 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: THIS SCOPE OF WORK IS A DRAFT AWAITING EDITS**

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| **Assignment Summary** |
| **Assignment Code** | **TZ49** |
| Country | Tanzania |
| Country Project | Horticulture  |
| Host Organizations | Mama’s Income Generation Groups in Goma & Msindo villages |
| Assignment Title | Smallholders Training on Agricultural Best Practices, Proper Use of Agro-inputs, and Water Management |
| Assignment objective | Increased quality and quantity of vegetable crops cultivated by the group due to better understanding of agricultural best practices |
| Desired skills | Horticulturalist with particular expertise in high altitude crops and basic water management |
| Assignment preferred dates | September 2015 |

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 large scale 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 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.

This scope of work aims to provide Volunteer technical assistance to two women’s income generation groups in Goma and Msindo villages, each having around 30 members. The assignment will focus on improving overall horticulture crop production using locally available resources. The Volunteer will facilitate a training on general agricultural best practices. This will include understanding of soil fertility and how to improve it, efficient irrigation and use of water, water management in steep terrain, use of quality seeds ideally selected from the farmer’s own harvest, improved seed storage, as well as safe and cost-effective use of agricultural inputs.

The majority of all economic growth in Goma and Msindo villages is based on agriculture. The primary crops are corn (maize), beans and bananas. Lower quantities of tomatoes, onions, pumpkins, green leafy vegetables (amaranth, cabbage, etc.) and coffee are produced, but at significantly lower yields compared to the production of corn, beans and bananas. Currently, the majority of crops are grown for subsistence farming. When villagers produce extra, they sell to nearby villages. When and if villagers have the capacity, they will meet the high horticultural demand in markets in larger towns such as Kiswani or Same, which are located over 60 kilometers away.

The villages of Goma and Msindo is located high up (over 5,000 feet above sea level) in the gorgeous Pare (pronounced ‘PAH-ray) Mountains. The terrain is lush and mountainous. The Pare Mountains help to form the ancient Eastern Arc chain; their steep cliffs and forested slopes are the home to a remarkable number of rare animals and plants. The Wapare tribe is comprised of a unique and proud people. They have lived in the Pare Mountains for hundreds of years and have strong traditions and connections to the land. The Pare Mountains are densely populated, with many tiny villages connected by a system of local paths and more recently, roads. The villages are in the Same district of the Kilimanjaro region of northern Tanzania. It is in a remote mountainous area with very little electricity or plumbing, with a population of about 2,500 in each village.

This assignment is unique in that it is a product of a partnership with the US Peace Corps, which has placed an agriculture sector Volunteer in each village. The Peace Corps Volunteers (PCVs) were installed to their sites in April 2014; Brett Thompson lives in Msindo and Carina Barth lives in Goma. This partnership affords the F2F Volunteer with multiple advantages. Firstly, the PCVs have professional speaking capacity in Kiswahili, and have agreed to assist with translation services (in addition to other Tanzanian volunteers). The PCVs have received cross cultural training on how to integrate into a Tanzanian village; these skills will be useful as the F2F Volunteer attempts to do the same thing. The PCVs have a deep understanding of their village’s social dynamics and they will be a great resource for mobilizing the community. They know what it’s like to be in the F2F Volunteer’s shoes, which will make the transition from American life to African village life much smoother. Even though these Peace Corps Volunteers are cross cultural community mobilizers, their technical agricultural expertise is not high enough level to inform the farmers’ issues. This is why a collaboration with Peace Corps and F2F Volunteers would be an ideal combination to solve the various capacity gaps identified by Goma and Msindo’s groups.

The following is a bit more detail on each village:

1. *Msindo Village*

 The Msindo Women’s Agriculture Group was formed in November 2014 in connection with Poultry husbandry. After PCV Brett Thompson completed his Village Situational Analysis, he was approached by the women who wanted help forming a group. The group started with 15 members but has grown to over 30 members in recent months. The group meets once week to discuss future projects and learn from each other. The entire group is made up and led by women. The women of Msindo formed the group in order to create an organization where the women could become more financially and nutritionally secure, and lessen their dependence on males for every aspect of their lives. They have submitted a grant pending approval related to chicken husbandry, and they have already learned various techniques like making popcorn, compost, vertical gardens, and baking bread. Increased horticultural production is a natural segway for the women, since they all are already engaged in horticultural production at some capacity, and there is a lot of market potential for horticultural crops both within and outside of the village.

1. *Goma Village*

The Mama’s Farmers Group of Goma Village consists of 30 women and represents an extension of the Mama’s Group of Goma Village, which was started on August 19th, 2014 with the help of PCV Carina Barth. The group began as a savings and lending system to help make the women more financially independent, with a weekly education component. The group’s activities focus on improving livelihoods through education and projects, as well as fund raising and internal finance. It operates under a constitution that defines its leadership positions, group membership, weekly payment contributions, lending procedures, fines for late payments, meeting absence etc. The group has successfully implemented a poultry husbandry project that aims to improve nutrition and income generation. Other priorities identified by the Farmers Group include the improvement of crop production and exploring markets for generating income.

The Mama’s Farmers Group of Goma Village has identified various issues. The farmers grow predominantly corn, beans, and bananas, which represent the staple crops in the area. Horticulture products include primarily (in order of significance) tomatoes, spinach, sweet pepper, onion, cabbage, cucumber, avocados, and carrots. Similar to Msindo, the production of these crops is just sufficient for self-sustenance. Both villages also have a weekly market where women can sell any surplus produce, which holds a lot of potential for income generation.

**B: ISSUE DESCRIPTION**

The key challenges that the horticulture industry faces in Tanzania include low productivity of horticultural crops, limited processing of horticultural products, and poor access to markets. In spite of limited success in cultivating horticultural crops, farmers in Goma and Msindo villages are still facing a number of challenges that include scanty knowledge of agricultural best practices (crop rotation, mulching etc.), misapplication of chemicals, and integrated pest management systems for horticultural farming as a whole. Due to the steep, mountainous terrain, many farmers’ fields are susceptible to erosion and washing away of topsoil in the rainy season or during irrigation. The farmers need assistance to choose and prepare their seeds, and they have a shortage of capital for buying better seed varieties. Currently, the women don’t fully understand the benefits or methods of farm record keeping, and those that do need encouragement to change their behavior.

Farmers see that there are issues with their crops, but don’t know how to recognize the specific disease, bacteria, pest, fungus etc. The government assigns an Agricultural Extension Officer who theoretically is responsible for this job, but in practice, extension workers are responsible for multiple villages and find it difficult to travel to the most remote farming areas. Therefore, the Volunteer is expected to take a day or two to visit some farms, so that he/she can familiarize him/herself with the specific crop issues these women are experiencing and develop some recommendations.

Another dimension of this assignment is gender. The women in Tanzania do not have nearly the same benefits and resources as American women. Very few women in Tanzania own their own business, or have any form of economic security or independence from their husbands or fathers. While about 41% of girl’s transition to secondary school education, only 3% complete the cycle. Additionally, women represent only 10% of the political elite from the district level and below, meaning they have a very small amount of power and ability to advocate for themselves. Rural women are observed as doing the majority of the farm work and household chores, but often don’t control the income they generate. Generating income is the primary reason that these “Mama’s Groups” formed in these two villages. There is a lot of potential for the women to make money selling their produce at the weekly markets (called *mnada*) or in larger towns if they are able to increase their production capacity.

There are other issues facing the women of these groups, such as shifting from subsistence farming to farming as a business, collective buying and selling, etc., that will be addressed under some other scope of work.

**C: OBJECTIVE OF THE ASSIGNMENT**

The key objective of this Volunteer assignment is to build the capacity of members of two mama’s income generation groups in Goma and Msindo villages to increase the quantity and quality of horticultural crop production, and therefore nutrition and household incomes. The United States Peace Corps as an intermediary organization and members of both groups have requested F2F Volunteer training assistance with knowledge and experience in general Agricultural Best Practices. The specific areas of agricultural best practices will be based on the Volunteer’s knowledge and experience, and also on what issues are observed on the women’s farms. The Volunteer will focus on:

* Soil fertility: mulching techniques, soil testing and feasible methods of increasing fertility,
* Seed selection and seed saving,
* Integrated pest management (IPM) basics – crop sanitation (quarantine), scouting, biological and mechanical controls, companion planting etc., including the safe and proper application of agricultural chemicals,
* Water management in steep terrain – erosion control, methods of slowing water, avoiding chemical run-off, rainwater catchment (bunds, terracing, swales, etc.),
* Accurate and complete record keeping of important interventions during the growing calendar (farmers need to know why record keeping is a good agricultural practice and what exactly to record: e.g., seed variety, planting dates, fertilizer type and quantity, application dates, market price at harvest, and other relevant details for future reference).

Some of the farmers are literate, but all of them have lifetime experience farming which will help them to capture what they will learn during the assignment.

**Host contribution** – This assignment has a very large host contribution:

1. Translation services – The ward Veterinarian, Peace Corps Volunteers Brett Thompson (Msindo) and Carina Barth (Goma), two women from Goma’s Farmer’s group, a local School Teacher, and the Agricultural Extension Officer have all Volunteered their services
2. Vehicle transportation between villages
3. Notebooks and pens for the women to take notes
4. A suitable venue for both trainings
5. Mobilization of the members of the group to participate in the training, so that at least 60 people attend (30 from Goma and 30 from Msindo).
6. Group members who will work closely with the Volunteer, during preparations and actual trainings, to ensure that the women will implement what they have learned.

**D: ANTICIPATED RESULTS FROM THE ASSIGNMENT**

The primary anticipated result of the training is improved knowledge of farmers on good agricultural practices, which when implemented, will eventually contribute to improved production of horticultural crops of higher quality. Farmers will have a deeper understanding of the benefits of record keeping, which will place them in an ideal position to begin making the transition away from subsistence farming towards farming as a business, to be addressed in a future Scope of Work. They will sell more crops, leading to higher incomes and more food security. These two results make farmer households more resilient to climate shocks, unstable markets, spikes in demand and supply, etc. With more horticulture crops available to farmers and their families, the beneficiaries will have the added health benefits of a diversified, well-balanced diet and better nutrition. Lastly, the farmers will have a better understanding of how to use water efficiently and sustainably manage their water resources. This will result in more water availability and access for the village as a whole.

**E: SCHEDULE OF VOLUNTEER ACTIVITY IN TANZANIA**

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| **Day** | **Activity** |
| Day 1 | Travel from home to US international airport |
| Day 2 | Travel to Julius Nyerere International Airport in Dar es Salaam, Tanzania. Volunteer will be picked up by CRS vehicle and will check in at Amariah Boutique Hotel. |
| Day 3 | At 9:00 am, Volunteer will meet at the hotel with F2F staff for briefing. At 10:00 am, Volunteer departs with F2F staff to Same (SAHM-ay) town where the Volunteer will sleep at Elephant Lodge. |
| Day 4 | At 9:00 am, Volunteer will travel up the mountain to Goma village and check in at the Tona Annex, where he/she will stay the duration of the assignment. Volunteer will have an audience with the host (both Peace Corps Volunteers and representatives from both villages) and discuss expectations of the assignment and specific farming issues, and begin planning assignment. |
| Day 5 | The Volunteer will begin orientation: interviewing farmers and taking tours of various farms to get a deeper understanding of the environment, issues, capacity, resources, etc.  |
| Day 6 | Volunteer will continue orientation activities, if needed. If he/she finishes, then it is possible to begin first day of training. |
| **Day 7** | **Resting day** |
| Day 8-13 | Agricultural Best Practices trainings in Goma Village |
| **Day 14** | **Resting day** |
| Day 15-20 | Agricultural Best Practices trainings in Msindo Village |
| **Day 21** | **Resting day** |
| Day 22 | Wrap up of the training – action planning session with both groups in the morning, then drive down the mountain in the afternoon to sleep in Same town at the Elephant Lodge. |
| Day 23 | The Volunteer travels back to Dar to check into Amariah Boutique Hotel. |
| Day 24 | Debriefing at CRS office with USAID Mission and CRS staff.Volunteer will finalize his/her reporting at CRS office and fill out all necessary MEAL forms as well finalize advances and expenditures with finance.At night, the Volunteer departs for USA. |
| TBD | Outreach event when back in the US |
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**F. DESIRABLE VOLUNTEER SKILLS**

The Volunteer will have detailed knowledge on good agronomical practices of high altitude vegetable crops. In addition to that, the Volunteer should have the following attributes;

* Experience with training and mentoring subsistence farmers in remote, rural Africa is an advantage
* Ability to quickly adopt to challenging working environments, ability to adopt to the slower pace of translating through interpreters, making sure to verify correctness of interpretation
* Flexibility to work with groups of varying literacy level, taking into account gender norms of rural Tanzanian culture
* Resilient, in good health, and possessing the ability to walk around on steep, uneven (and possibly muddy) terrain at high altitudes

**G: ACCOMODATION AND OTHER IN-COUNTRY LOGISTICS**

While in Dar es Salaam, the Volunteer will stay at the Amariah Boutique Hotel nearby the CRS offices, located on Dr. Kairuki Road, Mikocheni A, Dar es Salaam, Tanzania, ‏‎0044 203 564 5228. In Goma, the Volunteer will stay at the Tona Annex, which is very comfortable and serves meals. All logistics will be organized by CRS and the hosts. All proposed facilities have basic amenities of hot water, electricity, self-contained rooms, internet access (with a modem which will be provided by CRS), 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 the transport to and from the villages at the beginning and end of the assignment. For the duration of the Msindo trainings, the Volunteer will be driven from the Tona Annex in Goma to the training venue in Msindo (only a few kilometers away).

**H: RECOMMENDED ASSIGNMENT PREPARATION**

As part of preparation for the work ahead, the Volunteer should familiarize with USAID, the Feed the Future program, CRS’s Tanzanian F2F horticultural program proposal, and of course the Scope of Work for this particular assignment. It is also advisable that the Volunteer familiarize him/herself with Tanzania and its development challenges and opportunities. Due to the fact that all of the trainees in this assignment are women, a basic understanding of the cultural differences between American and Tanzanian gender norms will help the Volunteer prepare. Any printed materials will be printed at CRS office in Dar es Salaam before commencement of the assignment. Flip charts, markers, and 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 in most venues where trainings take place.

**I: KEY CONTACTS**

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