

To express interest in this assignment please email [chi.olisemeka@crs.org](mailto:chi.olisemeka@crs.org)

**CRS Farmer to Farmer Program**

**Volunteer Assignment Scope of Work**

Notice for potential volunteers:

Some assignment details are subject to change.

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| **Summary Information** | | | | | |
| **Assignment Code** | **TL268** | | | | |
| Country: | Timor-Leste | | | | |
| Country Project: | Modernizing Agriculture | | | | |
| Host Organization: | ANAPROFIKO | | | | |
| Partner: | Ministry of Agriculture (MAF) | | | | |
| Date of baseline data collection: | December 14, 2019 | | | | |
| Date of host agreement signing: | December 13, 2019 | | | | |
| Number of previous volunteer assignments: 3 | First volunteer on Soil Management and Composting, second assignment on website development and Third assignment on review and developed five years strategic plan | | | | |
| Volunteer recommendations given (Total): 12 | 8 adopted | Volunteer recommendations applied (Total):  New host (0) | | |
| Assignment Title: | Soil Health Management | | | | |
| Objectives of the assignment: | To build the capacity of the host in soil fertility management and composting techniques to increase production and produce good quality seeds in maize, rice, peanut and others. | | | | |
| Assignment preferred dates: | September 2022 | | | | |
| Desired volunteer skill/expertise | * Horticultural/agronomist/ soil scientist, composting, and an excellent facilitator and communicator. * Familiar with teaching kits however most of farmers are illiterate | | | | |
| Type of Volunteer Assistance | Technology Transfer (T) | | | | |
| Type of Value Chain Activity | On Farm Production (F) | | | | |
| PERSUAP Classification [1] | Type II | | | | |
| Number of people to be trained | Men | | Women | Youths | |
| 45 | | 15 | - | |
| Will the assignment address gender gaps? (Yes/No)  If yes, please include these in the issues description | | | | yes | |
| Will the assignment address climate change? (Yes/No)  If yes, please include this in the issues description | | | | no | |
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1. **BACKGROUND**

The CRS Farmer-to-Farmer program (F2F) is a five-year (2019-2023) USAID funded program implemented with the primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, Timor-Leste, Ethiopia, Nepal, Rwanda, and Uganda. The program aims to achieve this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable and broad-based economic growth in the agricultural sector. The program’s secondary goal is to increase US public’s understanding of international development issues and programs and share the knowledge back in the US. To achieve these goals, F2F provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses and agricultural education institutions to address key technical and institutional issues identified by the hosts in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations’ capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

The Timor-Leste Ministry of Agriculture and Fisheries Strategic Plan[[1]](#footnote-1) recognizes the fundamental importance of agriculture to Timor-Leste’s economy and the impact of agriculture on poverty reduction, food and nutrition security, economic growth, and income and employment generation through its linkages to other sectors of the economy. In 2020 the agriculture sector in Timor-Leste accounted for 14.19% of Gross Domestic Product (GDP), or over $293.6 million (<https://www.statistics.gov.tl> . However, there is a considerable net deficit in agricultural trade as imports in 2019 were valued at approximately $141.4 billion <https://www.statista.com>. Major imports include rice, sugar, meat (chicken, beef, pork), vegetable oil, fish, milk, and vegetables (potato, onion). In rural communities 57% of women and 60% of men are actively involved in agriculture. Agriculture consists primarily of subsistence farming with limited access to inputs, technical knowledge, and market linkages. There is a heavy reliance on traditional agricultural practices such as slash-and-burn cultivation. Most smallholdings are mixed rainfed farms growing maize, cassava, red kidney beans, sweet potato, rice, groundnut, and vegetables. Coffee, coconut and candlenut are the most common tree crops. Livestock, such as poultry, pigs, cattle, buffalo, goats and sheep are raised on a small-scale and extensive basis.

ANAPROFIKO is an umbrella organization of Commercial Seed Producers (CSP) which are registered with the Seed Department of the Ministry of Agriculture and Fisheries to produce, process and/or market quality seed in Timor-Leste.  CSPs include a number of farmers organizations or farmer groups.

ANAPROFIKO was established with objectives of representing the interests of the commercial seed producers and to promote the development of commercial seed trade. It is operated on a voluntary basis.  An independent Secretariat is set up in Dili to coordinate its activities in serving the interests of members.

ANAPROFIKO held its first general assembly on 19 March 2015 where representatives from 55 commercial seed producers from 12 municipalities attended.  The general assembly decided to elect one delegate for each municipality and the 12 delegates further elected a four members executive committee for ANAPROFIKO.  At present, the Executive Committee team comprises of the President, Vice President, Secretary and Treasurer. ANAPROFIKO works closely with the Ministry of Agriculture and Fisheries (MAF) to achieve seed security and seed sovereignty leading to food and nutrition security.  It assists in MAF’s effort to stop importation of seeds of maize and paddy and to realize self-reliance on commercial seeds of major food crops. Membership is open to all commercial seed producers registered in MAF on payment of a one-time entry fee and an annual subscription based on turn-over.  There are 55 Commercial Seed Producers (1500 seed growers) in 12 municipalities of Timor-Leste.

In 2020-2021, ANAPROFIKO members (ie. commercial seed producers) produced 600 tons of seeds of MAF released varieties which are ready for distribution for the 2022 cropping season: Maize variety Sele: 300 tons and Rice 300 tons.

ANAPROFIKO members have actively contributed to the process of drafting ‘Timor-Leste National Seed Policy’.  ANAPROFIKO has a permanent seat in the National Seed Council at the Ministry of Agriculture and Fisheries.  It is fully committed to implement the National Seed Policy.

1. **ISSUE DESCRIPTION**

Despite the growing demand for crops seeds in the country, the company is struggling to supply at their desired quantity and quality due to the limited capacity of the staff to provide necessary advisory support to the farmers on appropriate cultivation methods. Additionally, farmers severely lack awareness on proper soil health management and composting techniques that lead to increased yields. This issue of low yields due to low production and productivity has also resulted in creating supply chain management issues as there aren’t enough crops to organize an efficient supply chain system.

Thus, technical training to improve soil fertility and crop nutrition in a sustainable way is needed to address the issue. The yield production can be increased by enhancing the farmers capacity on soil health management and composting along with other agricultural input services, good agriculture practices and with the effective use of local resources to reduce cost of production for rural farmers. The farmers in these communities would benefit from low cost soil organic fertility training such as use of liquid organic manures, and farmyard manures. Improving farmers’ knowledge and skills will improve the soil physical, biological and chemical characteristics for sustained and imrpoved seed production.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this assignment is to train the staff of ANAPROFIKO and Farmer groups on soil management and composting to increase the quantity and quality of seeds to meet the market demand.

The volunteer assignment will focus on training and assisting the targeted beneficiaries on integrated soil fertility management techniques for improved and sustainable production of Maize, Peanut, Rice and etc. The main aim is to transfer skills and knowledge on soil fertility management and improving composting to ANAPROFIKO staff and farmers. This knowledge transfer will be conducted through on farm of lectures and practical demonstrations including other methods that volunteer and the ANAPROFIKO determine suitable.

Anticipated training topics include but are not limited to the following.

* Importance of soil and the bases of soil science,
* Factors influencing soil fertility and its management,
* Organic manures and natural fertilizers,
* Nutrient requirements for Corn and others
* Nutrient deficiency symptoms and suitable corrective measures,
* Timing of manure and fertilizer applications,
* Soil and water conservation measures,
* Compost preparation and recommended application, etc.

1. **HOST CONTRIBUTION**

The contribution of the ANAPROFIKO will be the transportation for roundtrip from his/her hotel to training side, training hall(classroom) and prepared the stationary for the training.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

* The groups can sustain and increase the production up to capability each type of variety
* The farmer has been increasing knowledge on how to manage their soil

1. **DELIVERABLES**
2. A facilitate complete training for farmer groups and soil health management
3. The assignment report is provided
4. Guidelines to maintaining soil fertility
5. Group presentation for lectures
6. **SCHEDULE OF VOLUNTEER ACTIVITIES IN TIMOR-LESTE**

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| ***Please note that this is a tentative schedule and will be finalized post volunteer selection with consultation with volunteer*** | |
| **Day** | **Activity** |
| Day 1 | Arrival in Presidente Nicolau Lobato Airport. The volunteer will be met by CRS’s client Plaza Hotel including CRS F2F staff. The shuttle from Plaza Hotel will pick up the volunteer from airport to the hotel. |
| Day 2 | * Take CRS cars or pre-arranged taxi to come to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 Timor-Leste time) * Welcoming by CRS, and briefing meeting on security, general orientation, MEAL (attendance sheet, reporting and PPT templates), and logistic. * Discuss anticipated outcomes and work plan * S/he will be introduced with the host. And general orientation will be pursued.   Further assess skill and training gaps through visiting and discussing with the President and staff ANAPROFIKO |
| Day 3 | * Develop agenda and travel to field |
| Day 4-8 | * Training based and agreed agenda |
| **Day 9** | **Rest Day (Sunday)** |
| Day 10-15 | * Continue training for the groups |
| Day 16 | * Final presentation report and recommendation to ANAPROFIKO |
| Day 17 | * final presentation report to CRS staff Dili * Debriefing with US Ambassador and US Mission in Dili and * Finalize reimbursement expenditures and liquidations (if any) with finance. * Submit attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team * The last meeting will hold with CDA through Mission key staff Mr. Inacio Fernandes Quintao-Project Management Specialist. It can be happening also last to days before assignment ending. |
| Day 18 | * Depart for USA |

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

* Before travelling to the assignment place, the volunteer will stay in Moby’s Hotel or one of the CRS’s client hotels that will be booked and confirmed before the arrival date.
* In Dili, the hotel usually 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 or using Taxi
* CRS Timor Leste will provide the volunteer with a laptop computer (if s/he needs), local internet dongle (modem/EVDO) and mobile phone with charged local SIM-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Timor-Leste.
* CRS will provide a vehicle and accompany the volunteer to the place of assignment in the first day
* During her/his assignment period on the field, the volunteer will be staying outside of Dili with minimum conditions
* CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
* Before departing for the US, the volunteer will also liquidate advances (if any) at CRS Timor-Leste
* For more information, please refer to country information that will be provided

1. **RECOMMENDED ASSIGNMENT PREPARATIONS**

* Prior to travel, the volunteer will be advised to prepare necessary training and demonstrating aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at either office of CRS on request by the volunteer.
* If the volunteer requires use of simple training aids like flip charts, markers, masking tapes, etc, s/he should make the request and collect from either office at Dili office prior to travel to the assignment place.
* Translation of handouts to local languages can be done in the locality of the assignment, if shortly required. Depending on the meeting places, the volunteer may use a laptop and projector for power point presentations
* More information about ANAPROFIKO provided in here: <https://web.facebook.com/anaprofikor>

1. **KEY CONTACTS**

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| **CRS Baltimore** | **Country Manager** |
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| **Host Organization:** | |
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1. [↑](#footnote-ref-1)