

To express interest in this assignment, email: Maria Figueroa at maria.figueroa@crs.org



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

Summary Information	
Assignment Code	UG230
Country	Uganda
Country Project	Livestock Country Project
Host Organization	Kyeyo Farm
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
Assignment Title	Poultry Hatchery Management
Assignment preferred dates	January – February, 2020
Objectives of the assignment	<ul style="list-style-type: none"> • Assess current hatchery operations, and develop SOPs for effective management • Train staff on developed SOPs to improve current operations of the hatchery with emphasis on biosecurity
Desired volunteer skill/expertise	Poultry specialist with experience in hatchery management for broiler birds, with general poultry farm management Hands on skills in running hatchery operations is a MUST.
PERSUAP classification	Type II

A. BACKGROUND

CRS Farmer -to-Farmer program (F2F) is a USAID funded program that will be implemented for five years (2019- 2023) with a primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda and Uganda. The program aims at achieving this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable, broad-based economic growth in the agricultural sector. The program’s secondary goal is to increase US public understanding of international development issues and programs and share the knowledge back in the US. To achieve its goals, F2F program provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses, agriculture education institutions in developing countries like Uganda to address host identified technical needs in selected agricultural value chains. F2F

volunteers are pooled from a broad range of US agricultural expertise, from private farmers with varied experience, University professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, agronomists who support local host organisations. F2F program introduces innovation and develops local organisations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people-to-people interactions within the agricultural sector. In Uganda F2F program will focus its technical interventions in the livestock and agribusiness value chains

Kyeyo Farm located 23 miles (37 km) West of Kampala City along Hoima road is a private enterprise owned by Mrs. Lucy Mbonye, a progressing local farmer. The farm sits on a total land area of 400 acres currently with 243 improved (Friesian breed) dairy cows comprising of 63 milking cows, 19 dry herds and the rest as young stock including calves. The farm also boasts of 63 improved goats, 78 ducks/geese and over 50,000 layer-birds, and recently introduced 20,000 broiler parent stock. Milk production currently averages 19-22 liters per cow per day making a daily total milk production is about 800 liters per day however, this has dropped to 400 liters due to the newly installed automated milking equipment. The farm has a total of 400 acres all utilized for farm activities including: farm structures and pasture production for hay and silage production purposes. In addition, Kyeyo farm has a poultry section (laying birds- for egg production) which has been in existence for two years now and has recently introduced broilers for parent stock production. The farm continues to grow steadily with a recent introduction of the battery cage system of poultry rearing, to accommodate increased numbers and better management. Kyeyo farm has recently invested in the establishment of a poultry hatchery to engage in production of day-old chicks. The hatchery has operational capacity of 30,000 eggs at a time, and the farm has currently 1,500 laying broilers to kick start hatchery operations. This will help to address their own supply issues, while also supplying poultry farmers within neighboring areas with day old chicks whose demand is apparently exceeding supply coupled with reduced transport costs. The host has requested for F2F technical support to provide insights and recommendations on how to operate and effectively the newly established hatchery.

B. ISSUE DESCRIPTION

The poultry subsector is fundamental to the agriculture sector contributing greatly to sector growth with potential to generate foreign exchange earnings through export of poultry products to neighboring countries. It's also a source of proteins for meeting nutrition needs in households and addressing food security issues. Poultry acts a key supplement to revenue from crops and other livestock enterprises contributing to livelihood diversification options for rural farming communities, hence avoiding over dependency on traditional crops and price fluctuations. Poultry has also been noted as an attractive economic activity mostly for women and poor households. Statistics show an increase in demand for poultry products in future due to growing urbanization, population and income growth. The 2016- 2020 Agriculture Sector Strategic Plan (ASSP) reported poultry production at 54,868 Metric Tons (MT) in 2014 with a projected increase to 63,647 MT by 2020. The industry is characterized by diverse methods of

production including; village flocks, small scale commercial flocks and large-scale commercial farms. Despite the projected growth, matching the increase in productivity with the projected increase in poultry product demand is at a very slow pace. This is attributed to various constraints facing the industry related to production such as; inadequate access to improved seed stock, access and affordability of feed, disease control; lack of knowledge and skills, inadequate capital at all levels and marketing. The ministry of agriculture is targeting support investments to establishment of exotic layer and broiler grandparent stock farms to provide seed stock to improve local availability, providing technical support, training, monitoring and supervision of hatchery operators of the grandparent stock among other priority investments.

Kyeyo Farm is greatly contributing to growth in the poultry subsector- specifically in terms of raising broiler parent stock for local availability of seed stock to small holder farmers with in its locality and ensuring availability of good quality chicks. The farm currently owns a total of 70,000 birds, this is considered a large-scale poultry farm by Ugandan standards. In addition to its original business of raising layers for egg production, the farm has been hiring out hatchery services to raise day old chicks, however the farm management has further expanded its operations and invested in the establishment of a hatchery to raise day old chicks on farm. Despite the investment in hatchery operations, the farm is limited in its technical capacity to effectively manage the hatchery. The host has installed equipment; however, this is a new project and the staff lack the knowledge and skills to operate the equipment, hence the request for technical assistance to train staff on good hatchery management practices and care for parent stock since the birds are very delicate. Specific areas of technical assistance would include but not limited to: general knowledge on hatchery management, egg selection, egg setting, and hatching process while addressing issues of biosecurity.

Based on this, Kyeyo Farm management requested for F2F technical support to review and develop standard operating procedures (SOPs) to guide poultry hatchery operations.

OBJECTIVES OF THE ASSIGNMENT

The main objective of this volunteer assignment is to assess the current poultry hatchery management operations, address existing challenges related to biosecurity, hatchery sanitation, hatching egg management, hatchability (measure of success), records management, etc, and there after design standard operating procedures to guide operations.

Specific objectives:

- Assess the entire hatchery operations looking at different aspects as stated above and more as appropriate, identify challenges and possible solutions
- Develop simple SOPs that can be used as a guide to streamline operations and improve production efficiency
- Training of hatchery staff in the developed SOPs, and provide refresher training on equipment operations, trouble shooting and addressing biosecurity issues

C. HOST CONTRIBUTION

Kyeyo Farm has committed to avail relevant staff to work alongside the volunteer. The farm manager will be available to work closely with the volunteer for the entire duration of the assignment.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT DELIVERABLES

The anticipated assignment deliverables will include:

- Trainings conducted, and people trained
- SOPs developed for hatchery operations
- Debriefing with USAID and in country group presentations after assignment
- Field trip report and expense report

E. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY (DRAFT)

Day	Activity
Day 1	Travel from home to US international airport
Day 2	Arrival at Uganda Entebbe Airport, the volunteer will be picked by Fairway hotel 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. Any materials for printing will be prepared at CRS offices.
Day 4	<p>In the morning, travel to host location in wakiso CRS introduces the volunteer to the Kyeyo Farm 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.</p> <p>Familiarise with Kyeyo Farm operations, particularly the hatchery section and overall poultry section – understand current practices and challenges in this unit</p>
Day 5-13	<p>Based on initial assessment, the volunteer reviews training content prepared to incorporate additional information. Mode of delivery should focus more on hands-on skills and practical demonstration.</p> <p>Provide training and advice to manager and hatchery employees</p> <p>Develop SOPs and orient staff on their use</p>
Day 14	Briefing/exit meeting with the host together with volunteer and F2F staff
Day 15	<p>Debriefing at CRS office with USAID Mission and CRS staff.</p> <p>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.</p>
Day 16	Depart for USA

TBD	Outreach event in the US
Note: This is a draft schedule that will be finalized based on volunteer actual dates of availability, Sundays are typical rest days and working on Saturday is, per the host's request	

F. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

The volunteer will stay at Fairway hotel, www.fairwayhotel.co.ug. for the entire duration of the assignment. The volunteer will be provided with a modem from the CRS field office for internet access while in the field and a mobile phone to facilitate in country communications.

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

G. RECOMMENDED ASSIGNMENT PREPARATIONS

i) Before leaving U.S.:

- Learn about different poultry production systems, associated challenges and available options in tropical climates

ii) In-country activities/tasks

- Assess current production levels, associated challenges
- Together with management, develop standard operating procedures (SOPs) to guide hatchery management operations
- CRS-F2F designs assignments with the assumption of some pre-departure preparation by the volunteer. Actual preparation time will vary based on the experience of the volunteer, as well as informational or training resources the volunteer has readily available. CRS relies on the volunteer to assess the tasks outlined in this SOW and to make his or her own judgment about how much and what kind of preparation is needed prior to arriving in Uganda
- The volunteer should prepare materials for hand out 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.
- CRS strongly recommends that the volunteer become familiar with CRS programs in Uganda, especially the livestock country project description and other information in the briefing pack before arrival to Uganda

H. KEY CONTACTS

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