



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	LR244
Country	Liberia
Country Project	Rice Producer
Host Organization	<ol style="list-style-type: none"> 1. Dordeala Rice Farmers Association 2. Zodoe Rural Women Rice Farmers 3. Korkelah Agriculture Union 4. Deala Rice Farmers Association. 5. Bewaweilaka Farmers Union 6. Borsonnor Lowland Rice Production Group 7. Kwakeh Farmer Group
Assignment Title	Training of Trainer (TOT) on improved rice production techniques (GAP).
Assignment preferred dates	April 2022
Objectives of the assignment	The objective of this assignment is to build the capacity and to equip seven (7) host organizations on improved rice production techniques through good agriculture practice (e.g. Nursery preparation and germination, tillering, panicle initiation and heading, taking into consideration site selection, fertilizer application pest management) etc., also the integration of gender, youth and people living with disabilities into the cooperative with practical knowledge in improving rice production techniques.
Desired volunteer skill/expertise	A suitable volunteer candidate for this assignment must have relevant experience working with rural farmer associations and should understand improve rice production techniques to enhance higher yield. The candidate shall have a degree in general agriculture (rice agronomy) and 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 communities.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On Farm Production = F
PERSUAP Classification ¹	III

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.



BACKGROUND

1. Dordeala Rice Farmers Association

Dordeala Rice Farmers Association is a group based in Duo-tTayee Town, Sanniquellie Mah District, Nimba County. The farmer association was established as a community-based agriculture organization in February 2011 by a group of farmers in Duo-Tiayee Town, Sanniquellie Mah District, Nimba County. The farmer association has fifty (50) members of which 29 are male and 21 are female. Dordeala Rice Farmers Association worked in previous year with USAID-ACDI/VOCA in lowland rice production in that part of the country. The land in the region is fertile and suitable for growing rice and other vegetations throughout the year. Rainfall in the region is approximately 70 inches annually. The farmer association was established to produce lowland rice in large quantities for commercial purposes with the intent that those proceeds collected would promote the growth and the vision of the cooperative that supports the Ministry of Agriculture to fulfill its aspiration in building resilient and sustainable food systems in Liberia. The Dorleala Rice Farmers Association's objectives are to enhance the following value chain activities:

- Develop a vibrant rice value-chain that will attract investments for locally produced rice.
- Raise the quality of locally produced rice to international standards for adequate incomes to create more jobs for unemployed youth.
- Build a network of paddy producers around rice mills at the local levels to ensure a regular supply of paddy rice.
- Provide training on improve rice production techniques to 6 groups of farmers.

The Dorleala Rice Farmers Association is optimistic that with these goals and objectives, the rural communities will be strong financially and they will become self-sufficient in food security and increase rice production on a large scale that will attract youth and women from the urban to the rural areas to decongest the capital city. The farmer association is also seeking training in the application of good agricultural practices on improved rice production techniques that will enable them to achieve these objectives. When the said training is completed, Dorleala Rice Farmers' Association is optimistic that women and men in rural communities will have improved knowledge and technical skills to produce rice through the application of good agriculture practices (GAP).

2. Zodoe Rural Women Rice Farmers

Zodoe Rural Women Rice Farmers is a farming group established on January 17, 2011, duly registered with the Government of Liberia, and its primary focus is to produce lowland rice on a large scale as an income generating activity to enhance food security, mitigate climate change, improve their members' standard of living and create job opportunities for other rural dwellers in catchment communities. The rural women farmers group is currently cultivating 3 hectares of lowland rice production and has 30 members. The group members are all women, dominantly single mothers and widows. The women's group started working with ACDI/VOCA back in 2008 involved only with rice value chain. Since that time the group expanded their efforts towards the production of rice through lowland rice farming. Building the capacity of this rural women farmers group will help improve their rice farming techniques and improve their access to finance.

3. Korkelah Agriculture Union



Korkelah Agriculture Union is a farmers association established on March 10, 2011. The farmer association is involved with lowland rice cultivation as an income generating activity to enhance food security, mitigate climate change, increase income to improve their members' standard of living and create job opportunities for other rural dwellers in the catchment area communities.

Korkelah Agriculture Union Farmer Association has twenty-seven (27) members, comprising of seven (7) males and twenty (20) females. Two years ago, the Association cultivated ten (10) hectares of rice in the lowland in Duo-Tiayee Town Sanniquellie Mahn District, Nimba County. Korkelah Agriculture Union is seeking improve knowledge and techniques in rice production that will strengthen their capacities on improved farming inputs, technical and financial support, and good agriculture practice that will ensure increased yield and price at the end of the farming season by reducing post-harvest losses and commence value addition to their rice produce to increase income.

4. Deala Rice Farmers Association

Deala Rice Farmers Association is a rural farming group founded on April 27, 2020, by a group of middle age local men farmers in the Borsonnor town in Sanniquellie Mahn District, Nimba County. Since the establishment of Deala Rice Farmers Association, the group has been actively involved with lowland and upland rice production as an income generating activity to enhance food security and mitigate climate change. Over the years, the group continue to strive to improve their members standard of living and create job opportunities for other rural dwellers in catchment communities. Deala Rice Farmers Association currently has thirty-two (32) members, with thirteen (13) male and nineteen (19) female farmers and cultivated six (6) hectares of low farmland in Borsonnor Town, Sanniquellie Mahn District, Nimba County. The farmer association is seeking improve techniques /knowledge through training, in the application of good agriculture practice (GAP) including the use of improved farming inputs and techniques as well as financial support to ensure GAP. This will help the association to reduce post-harvest losses to increase their produce of the farming season.

5. Bewaweilaka Farmers Union

Bewaweilaka Farmers Union is a farming group that was founded on March 1, 2013. The farmers' group is currently involved with lowland rice production. Bewaweilaka Farmers Union has forty-five (45) members, with thirty-five (35) male and ten (10) female farmers. The group is currently cultivating ten (10) hectares of lowland rice in the current farming season in Bewaweilaka Town, Sanniquellien Town, Nimba County. This farmers group is seeking capacity building training on the use of improved farming inputs, and good agriculture practices (GAP). The Union also need technical and financial support through capacity building to reduce post-harvest loss and improve yield at the end of each farming season.



6. Borsonnor Lowland Rice Production Group

Borsonnor Lowland Rice Production Group is a farming group established on February 10, 2011. The group was established by ACDI/VOCA in 2011 to participate in a lowland rice producing project. The community is located east of Sanniquellie City, approximately 22 kilometers away from the city. The Group has forty-two (42) members, with twenty-three (23) males and nineteen (19) females. During this farming season, the group has decided to cultivate seven (7) hectares of low farmland in Borsonnor Town, Sanniquellie Manh District Nimba County. Borsonnor Lowland Rice Production Group is seeking capacity building training in the application of good agriculture practice and proper site selection that will enable them to have a good yield at the end of each farming season.

7. Kwakeh Farmer Group

Kwakeh Farmers Group is a farming group established on September 16, 2020, duly registered with the Government of Liberia. The farmers' group is a community-based rice production farmer organization and is involved with lowland rice cultivation as income generating activity to enhance food security, mitigate climate change, improve their members' standard of living and create job opportunities for other rural dwellers in catchment communities.

Kwakeh Farmers Group has thirty (30) members, with twenty (20) male and ten (10) female farmers. The farmer organization is currently cultivating five (5) hectares of low farmland in Borsonnor Town, Sanniquellie Mahn District, Nimba County. Kwakeh Farmers Group is seeking innovative technologies capacities building training, in good agriculture practice to improve methods of planting and manage post-harvest loss of their rice produce.

A. ISSUE DESCRIPTION

Rice is the world's economically, and culturally most important food crop and its production is regarded as the single most important economic activity on the planet. More than 2.7 billion people, most of them poor, rely on rice as their major source of food. By the year 2025, this number will grow to 3.9 billion people. It is a major constituent of the diets consumed in Nimba County, and one of Liberia staple food. ASA project observed that these seven (7) farmers association are experiencing reduced yields due to poor soil management and lack of training in improved rice production techniques.

Applying good agriculture practices and having a good yield at the end of the farming season will help the farmers and the association to focus on rice farming because they will be able to sell their products in large quantities at better prices and generate more funds that will increase income and ensure sustainability for farmer groups and their members.

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

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. Farmers also experience high post-harvest loss of their rice produce due to poor post-harvest management.

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 communities. The provision of training in improve rice production techniques for these farmers organizations will increase rice yield which will lead to food availability, increase of income for these farmers groups and the growing population in the region. The above challenge requires urgent intervention to ensure the increase in the yield of rice production for these farmers organizations 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 recommended rice farming practices and fertilizer and other farm input application.

More specifically,

Increase rice market-driven productivity and profitability

- Develop training guide for the trainer and trainees
- Develop the training methodology/approach
- To increase farmers with knowledge on the rice varieties suitable for their soil structure.
- To increase farmers knowledge in climate smart agronomic management (fertilizer use, conservation agriculture, spacing) practices for rice.



- To increase farmer knowledge in climate smart integrated pest management (IPM) and fertilizer application.
- Identify local and improved rice production practices and potential solutions which are most appropriate for local targeted cooperative.
- Design a demonstration approach for farmers' fields methods of enhancing high rice yield, in the form of farmer field school demonstrations.
- Conduct the training for the board, members and staff putting heavy emphasize on 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 and produce for farmers.
- Organize a half-day dissemination through presentation to members, other stakeholders like local government officials, and farmers to share the training report and recommendations.

C. HOST CONTRIBUTION

To conduct this assignment, **7 farmers organizations are expected to meet the following requirements:**

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

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

At the completion of this assignment, the anticipated result below is expected:

- The seven (7) farmer cooperatives, will have knowledge on improved rice production techniques, maximizes yields through the use of good agriculture practices of rice production and value addition at all production stages thereby enhancing, income generation, and increased 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 providing full details on how the assignment was conducted, and should include not more than six (6) realistic recommendations to be implemented by the cooperative to improve their production and value addition practices.

E. DELIVERABLES



- Final report due one day BEFORE assignment completion
- Group presentation with local stakeholders at the end of the assignment in country
- Volunteer outreach activities in the US and in country
- Training Manual

A. 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	Leave for Ganta City, Nimba County for introduction to cooperative management and review of 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

A. DESIRABLE VOLUNTEERS SKILLS

Additional requirements: A Volunteer should be:

- Proactive, results-oriented, and service-oriented.
- Have very good interpersonal skills, and
- Flexibility
- Willing to work in remote community

B. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

The volunteer will lodge at Alvino Hotel in Ganta City, Nimba County.

The volunteer transportation and accommodation will be taken care of by CRS.

C. RECOMMENDED ASSIGNMENT PREPARATIONS

• **Training Materials:**

If the volunteer prepares materials for hand out, they can be printed at CRS Office in Gbarnga City, Bong County. Flip charts, markers, and a projector, if needed, can be obtained at ASA, CRS sub-office in Gbarnga city Bong County.



- **Working Environment**

The assignment will be conducted at the venue provided by the seven (7) Farmer Cooperatives whose head office is in Younlay Town, Gbehlay-Geh Statutory District Nimba County. The volunteer will work closely with the seven (7) cooperatives management and CRS country F2F field team as well.

- **Recommended Reading**

ASA Project recommends that the volunteer familiarizes with this scope of work and to take his or her time to read about rice production in Liberia.

A. VOLUNTEER ROLES AND RESPONSIBILITIES

The US volunteers participate in a call to discuss objectives and collaboration approach with both the US and Liberia HR recruiters 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 US volunteer is responsible for assignment design, preparation, training, developing assignment reports, conducting action planning with hosts and outreach in the country, and achieving the assignment objectives. The US volunteer works directly with the host with assistance/input from ASA technical staff/PM. Assignments usually last up to 2 weeks; Sometimes extending beyond two weeks due to pending follow-up visits, emails, etc. US Volunteers are asked to track assignment hours per day, to stay under 112 hours (14 days x 8 hrs).

The US volunteer will 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.

A. 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	
<p>Emily Keast Volunteer Coordinator Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201 410-951-7366 Email: emily.keast@crs.org</p>	<p>TABI, GERALDINE Volunteer recruiter Agriculture Sustainability Activity (ASA) 16th Street, Gardner Ave C-140 Sinkor, Monrovia, Liberia Tel:0776448755 Email: geraldine.tabi@crs.org</p>
CRS Country Program	
<p>David Suryon Sulonteh II Project Coordinator Tel: +231776555280 Agriculture Sustainability Activity (ASA) Bong and Nimba Counties Email: david.sulonteh@crs.org</p>	<p>Or Davidetta Moore Program manager Agriculture Sustainability Activity (ASA) 16th Street, Gardner Ave C-140 Sinkor, Monrovia, Liberia Tel:0777957769/0886611538 Email: Davidetta.Moore@crs.org</p>
Host Organization:	
<p>Stanley Guah Chairman Deala farmer association Deala town Nimba County 0777916256</p> <p>Konah Gbahn Chairman Bewaweilaka farmers union Borsonnor town Nimba County 0770530604</p> <p>Patterson Konah Borsonnor youth farmers Group Nimba County 07758455715</p>	<p>Particia Wonden Chairlady, Korleleh rural women group Duo-tiayee town 0880258221</p> <p>Oretha K. Gaye Chairlady Zodoe farmer Association Duo-Tiayee town Nimba County 0775676081</p> <p>John L. Doatee Chairman Dordeala farmer Association Duo-tiayee town Nimba County 0770439101</p>



USAID
FROM THE AMERICAN PEOPLE



--	--