



To express interest in this assignment, please email mireille.ngokion@crs.org

**Farmer to Farmer Rwanda
Volunteer Assignment Scope of Work**

**Notice for potential volunteers:
Some assignment details are subject to change**

Summary Information	
Assignment Code	RW201
Country	Rwanda
Country Project	Horticulture
Host Organization	Africa Food Supply (AFS)
Type of Volunteer Assistance	Business/Enterprise Development(E)
Type of Value Chain Activity	Information and Input Support Services (areas as extension services, input supplies)(S)
Assignment Title	Capacity Building in Horticulture
Assignment preferred dates	March- April 2019
Objectives of the assignment	To build capacity of the Africa Food Supply Ltd (AFS) staff and its partnering cooperatives (staff and members (farmers) on good agricultural practices for Horticulture value chains.
Desired volunteer skill/expertise	In addition to an agriculture science degree, the volunteer for this assignment must have practical experience in agriculture especially in horticulture value chain. The experience should be in crop production including preparation, growing and harvesting. A hand on, practical experience to manage pest, disease and weed control. Ability to work in remote, physically-demanding varied environments and must be passionate working with the developing communities.

A. Background

Africa Food Supply Ltd (AFS) is an input supplier, market facilitator and technical support provider for farmers involved in Horticulture farming located in Southern province, in Kamonyi District, Gacurabwenge sector.

The vision of AFS Ltd is to transform the Rwanda Horticulture sub-sector into a highly productive venture that benefits the investors, and farmers. And its mission is to provide high quality, nutritional and fresh vegetables, fruits, cassava and orange fleshed sweet potatoes to market places in Kigali and plans to expand nationwide. Additionally, the company aims at improving small



shareholder farmers' skills and knowledge by educating them in adequate agricultural practices through its Farmer's Library and Farmer's Field school.

The goal of AFS is to increase the income of smallholder farmers by linking them to formal markets where they can sell their produce. The company focuses on growing and selling mangoes, pineapples, tomatoes, cabbage, eggplant, french bean, carrots and orange sweet potatoes value chains. The Company has a good and strong working relationship with 9 cooperatives of 600 farmers.

Africa Food Supply is in Kamonyi District, Gacurabwenge sector. The owner of the AFRICA FOOD SUPPLY Ltd (AFS) is called SERGE GANZA and has three permanent employees. The table below shows their position, names, qualifications, and experience. This is really important to be mentioned due to the fact that it will help the volunteer to know exactly who is going to work with him /her and provide technical support accordingly.

Position & Name	Background & Qualification	Experience
Managing Director and senior Agronomist GANZA Serge	Bachelor's degree in Agricultural and rural development background with knowledge in management.	15 years in horticulture and cereal seed multiplication and propagation, agricultural technology transfer and Value Chain Development , working with various international & local organizations (CIAT, ICRAF, RAB, MEDICUS MUNDI, AVSI.)
Project Manager, Sandra KANANI	Bachelor in Fair Trade & Sustainable Development	4 years' experience in trade , social entrepreneur, agribusiness development
Sales and Marketing Officer	Bachelor's degree in socio-economics	10 years in sales, marketing and cooperative management and coaching from different organizations (UGAMA, MEDICUS MUNDI)
Accountant UWIRAGIYE Marie Rose	Financial and Budgeting management background with high knowledge of financial analysis.	3 years in accounting and finance management

AFS Ltd services/or product offered to farmers and other clients/partners including:

- Input supply such as planting materials, fertilizers and pesticides to farmers in order to increase their production but also for their nutrition improvement through consumption of vegetables and fruits;
- Extension services and trainings to farmers: AFS Ltd provides GAP (Good Agriculture practices) and PHH (Post Harvest Handling) trainings to farmers to increase production and



reduce PHH losses through its Village Information and Training Center (VITC). In coming years, the company is even planning to provide the PHH equipment like crates to farmers to reduce the PHH losses at farm gate.

- Market linkage: AFS LTD plans to buy producer from farmers and market it in Kigali and other small cities in town. In addition, AFS has set up a road side market infrastructure and cold room facility for collection and marketing of horticulture products without spending much on transport of their produce from farms to the marketplace but also to be able to store them longer in the installed cold room.

Targeted Customers /market

AFRICA FOOD SUPPLY (AFS) customers are/will be passengers alongside Kigali-Southern province Districts, small retailers, restaurants, schools and Kamonyi, Muhanga and Kigali city residents. AFS anticipates working identify more customers by engaging hotels in Kigali to increase its sales.

Issue Description:

Even though AFS aims to improve smallholder farmers' skills and knowledge by training them on adequate horticulture good agricultural practices through its Farmer's Library and Farmer's Field school, the library is not well equipped and yet small holder farmers have limited knowledge and skills related to good agronomic practices and it is always observed when visited in the field, you immediately observe; poor farming techniques; inadequate production and post-harvest technologies; and lack of adequate disease, pest, and weed control skills;

Because of the above challenges farmers experience low production and productivity, high post-harvest losses resulting in low revenue for both the farmers and many buyers including AFS.

B. Objectives of the Assignment

The overall objective of this F2F volunteer scope of work is to build capacity of The Africa Food Supply Ltd (AFS) staff, and its partnering cooperatives (staff and members (farmers) on modern and good agricultural practices for the horticulture value chain. More specifically, the assignment will include to;

- strengthen the capacity of the AFS staff, and its partnering cooperatives (staff and members (farmers) to adopt good agricultural practices (GAP), which will ensure food security, safety and quality for fresh fruits and vegetables.



- build capacity of farmers by providing trainings focusing on good practical application of GAP for horticulture.
- help AFS staff and farmers to understand the importance of implementing good agricultural practices (GAP) as important step to reduce the impact of possible hazards throughout the production and distribution chain
- prepare and submit a detailed report on the completed assignment, giving recommendations to be implemented by the AFS. The final report should be given to AFS and copy shared to F2F Project Director and CRS CP for follow up.

C. Host Contribution

The contribution of AFS to this assignment will consist of:

- Avail Staff to attend the training.
- Mobilize cooperative to attend training sessions.
- Provide demonstration plot for the training sessions.
- Identify a translator to work with the volunteer (if possible)
- commit to implement all the recommendations provided by the volunteers after the completion of the assignments.

D. Anticipated results from the Assignment;

After the completion of this assignment, the following outcomes will be anticipated;

AFS staff and farmers will

- understand the importance of applying good agricultural practices (GAP) as important steps to reduce the impact of possible hazards throughout the production and distribution chain;
- understand the importance of food safety; the importance of adopting GAP for both quality assurance and market access to improve country economy and producers' livelihoods;
- understand the guidelines for site selection and land preparation, which are agronomically and environmentally appropriate; hazards associated with land history; and the importance of environmental protection during land preparation;
- Understand agricultural practices that are related to soil fertility improvements; the best practices in handling and application of fertilizers;
- AFS staff and farmers should be able to recognize the potential for produce contamination associated with water quality and use practices;
- understand the importance of selecting suitable seeds and crops suitable for growing condition and that comply with market requirement; the use of pure certified seed for obtaining the quality and uniformity of product which the market demands; and seedling nursery management;
- understand the impact of crop enemies and the needs for plant protection strategies;
- be able to carry out observations on pests, disease and weeds; crop infestation; damage during production and post-harvest; pesticide best practices; and pesticide safe use;



- understand IPM approach in managing crop pests; farm hygiene practices in relation to food safety and quality;
- Understand the importance of best harvesting methods for small-scale farmers; importance of effective hygiene programme to ensure containers are clean and equipment does not transmit pathogens to the produce;
- A final report on the assignment with recommendations to the host;

E. Schedule of Volunteer Activities in Country (Draft)

Day	Planned Activity
Day 1	Arrival in country, pick up and check – in at the Hotel (Hill view or any other assigned hotel).
Day 3	Meet the CRS Country Representative (CR), Head of Programs (HoP) and USAID for introductions (Morning) Meet with the CRS Operations Manager for Security briefing (Afternoon)
Day 4	Leave for Kamonyi to meet with the host AFS Management Ltd for introduction and review of the Scope of work.
Day 5	Develop detailed Work Plan covering all activities required to effectively implement this scope of work.
Day 6 through Day 14	Start the rollout of agreed work plan
Day 17-18	Prepare a report on the assignment, processes, participants, challenges if any, recommendations, highlighting implementing plan and responsible stakeholders
Day 19	Organize and conduct a meeting with AFS Ltd and cooperatives to share a report and recommendations.
Day 20	Conduct a debrief session on the completed scope of work with CRS Country team and perhaps USAID mission. Fill out all necessary M&E forms and submit to F2F Program Director.
Day 21	Departure for USA

This is a draft schedule. A final itinerary will be discussed and agreed upon between the country director, host, and volunteer

F. Desirable Volunteers Skills

As described above, in addition to having an agriculture science degree or crop/plant sciences, the volunteer for this assignment must be well experienced in farming and have interest working with rural communities in the developing world. Experience and abilities to undertake all aspects of agricultural production including preparation, growing and harvesting. A hands on, practical experience to manage pest, disease and weed control. Familiar with adult training approaches. Lastly a volunteer must have a minimum of four years working experience.



Additional requirements, a volunteer must;

- Be proactive, results-oriented and service-oriented;
- Have very good interpersonal skills, relationship management skills and the ability to work closely with local partners and community members;
- Be physical fit and must be passionate about working with developing communities.

G. Accommodation and Another in -Country Logistics

Volunteer transportation to Rwanda and accommodation and meals will be taken care of by CRS Rwanda CP. In addition, a local network SIM card will be provided to the volunteer at his or her arrival in Rwanda.

H. Recommended assignment preparations

- **Training Materials:**

- The volunteer should prepare training materials for hand out which can be printed at CRS office in Rwanda. Regarding Flip charts, markers, and a projector if needed, can be obtained at CRS Rwanda office.

- **Working Environment**

- The training will be conducted at the training venue provided by Africa Food Supply whose office is in Kamonyi District, Gacurabwenge sector, Southern province of Rwanda.
- The volunteer will work closely with Serge, the founder and owner of AFS Ltd and the F2F Field team.

- **Recommended Reading**

- Rwanda F2F program recommends that the volunteer takes his or her time to read and understand this SOW, but also bearing deep understanding of Rwanda Horticulture sub sector through website searching.

- **Weather Appropriate Clothing**

- Weather temperatures keep changing based on the season. Temperatures vary from 16 to 28 degrees. Its usually warm during the day and cold at night. Appropriate dressing is recommended for the volunteer



I. Key Contacts

CRS Baltimore	Country Director
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