

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Summary Information** | |
| Assignment Code: | UG69 |
| Country: | Uganda |
| Country Project: | Oil Seed Crops Country Project |
| Host organization: | TABU Integrated Cooperative Society |
| Type of Volunteer Assistance: | **Technology Transfer (T) (**Agronomic practices for Ground nuts & Sunflower) |
| Type of Value Chain Activity: | **On Farm Production (S)** |
| Preferred assignment dates: | Mid January – Early February / March – April 2016 |
| Objective: | Provide framework for best agronomic practices to enhance production. |
| Desirable Volunteer Knowledge and Skills: | • Formal qualifications in crop agronomy (but with broad knowledge of crop production in tropical conditions)  • Wide experience dealing with oil seed crop production  • Other required skills may include knowledge of other important aspects of the sunflower, soybean and groundnuts value chain.  • Good adult training skills |

1. **BACKGROUND**

Tabu integrated cooperative society, formally known as Tabu integrated women groups started in 2004 by a group of women in problems (‘Tabu’). The cooperative has a vision to empower women and men with knowledge to develop their faculties fully to be able to engage in activities that will make them lead prosperous lives economically and socially. The mission is “to build the capacity of women, men, youth and OVCs for good governance and long term sustainability as a way of planning to identify opportunities through which they can engage to realize full benefits to lead a good life”. The vision and mission is understood by some members and all activities are geared towards achieving their objectives. The cooperative is member owned with an executive committee chaired by a female and other 9 members. The executive is reported to by several sub committees; Trainers of Trainers for the Village Saving and Loan Associations, Village agents who train farmers, procurement committee, 2 Technical staff who are contracted on as basis. All these serve farmers at the bottom of the organization structure.

The cooperative members are engaged in production of maize, beans, ground nuts, sunflower, soy bean and cassava. For purposes of the F2F program, the host is categorized under the oil seed crops country project. Services offered to host beneficiaries include: bulking, ware housing and marketing of farmers’ produce, farmer training on modern agricultural practices and input supply.

Farmers are the direct beneficiaries from the host’s products and services. These farmers form a member ship of 500 members out of which 333 are women and 167 men. Other beneficiaries include the community at large who consume crops produced by the host, buyers and suppliers of agro-inputs. The host does not have employed staff; daily operations are coordinated by the chairperson in collaboration with village agents (5). The chairperson keeps a record of updated membership register. The host revenue fund is from the sale of produce that is cultivated as TABU group, membership fees Ushs. 5,000 and donor funds that may come in at any given time. This is used to fund the operation activities of the cooperative including services provision.

**ISSUE DESCRIPTION**.

The oil crops sub-sector is dominated by small scale farm operators. There is a general lack of knowledge of some basic production management practices, which include timely land preparation and planting to enable a growing crop to utilize all the rain that is available in the season. Others include appropriate spacing and soil fertilization. The situation can be said to be even worse in the case of soybean and ground nuts especially to new farmers trying the crops for the first time. Tabu farmers are involved in the production of groundnuts, soybeans, maize, cassava, sunflower and beans. Current average yields are; sunflower - 600kg per acre, soybeans – 550kg per acre, beans – 700kg per acre, cassava – 3500kg per acre, groundnuts – 700kg per acre, and maize – 600kg per acre. While improved production techniques are key to realizing meaningful and economic yields from farmers’ investments, farmers generally lack adequate knowledge on proper agronomic practices. This is primarily due to a very low extension staff to farmer ratio (1:1000) contributing to generally poor access to extension services by the farmers.

The rural small scale farmers are equally financially constrained and cannot effectively demand for extension services. The low crop production levels were attributed to a number of factors including poor quality seed and lack of knowledge on recommended agronomic practices. Tabu farmers generally lack knowledge in soil/land preparation, proper planting time, planting depths and soil conditions, seed/cultivar requirements, and plant population. Best management practices such as weed control, pest and disease control, soil fertility management, soil conservation practices, optimal use of appropriate inputs, and best harvesting practices are all lacking among the group. Timely land preparation and planting to enable a growing crop to utilize all the rain that is available in the season is critical under the current climatic change crisis. The situation can be said to be even worse in the case of sunflower and ground nuts especially to new farmers trying the crops for the first time.

To help farmers improve their productivity and production levels, Tabu requests CRS Farmer-to-Farmer volunteer assistance to equip farmers with the technical knowledge on basic agronomic practices to be able to produce Ground nuts, soybean and sunflower on a commercial scale. By providing technical assistance in this area, farmers will acquire skills in land preparation, seed selection, pest and disease identification and control, timing of planting, proper spacing, and weed control. By providing skills in the recommended agronomic practices, farmer groups will be able to increase production of oils seed crops thereby ensuring food security and income generation for the members. It is anticipated that crop efficiency and production volumes will increase. The increased productivity will lead to increased food security at the household and community levels. Furthermore, farmers will be able to market the surplus and generate income for their households.

1. **SPECIFIC OBJECTIVES OF THE ASSIGNMENT**

The specific objectives for the volunteer will be to provide technical support in the areas of:

1. Basic agronomic practices such as seed bed preparation, timely planting, row cropping, intercropping, optimum plant population, fertilizer application, pest and disease identification and control.

2. Volunteer recommends appropriate agronomic/production and harvesting practices.

The volunteer will work towards attaining the aforementioned objectives at two levels: The training is targeted for selected lead farmers and Tabu field staff whose capacity will be developed as farmer trainers. These will continue the farmer training to reach all the member farmers. In addition to the training, the volunteer will be expected to develop a training guide to be used by extension staff for future reference during farmer trainings.

As for the staff, the volunteer will take 2-3 days with them, at the organisation’s head office covering (1-2) above and thereafter will be part of FG (Farmer Groups) trainings to further enhance their skills.

For the farmer groups (FG) training on 1-2 above, the volunteer will train at least five groups of 15 – 20 members each. The volunteer will give each group two days for the hands-on training and evaluation, at their FG meeting venue, in the villages.

Nature of training participants;

The target group for this training are majorly farmers who are illiterate adults, it’s imperative that the volunteer tones down the training material for easy understanding, try to use illustrations as much as possible, less of the lecturing and more practical/hands on skills. However the extension staff from the host organisation are educated with some experience working with rural farmers, the training for this particular group can be more intense so that they can acquire as much knowledge and skills for training other farmers.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

By providing this assistance, farmers will acquire skills in land preparation, seed selection, pest and disease identification and control, timing of planting, proper spacing, and weed management. As a result of the training, it is anticipated that soybean and groundnut production volumes will increase and this will translate into increased incomes at household level and the community at large.

In addition, the Volunteer will develop sunflower and ground nut training manual for both the farmer level- and organisational level – training.

The anticipated deliverables include:

* Trainings conducted and people trained
* Training guidelines/manuals developed
* Debriefing with USAID and in country group presentations after assignment
* Field trip report and expense report

**E. SCHEDULE OF VOLUNTEER ACTIVITIES IN UGANDA**

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| Day | Activity |
| Day 1 | Travel from home to US international airport |
| Day 2 | Arrival at Uganda Entebbe Airport, picked by Fairway airport shuttle to Kampala and check in at Hotel. |
| Day 3 | At 9.00 am, the volunteer is greeted at the hotel by CRS staff and thereafter go to CRS office for introductions and briefings including host brief, logistics and expectations and anticipated outcomes. Hand-outs will be prepared at CRS offices. |
| Day 4 | Travel to Bulambuli district to commence the assignment. |
| Day 5 | In the morning CRS introduces the volunteer to the Tabu management team. Together with CRS and the management, the volunteer will review and finalise the work-plan. The action plan should include group presentations to be done after the assignment. In the afternoon, visit some of the Tabu farmer groups (FGs). |
| Days 6 | Group 1: Training FG members on objectives 1-2; and make appropriate recommendations |
| Day 7 | **Rest day** |
| Day 8 | Complete training group 1 |
| Days 9-10 | Group 2: Training FG members on objectives 1-2; and make appropriate recommendations |
| Days 11-12 | Group 3: Training FG members on objectives 1-2; and make appropriate recommendations |
| Days 13 | Group 4: Training FG members on objectives 1-2; and make appropriate recommendations |
| Day 14 | **Rest day** |
| Day 15 | Complete training for Group 4 |
| Days 16-17 | Group 5: Training FG members on objectives 1-2; and make appropriate recommendations |
| Day 18-19 | Training Tabu staff/ ToTs on objectives 1-2; and make appropriate recommendations. |
| Day 20 | Wrap up trainings and emphasize key concepts of assignment. Participants evaluate the training and together with the volunteer discuss final report recommendations. |
| Day 21 | **Rest day** |
| Day 22-23 | Develop a training guide on best agronomic practices |
| Day 24 | End of assignment presentation and Volunteer travels back to Kampala |
| Day 25 | Debriefing at CRS office with USAID Mission and CRS staff.  Volunteer will finalize his/her reporting at CRS office and fill out all necessary M&E forms as well finalize advances and expenditures with finance. |
| Day 26 | Depart for USA |
| TBD | Outreach event in the US |

1. **ACCOMODATION AND OTHER IN-COUNTRY LOGISTICS**

In Kampala, the volunteer will stay at Fairway Hotel & Spa ([www.fairwayhotel.co.ug](http://www.fairwayhotel.co.ug)) and while working in Sironko (Bulambuli district), the volunteer will be accommodated at Wash & Wills in Mbale.

CRS will pay for hotel accommodation, and provide the volunteer with per diems to cater for meals and other incidentals. The volunteer may get an advance, which will have to be cleared before departing from Uganda. For more information, please refer to the country information that will be provided.

**Host contribution** – Tabu cooperative has committed to do translation and to mobilize the members for the training sessions. Tabu cooperative personnel will work closely with the volunteer, during the preparations and actual trainings, to ensure that key staff are trained and will continue training other farmers even after the assignment is completed.

1. **RECOMMENDED ASSIGNMENT PREPARATION**

* The volunteer should prepare materials for hand-outs, which can be printed at CRS office in Kampala before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations. Depending on the training venue the volunteer may use a laptop and projector for power point presentations. However if the training venue is in the community, it will be difficult to use PowerPoint. In this case the volunteer will be expected to prepare training materials and have hand-outs printed at CRS offices for distribution to the participants.
* CRS strongly recommends that the volunteer becomes familiar with the oil seed crops country project description prior to arrival in the country as well as country information that will be provided.

1. **KEY CONTACTS**

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