingate Multi-Purpose Cooperative Society is based in Kamplay Town, Gbelay-geh District on the eastern side of Liberia near the Ivorian Boarder in Nimba County. Currently the farmer group is embarking on the cultivation 1.5 hectare of lowland in rice production during this farming season. The group has a total membership of 33 (all female). The cooperative was established in 2017 to produce rice in huge quantities for commercial purposes and to help other local farmers group with technical agriculture services assistances. Since their establishment, they have been working with Gbelay-Geh Rural Women Cooperative, Geh-Zoedoar Farmers' Cooperative, Gbeh-Kwakeser Farmers Union, and USAID Feed the Future. The cooperative has decided to embark on the cultivation of 3 hactares for low land rice production.

A. ISSUE DESCRIPTION

Geh-Zoedoar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society lacks basic information and knowledge on the basic technique require for rice production to have a good yield at the end of each farming season. Rice is the stable food in Liberia and for over 40 years, the commodity has also been a political good in Liberia (the 1979 rice riot is evident). 97% of Liberian consume rice daily but it is unfortunate that most of our local farmers in Liberia lack the technique on how to produce rice for a better yield. Rice constitutes more than 78% of the diets consumed by people in that part of Nimba County, and it can also be considered as the staple food for Liberians. During the need assessment findings



proves that the Farmer Cooperative are experiencing reduced yields due to poor soil management and lack of capacity (knowledge) in improved rice production techniques.

Tillering	Poor tillering due to inappropriate water weed, nutrient and pest management during production period
Nursery preparation and germination	Inappropriate nursery bed preparation and management leading to poor plant establishment
Stages of growth and development	Reduced yield and poor nutrient management observed during need assessment
Maturity	Reduced yield due to improper weed, nutrient, and pest management
Panicle initiation and heading	Poor grain filling due to improper water and nutrient management during growth period

Among these critical stages in rice production, tillering and panicle initiation are especially important. Between 16-27% of all varieties of rice produced by these farmers organizations does not achieve its expected yields due to poor soil fertility and nutrient management, thereby resulting in low yields and loss of income for many farming households.

When this assignment is conducted, proper management of soil fertility technology will serve as a major help in resolving various social and economic issues in the community. The provision of training in improve rice production techniques for Geh-Zoedoar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society will increase rice yield which will lead to food availability and increase of income for these farmers groups and the growing population in the region. The above challenges require urgent intervention to ensure that Geh-Zoedoar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society increases their yield in rice production at the end of the farming season.

A. OBJECTIVES OF THE ASSIGNMENT

The main objective of this training is to enhance the capacity of farmer cooperative members on good agricultural practices for increased productivity through adoption of rice farming management practices. More specifically:

- Develop training guide for the trainer and trainees
- Develop the training methodology/approach
- Enhance farmers knowledge in climate smart agronomic management (fertilizer use, conservation agriculture, spacing) practices for rice.
- Enhance farmers' knowledge in climate smart integrated pest management (IPM).
- Design farmers' fields methods of enhancing high rice yield in the form of farmer field school demonstrations



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- Conduct the training for the board, members and staff putting heavily emphasizing improved rice production practices, innovated and locally adaptive production techniques.
- Prepare a training report, detailing how the trainings were conducted, achievements, challenges, lessons, opportunities for future engagements and recommendations on how to attain the highest possible yields.
- Organize a half-day presentation to members, other stakeholders like local government officials, and farmers to share the training report and recommendations.

B. HOST CONTRIBUTION

To conduct this assignment, Geh-Zoedoar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society are expected to meet the following requirements:

- Mobilize and facilitate cooperative members and staff to attend all the training sessions.
- Provide venue for the training sessions
- Commit to implement all the recommendations provided by the volunteer(s) after the completion of the assignments.

C. ANTICIPATED RESULTS FROM THE ASSIGNMENT

Upon the completion of this assignment, the outcomes below will be anticipated:

- The Geh-zoedar Farmers' Cooperative and Ingate Multi-Purpose Society, will have knowledge on improved rice production techniques, maximizes yields of rice through manipulating yield at all production stages, enhance income generation, and increase employment.
- Proper soil fertility management technology will serve as a major help in resolving various social and economic issues through increased yield. A significant increase in yield will alleviate food insecurity.
- Rice quality improved
- A final report explaining how the assignment was conducted, it should include recommendations to be implemented by the host organization.

D. DELIVERABLES-

1. Volunteer final report due BEFORE departure
2. Group presentation with local stakeholders at the end of the assignment in country
3. Volunteer outreach activities in the US and in country
4. Training manuals on organization governance and structure, marketing plans, curriculum

E. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days (not dates)	Activity
Day 1	Orientation session



	Meet with ASA Team to review the scope of work and develop detailed work plan covering all activities required to effectively implement this scope of work.
Day 2	Meet with the Geh-Zoedoar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society organizations' leadership for introduction and review of the scope of work.
Day 3-12	Start the rollout of agreed work plan and start with the training session
Day 13	Organize the workshop to share achievements, expected results and recommendations.
Day 14	Conduct debrief session with CRS country team and perhaps USAID Mission on the completed assignment. Fill out all necessary M&E forms and submit to ASA staff

This is a draft schedule, a final itinerary will be discussed and agreed upon arrival by all parties

F. DESIRABLE VOLUNTEERS SKILLS (Academic and hands on experience on subject matter)

A volunteer also has the following skills:

- Must be results-oriented and service-oriented.
- Must be proactive and willing to work in remote communities
- Must have good interpersonal skills and must be flexible.

G. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

In Gbarnga City, Bong County, the volunteer's transportation, accommodation, and meals will be taken care of by the ASA Project.

H. RECOMMENDED ASSIGNMENT PREPARATIONS

The targeted trainees are mostly local farmer who live in remote communities. Most of them have low levels of formal education.

- **Training Materials:**

In the event the volunteer prepares materials for handout, they can be printed at the CRS office in Gbarnga, Bong County. Flip charts, markers, and a projector, if needed, can be obtained at the CRS Liberia, Gbarnga Bong County office.

- **Working Environment**

The assignment will be conducted in Kamplay Town Nimba County. The volunteer will work closely with the Geh-Zoedar Farmers' Cooperative and Ingate Multi-Purpose Cooperative Society management and CRS country F2F field team as well.



- **Recommended Reading**

Liberia F2F program recommends that the volunteer familiarizes themselves with this scope of work and to take his or her time to read about the rice value chain sub-sector in Liberia, and cooperative in Liberia.

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](#), 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.

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.

I. KEY CONTACTS

To express interest in this assignment, please email the CRS Baltimore contact listed below. To find out additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

CRS Baltimore	
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