



To express interest in this assignment please email Emily.keast@crs.org

**CRS Farmer to Farmer Program
Volunteer Assignment Scope of Work**

Summary Information	
Assignment Code	LR239
Country	Liberia
Country Project	Cassava
Host Organizations	<ol style="list-style-type: none"> 1. Kpormah Agriculture Cooperative 2. Tonorfepolu Cassava Farmers Group 3. Kukatornor Farmer Union
Assignment Title	Training of Trainer (TOT) on Cassava Good Agricultural Practice (GAP)
Assignment preferred dates	March 2022
Objectives of the assignment	The objective of this assignment is to build the capacity of the mentioned local agriculture farmers' organizations and cooperative on the application of good agricultural practices, fertilizer application and pest and disease management to guide the production systems towards a sustainable agriculture and contribute to food security generating income through the access to markets and improve working conditions of producers and their families, integration of gender, youth and people living with disabilities into the organizations.
Desired volunteer skill/expertise	The candidate should have a degree in general agriculture or crop sciences and have rich experience in cassava production. Candidates having knowledge on soil fertility is advantage. Must have at least 5 years of working experience in rural communities with rural institutions most especially farmer cooperatives and agro businesses. The candidate must be knowledgeable on adult training approaches, be prepared to work in remote areas, and be passionate working with the developing communities.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On Farm Production = F
PERSUAP Classification ¹	III

¹ USAID precisely classifies PERSUAP in four categories; **PERSUAP Type I** assignments directly related to pesticides recommendations, **Type II** as assignments with indirectly related with pesticides, **Type III** assignments related to curriculum review and designing, business plan development and strategies development and **Type IV** as assignments associated with other USAID projects and collaborators.



A. BACKGROUND

Kpormah Agriculture Cooperative

1. Kpormah Agriculture Farmers' Cooperative is a rural cooperative farmers group that are specialize in cassava production. The cooperative is based in the North-Eastern side of Gbarnga in Panta District Bong County. The population of the community is approximately 6,307 people. The total membership of the cooperative is 170 with 140 female members and 30 male members. The cooperative is located approximately 27 kilometers away from Gbarnga. In this community, the local people grow cassava for consumption and marketing purpose. Cassava is usually produced by the local communities and sold to the local markets in Ganta, Foequelleh and other nearby local community markets for local processing of deepah, gari, and fufu. Kpormah Farmers Agriculture Cooperative was founded in 2015 by a group of local farmers who decided that they needed to form the cooperative to get a source of income to help themselves support their families in that remote community where there is no employment opportunity; at the time most members did not know how profitable cassava farming was. It was based on this continuous hardship that some of local farmers decided to venture into cassava production to help them generate money to support their families financially and economically.

2. Tonorfepolu Cassava Farmers Group

Tonorfepolu Cassava Farmers Group is based in Gohnwoi Town North-East of Gbarnga in Panta District, Bong County. The farmers' group was established in 2014 by group of single mothers who saw the need to get into cassava production/planting that will help raise funds and support their children's wellbeing. The group has a total membership of 46 (17 male and 22 female). The group usually processes the cassava manually into gari, deepah, and fufu, for sale in the nearby local markets in Foequelleh, Bellemue, and Yartiana communities. During the recent farming season that just ended, Tonorfepolu Farmers Group harvested three hectares of cassava which produced the yield of 60 50kg bags of cassava. The cassava was used to produce gari, fufu, and deepah which the group later sold to the local nearby market in Foequelleh and other nearby communities. Currently the group is embarking on culverting 5 hectares with cassava during this planting season.

3. Kukatonor Farmers Union

Kukatonor Farmers Union is based in Boway Town North of Bong County near the Liberian Guinean Boarder. The town is surrounded by rich farmland and a river. During rainy season, the river is fertile and most of the farmland is located nearby. The river is also used as a source of livelihood for most of the locals. They usually go to the river to fish, wash their belongings and fetch water for cooking and bathing. The farmers union has a total membership of 66 members with 40 females and 26 male farmers. The group was founded in 2012 by young men and women in Boway Town to produce cassava and rice. A larger part of their markets is in Nimba and other boarding communities on the Guinean side of the boarder. The farmers union usually locally process their cassava into gari, and deepah for sale at the nearby local markets.



B. ISSUE DESCRIPTION

Since the establishment of these cooperatives and farmer groups/organizations they have been struggling to effectively grow cassava and have better yields due to lack of knowledge of the application of good agriculture practice.

Below is our observation that is leading to producers' organizations experiencing low yields in recent time:

1. Producer organizations have inadequate knowledge on pest and disease management on cassava farming, the process of harvesting and the storage of cassava cuttings/seedling.
2. The lack of adequate knowledge on proper site selection and land preparations.
3. Producer organizations have inadequate knowledge in planting methods.
4. Producer organizations have inadequate knowledge on proper fertilizers application

Considering the above facts that CRS-ASA Project wants to build the capacity of cassava producer organizations through volunteer assignment conducting Training of Trainer (ToT) in good agronomy practices which anticipated to increase cassava yields and provide improved seedlings (cuttings multiplication) to producer organizations.

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of this training is to enhance the capacity building on good agriculture practice (GAP) in cassava planting, pest management and fertilizer application.

Specifically, the objectives of this assignment are:

- Increase cassava market-driven productivity and profitability
- Improve conservation and sustainable use of environmental and natural resources
- Expand Kpormah, Tonorfepolu, and Kukatonor farmers organizations to have access to financial services
- Strengthen the three farmers organizations manual in cassava processing for added value purpose.

The volunteer will build the capacity of the three farmer organizations' members and leadership in the following areas: good agriculture practice (GAP) in cassava planting, pest management and fertilizer application, communication in cooperative, and integration of gender, youth and people living with disabilities in the development of the cooperative. The volunteer will also be developing a training model and strategy for implementing good agriculture practices (GAP).



D. HOST CONTRIBUTION

To conduct this assignment, the 3 agriculture farmers organizations are expected to meet the following requirements:

- Mobilize and facilitate members and staff to attend all the training sessions.
- Provide venue for the training sessions.
- Commit to implement all the recommendations provided by the volunteer(s) after the completion of the assignments.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

At the completion of this assignment, the anticipated result below is expected:

- Kpormah, Tonorfepolu and kukatonor members and leadership have a good understanding about the application of good agriculture practices with emphasis on organic fertilizers application, spacing, and pest management.
- A final report providing full detail on how the assignment was conducted, it should include no more than six realistic recommendations be implemented by the cooperative.

F. DELIVERABLES

1. Volunteer final report due BEFORE departure
2. Group presentation with local stakeholders at the end of the assignment in country
3. Volunteer outreach activities in the US and in country
4. Training Manuals on organization governance and structure, marketing plans, curriculum

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days (not dates)	Activity
Day 1	Orientation session Meet with ASA Team to review the scope of work and develop detailed work plan covering all activities required to effectively implement this scope of work
Day 2	Meet with the three farmers organization management for introduction and review of the scope of work.
Day 3-12	Start the rollout of agreed work plan and start with the training session
Day 13	Organize the workshop to share achievements, expected results and recommendations.
Day 14	Conduct debrief session with CRS country team and perhaps USAID Mission on the completed assignment Fill out all necessary M&E forms and submit to ASA staff

This is a draft schedule, a final itinerary will be discussed and agreed upon arrival by all parties



H. DESIRABLE VOLUNTEERS SKILLS (Academic and hands on experience on subject matter)

A volunteer also has the following skills.

- Must be results-oriented and service-oriented.
- Must be proactive and willing to work in remote communities
- Must have good interpersonal skills and must be flexible.

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

In Gbarnga City, Bong County, the volunteer's transportation, accommodation, and meals will be taken care of by the ASA Project.

J. RECOMMENDED ASSIGNMENT PREPARATIONS

The targeted trainees are mostly local farmers who live in remote communities. Most of them have low levels of formal education.

- **Training Materials:**

In the event the volunteer prepares materials for hand out, they can be printed at the CRS office in Gbarnga, Bong County. Flip charts, markers, and a projector, if needed, can be obtained at the CRS Liberia, Gbarnga Bong County office.

- **Working Environment**

The assignment will be conducted in Shakopwai Town, Bong County. The volunteer will work closely with the three farmers organization, management and CRS Country F2F Field Team as well.

- **Recommended Reading**

Liberia F2F Program recommends that the volunteer familiarizes themselves with this scope of work and to take his or her time to read about the cassava value-chain sub-sector in Liberia, and cooperative in Liberia

K. REMOTE/LOCAL VOLUNTEER ROLES AND RESPONSIBILITIES

Both volunteers participate in a call to discuss objectives and collaboration approach at the start of the assignment. Collaboration platforms vary depending on the assignment and connectivity. The most frequently used platforms are MS Teams and WhatsApp. The volunteers are highly encouraged to visit [CRS' F2F Digital Resource Library](#), and search for resources that they could use or customize for training. Upon completion of your assignment, volunteers are requested to send any resources they would like to contribute to the library (whether created or found) to farmertofarmer@crs.org.

The local volunteer is responsible for assignment design, preparation, training, developing assignment reports, conducting action planning with hosts and outreach in country, and achieving the assignment objectives. The local volunteer works directly with the host with assistance/input from the US volunteer. Assignments usually last up to 2 weeks; Sometimes extending beyond two weeks due to pending follow up visits, emails etc. Local Volunteers are asked to track assignment hours per day, to stay under 112 hours (14 days x 8 hrs).



Virtual support from a paired US volunteer helps provide supplementary training resources, fill in the gaps for technical areas, and share creative ideas and solutions. Two specific responsibilities are to: (i) complete the outreach component of the assignment and (ii) support the in-country volunteer as needed. US Volunteers typically put in 4-8 hours per week, depending on the nature of the assignment and collaboration.

L. KEY CONTACTS

To express interest in this assignment, please email the CRS Baltimore contact listed below. To find out additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

CRS Baltimore	
Emily Keast Volunteer Coordinator Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201 920-265-0491 Email: emily.keast@crs.org	TABI, GERALDINE Volunteer recruiter Agriculture Sustainability Activity (ASA) 16 th Street, Gardner Ave C-140 Sinkor, Monrovia, Liberia Tel: 0776448755 Email: geraldine.tabi@crs.org
CRS Country Program	
David Suryon Sulonteh II Project Coordinator Agriculture Sustainability Activity (ASA) Tel: +231776555280 Email: david.sulonteh@crs.org	Davidetta Moore Program Manager Agriculture Sustainable Activities (ASA) Tel: 0777957769 Email: Davidetta.Moore@crs.org
Host Organization:	
Prince Kolliengboe Chairman Kpormah Agriculture Cooperative Tel: 0880945232 Nyamah Dorley Chairlady Tonorfepolu farmer group Boway town Tel: 0880372247	Stephen Kollie Chairman Kukatonor farmers union Gohnwoi town Tel: 0886870995