 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Assignment Summary** | |
| **Assignment Code** | **TZ116** |
| Country | Tanzania |
| Country Project | Horticulture |
| Host Organization | ACAI - African Community Advancement Initiative |
| Assignment Title | Organizational development and association strengthening |
| Assignment objective | Improved leadership and management, enhanced group dynamics and cohesion, group strengthening and cooperation for smallholder farmer groups of the Chumbi Village community |
| Desired skills | Organizational development expert with experience and knowledge in supporting the development of farmer-based organizations and cooperative associations in developing countries, with a strong background in conducting trainings |
| Assignment preferred dates | May 2017 onwards |

1. **Background**

The Farmer-to-Farmer (F2F) East Africa program is a USAID funded project that uses American Volunteer expertise to assist small scale farmers and processors to improve their production and business practices through short-term Volunteer assignments conducted with host organizations. The goals of the F2F horticulture project are to increase production and quality of fruits and vegetables, increase access and utilization of markets and credit (thereby boosting farmer incomes) and improve food security and nutritional status of Tanzanian smallholder farmer households, while enhancing natural resources upon which target communities depend.

In Tanzania, horticulture makes a significant contribution to food security, better nutrition and economic growth. Horticulture production is mainly practiced by female smallholder farmers as well as a limited number of largescale operators. Commercial horticulture is endowed with local and foreign investors, particularly in floriculture and export vegetables, and has production and market growth potential. Tanzania’s favorable climate and socio-political environment provide an opportunity for the horticulture sector to thrive. Development of the sector offers the opportunity to increase incomes through meeting demand in domestic, regional and international markets, while simultaneously improving household nutrition through dietary diversity.

African Community Advancement Initiative partners with rural communities to create sustainable local development programs that improve overall quality of life through training, education and infrastructure to address the three facets of sustainable development: health, education and living standards.

Africa Community Advancement Initiative (ACAI) is a collaboration between East Africans and Americans. It was founded in response to the alarming deficiencies of sustainable development in rural Sub-Saharan Africa.  Nearly 50 percent of the population lives on less than US$ 1 per day. Most of this poverty occurs in rural areas where they often have no access to tools that will improve their lives, as they struggle with malnutrition and starvation, as well as poor physical and cognitive development, especially in children. ACAI focuses on sustainable economic development projects – primarily agriculture – at the local level to empower rural families to improve their lives indefinitely. Our platform is sustainable, which means that families will no longer depend on aid for necessities. Instead, they will drastically make a better life for themselves for generations to come. This ensures community survival without sacrificing culture or customs.

This scope of work is to provide organizational development and group strengthening to farmers in the Chumbi village in the Rufiji rural district, Coastal region of Tanzania. ACAI has been working in the Rufiji area since 2013 and has a working relationship with over 700 farmers. Most of the farmers are subsistence farmers and cultivate about 0.4 hectares (approximately one acre) of vegetables and staple food crops such as rice and maize. Manual cultivation is generally practiced, but some households use animal-drawn implements for land preparation. Current yields for most crops are low compared to potential yields, mostly due to poor husbandry practices, poor irrigation methods, a lack of training and lack of access to quality agricultural supplies. The key crops cultivated in this area are maize, rice, and horticulture crops such as tomatoes, cassava and sesame. The local area has an enormous potential for agricultural development.

1. **Issue Description**

ACAI has been working in the Rufiji river valley since 2013 and has worked on various community development projects. Previously, ACAI has renovated a local school and provides payment of school fees for local students. Annually, ACAI facilitates a health weekend in which free health screenings are administered to children and seniors. In 2014 and 2015, ACAI held agricultural training classes to teach the process of growing onions and watermelons for income generation. ACAI hopes to continue these efforts on a larger scale to improve the lives of the people of Chumbi through providing economic sustainability focusing on agriculture.ACAI plans to benefit the community of Chumbi throughgroup strengthening,providing agriculture technical skills and business entrepreneurship skills through local master trainers, providing micro loans for inputs for farmers, developing market connections and facilitating irrigation systems using improved agriculture appropriate technologies training. ACAI currently has 50 acres of farm land and is utilizing 30 acres to create demo plots for the local community. The farm is located less than 200 yards from the Rufiji River. ACAI currently has a partnership with AKO, a large-scale Tanzanian catering company that buys produce directly from farmers if produce standards are met, and are actively looking for other opportunities to expand marketing. This puts ACAI and the farmers of Chumbi village in a unique position to sell produce.

Most farmers do not plan their cropping enterprises based on market forces like supply and demand, and do not have access to market information. Farmers purchase their inputs and sell their produce individually and this allows middlemen to exploit them by offering low prices. These problems are further exacerbated by the lack of a clear platform for farmers to communicate and share information on pricing, markets, good agricultural practices, enterprise selection, etc. The major problem that contributes to the above challenges is that the farmer groups are not well organized. The following have been highlighted as key challenges;

* Existing groups are weak, due to a lack of knowledge of how to elect competent leaders
* There is a high membership turnover
* The existing groups lack the capacity to focus their goals and operate as a co-op smoothly and efficiently
* Existing groups are not well organized, because they have no standard documents or procedures – for example, contracts, mission statements, rules, by-laws, etc. are often lacking
* There are no penalties for breaking group rules (i.e., bad attendance, not paying dues)
* Farmers feel skeptical when forming associations because of a history of corruption and lack of transparency
* The groups lack the necessary diversity of membership; specifically, they are lacking youth and women to ensure long-term sustainability and involve all key stakeholders
* Farmers do not have a mechanism to communicate, share, or learn from each other
* Farmers are not motivated by loyal members of the associations, because they have not yet realized any benefits from being members

1. **Assignment Objectives**

The key objective of this volunteer assignment is to build the capacity of farmers in Chumbi village in organizational development and to strengthen the groups of farmers. This assignment will focus on the ABCs of group formation and strengthening. The groups are centered around economic enterprises of selling horticulture and grain produce through the assistance of ACAI. Once strong groups are formed, ACAI can proceed to continue to improve the lives of the people of Chumbi by providing economic sustainability that focuses on agriculture through ongoing training efforts, micro lending, and providing two-way agricultural market access. The assignment will focus on the following objectives:

* A clear understanding of the importance and advantages of group/association formation
* Help groups organize around core objectives, develop vision/mission statement, by-laws, contract, other relevant group documents as necessary
* Briefly explain how membership turnover is problematic, and describe qualities of strong leadership
* Provide procedures and expectations for group members to follow
* Set up enforceable penalties for breaking procedures/by-laws
* Explain benefits of sharing regularly with the group (agricultural best practices, Market Information, reliable buyers/sellers/dealers, people to avoid) and develop a mechanism/platform that is appropriate and feasible for the group’s situation
* Help villagers make the connection between how a strong group leads to more access to credit/lending, collaboration, income generation, economies of scale/higher profit margins, negotiation power, etc.
* Introduce benefits of rudimentary record-keeping to help the group keep track of minutes at meetings, needs, progress, income generation activities, etc.
* Develop 3-6 recommendations, both general and specific to the village based on your observations. The group can then make an action plan on how to implement the recommendations after the Volunteer leaves.

1. **Host contribution** –ACAI will provide transport for the volunteer to and from the trainings sites, as well as translation services. ACAI will also be responsible for mobilizing the participants in the training, providing local staff, and a suitable venue for trainings.
2. **Anticipated Assignment Results**

Immediate anticipated outcomes of the training are improved knowledge, skills, and attitudes about farming groups, as well as greater accountability, trust, and transparency within existing farmer’s groups. The long-term impact is adopting behaviors based on these immediate results, which will produce higher incomes for group members, food security, better and sustained livelihoods, resilience to economic shocks in supply and/or demand, more negotiation power, access to credit, and reduce dependence on unreliable and dishonest middlemen. The long-term impact will be reached following a series of other volunteer assignments over the program period. With strong group formation and cooperative work the farming groups under the leadership of ACAI will be able to better position themselves to ensure economic and food security.

**E: Schedule of Volunteer in-Country Activities**

(Exact schedule will be finalized with volunteer and ACAI upon arrival)

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| **Day** | **Activity** |
| Day 1 | Travel from home to US international airport |
| Day 2 | Arrival in Tanzania at the Julius Nyerere International airport. The volunteer will be picked from the airport by a designated cab and driven to the Amariah Hotel. |
| Day 3-4 | At 10.00am the volunteer will be picked from the Amariah Hotel to the CRS office for a full orientation of the assignment and CRS, travel to Rufiji for more briefing and assignment planning |
| Day 5 | Travel to Chumbi village and do introductions, village situational assessment, and conduct trainings on group strengthening |
| Day 6 | Rest Day |
| Day 7-13 | Conduct trainings on group strengthening |
| Day 14 | Rest Day |
| Day 15-19 | Conduct trainings on group strengthening |
|  | Wrap up and recommendations/action planning  Conduct group presentation as part of outreach activity. |
| Day 20 | Drive back to Dar es Salaam and check into Amariah Boutique Hotel |
| Day 21 | Complete all assignment related reports and debriefing at CRS and USAID |
| Day 22 | Volunteer departs for USA |
| TBD | Outreach event when back in the USA |

***\**** *Please note that the schedule is flexible with the actual daily agenda being determined in the field in collaboration with the community following volunteer arrival*

**F. Desirable Volunteer Qualifications**

The volunteer will have good skills on farmer cooperative/association strengthening, and preferably be a farmer who belongs to a farmer association. The volunteer should also have the following attributes;

* Organizational/Association development
* Group Formation skills
* Cooperative formation background
* Other beneficial skills may include experience in training, extension and communication methods, and excellent hands-on experience in assessing target group needs within a rural audience
* Can easily and readily adopt to challenging environments
* Expertise in farming for profit (not a requirement)
* Wide experience in agribusiness extension related to developing market-oriented smallholder agriculture in developing countries (not a requirement)

**G: Accommodation and other in-Country Logistics**

In Dar es Salaam the volunteer will stay at the Amariah Boutique Hotel, Mikocheni; Tel +255 22 2701787, mobile +255 22 2701787. Email: [info@amariah.co.tz](mailto:info@amariah.co.tz); [www.3star.co.tz/AMARIAH/MIKOCHENI/index.html](http://www.3star.co.tz/AMARIAH/MIKOCHENI/index.html). In Rufiji the volunteer will stay at Greenland Lodge in the town of Ikwiriri. All logistics will be organized by CRS and host. All proposed facilities have basic amenities of water, electricity, self-contained rooms, wireless internet access and/or modem and have reliable security. CRS will pay for hotel accommodation, and provide volunteer with per diems to cater for meals and other incidentals. CRS will also facilitate daily transport for the volunteer as needed for the successful completion of the assignment.

**H: Recommended Assignment Preparation**

As part of preparation for the work ahead the volunteer should familiarize with USAID Feed the Future program, the EARO, and Tanzania F2F grains country project and scope of work for this assignment. It is also advisable that the volunteer read and familiarize with Tanzania, its development challenges and opportunities. For any printed material, these will be printed at CRS office in Dar es Salaam prior to commencement of the assignment. Flip charts, markers, masking tape will be provided by CRS. Volunteers are not advised to rely on LCD projections as the main method of training because full time electricity is not guaranteed.

**I: Key Contacts**

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