



**Farmer to Farmer
Volunteer Assignment Scope of Work (SOW)**

Local Assignment: Ethiopian or East African volunteer to be paired with virtual supporting American volunteer.

Potential volunteers from Ethiopia or East Africa should email haile.dolango@crs.org and lidia.retta@crs.org to express interest.

American volunteers wishing to support virtually should email maria.figueroa@crs.org

Summary Information	
Assignment Code	ET205
Country	Ethiopia
Country Project	Livestock
Host Organization	Kombolcha Poultry Resource Development Enterprise (KPRDE)
Assignment Title	Hatchery Management
Assignment preferred dates	Flexible
Objectives of the assignment	<ul style="list-style-type: none"> • Increase production by improving hatchery management techniques. • Create a hatchery management personnel strategy
Desired volunteer skill/expertise	Advanced education and experience in poultry science, hatchery management, and poultry farm management
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification	Type II

A. BACKGROUND

CRS Farmer-to-Farmer (F2F) Program is a USAID funded 5-year program (July 2018 – June 2023) that will provide technical assistance from United States (U.S) volunteers to farmers, farmer groups (cooperatives and associations), agribusinesses and other agriculture sector institutions. The program objectives are to facilitate economic growth within targeted agriculture sub-sectors, enhance sub-sector inclusiveness to expand participation to a broader range of individuals and communities and to increase the American public’s understanding of international development issues and US international development programs. Volunteers, recruited from all States and the District of Columbia, are individuals who have domestic careers, farms and agribusinesses, or are retirees who want to participate in

development efforts. F2F program will assist in agriculture development, commodity value chain competitiveness and firm upgrading by providing technical assistance to introduce new technologies, innovations and development of local capacity for more productive, profitable, sustainable and equitable agriculture systems.

Kombolcha Poultry Resource Development Enterprise (KPRDE) is located in the town of Kombolcha, Amhara regional state (376km Northeast of Addis Ababa). KPRDE was established in 1985 and is one of 10 poultry farm centers in Ethiopia. KPRDE has three objectives: to improve the performance of government, cooperatives and private poultry multiplication center which are in operation and/or to be established in future; to serve as a model and center of competency to similar institutions being efficient in its management; to provide technological inputs and counseling service to private investors by processing poultry products and supply widely same to domestic/local and foreign markets The enterprise is owned and supported by the Amhara regional government.

The poultry farm is 10 ha wide and has 26 functional poultry houses which are used for rearing of grower chickens and for raising of parent stocks. In addition to its 26 poultry houses, KPRDE has 7 incubators, 7 hatcheries, 1 nutrition lab, and 1 poultry disease diagnosis lab. The farm holds improved chicken parent stock from Europe that are of the egg layer species and these are mainly Bovan Brown breeds. The farm has flock sizes ranging from 2180 - 4190 per rearing house and 2000 - 3000 per raising (parent stocks) houses and serves as a multiplication center; it distributes day-old chicks to nearby farmers who care for the chicks, who then resell the chicks to local farmers after 45 days. The day-old chick package includes transportation, vaccinations, and feed. Annually, the facility supports approximately 50,000-60,000 rearing chickens and 1 up to million chicks.

In the past two years, KPRDE has expanded its facilities. This includes the addition of 2 big poultry houses, 2 big poultry houses for cage-systems, a library, and administrative buildings. The leadership wants to scale up production and rearing quality and increase overall sales. There is a high need for improved chicken breeds in the surrounding areas and KPRDE wants to meet those huge needs.

B. ISSUE DESCRIPTION

KPRDE has expressed a need to upgrade the hatchability of their chicks. Their hatching percentage is inconsistent; sometimes it is low and sometimes it is high. The average hatchability percentage is about 78% which is much lower than expected. The hatching percentage needs to be at a high consistency for a long period of time. KPRDE does not know exactly why their hatching rate is inconsistent and needs technical support to improve current practices. They believe it might be due to feeding, management, hygiene and machine problems. They want to improve their hatching rate because it is essential to meet the hedge demand as well as for their business. A high and consistent hatching rate increases the number of chicks hatched and therefore increases their income.

The demand for improved chicks is very high in the country in general and specifically in Amhara region. Currently the KPRDE hatches only 20,000 chicks despite their capacity to hatch 50,000 chicks a week. KPRDE has been in the process of scaling up and expanding its services to meet the day-old chick

demand from farmers in the Amhara region. Thus, the KPRDE has planned to hatch 50,000 chicks a week so that satisfy the demand and increase the farm income.

The host expressed the need of improving hatchery personnel management. KPRDE has about 15 people working in the hatcheries; they need a hatchery management strategy to scale up production. The host has a need for general knowledge on managing hatchery activities and specifically on egg selection, egg setting, hatching process. To go along with this, there is also a need for knowledge on hatchery biosecurity to improve production and quality of chicks produced. With so many workers going in and out of the hatcheries, chicks are at a high risk of infections/diseases if there is not a proper biosecurity plan for the hatcheries.

Therefore, to address the employees' skill and knowledge gap on hatchery management, the host requested CRS, F2F volunteer's training and assistance.

C. OBJECTIVES OF THE ASSIGNMENT

The general objective of this volunteer assignment is to train and practically demonstrate technical knowledge/skills on improved hatchery management. The beneficiaries for this assignment will be hatchery manager, hatchery experts and hatchery laborers of the farm. The specific objective of the assignment is providing training and technically assist to one hatchery manager, five hatchery experts, and nine hatchery laborers on:

- Improved hatchery management techniques.
- Record keeping in hatchery methodologies
- Managing the setter and hatchery machines.
- Observe hatchery production and provide possible solutions to solve hatchery problems (biosecurity, egg selection, egg setting, hatching process, candling)
- Create a hatchery management personnel strategy plan and
- Advice 50 farmers or youth on small scale or household poultry farming

D. HOST CONTRIBUTION

The host, KPRDE, will select and mobilize staff to be trained. It will also avail key personnel to work closely with the volunteer at all times to ensure translation to the local language (Amharic) and to assist the volunteer during trainings. The host will arrange transportation and venue as required. CRS F2F Ethiopia will organize the volunteer's hotel arrangements (lodging) and ensure all required facilities are appropriate. CRS will cover lodging costs against receipts and provide per-diem advances for meals.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

The volunteer training will lead the company staff into understanding hatchery management practices. The volunteer will contribute to the following:

- Trained on improved hatchery management techniques.
- Increased and consistent hatching rate that is greater than 20,000 chicks a week
- Improved hatchery biosecurity practices

- Improved hatchery personnel management and record keeping
- Increased knowledge on setter and hatchery machines
- Increased profit from increased number of chicks sold

F. DELIVERABLES

- Initial presentation is completed (outlines, activities, plans, approach, etc.)
- Volunteer final report having feasible recommendations due before departure
- Group presentation with local stakeholders at the end of the assignment.
- Presentation to CRS staff and/or USAID
- Outreach activity press release or a media event upon return to the US

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA (DRAFT)

Day	Activity
Day 1	Arrival in Addis at Bole Airport, the volunteer will be met by a CRS's client hotel Saro Maria Hotel (mail: reservation@saromariahotel.com; Phone: +251 11 667 2167). The volunteer will locate the hotel kiosk and receive their pre-arranged transport
Day 2	Rest Day (Sunday)
Day 3	<ul style="list-style-type: none"> • Take prearranged CRS vehicle or client taxi to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 PM East Africa Time) • Welcoming by CRS, and briefing meeting on security, general orientation, logistic and reporting formats. • Discuss anticipated outcomes and work plan • Travel (local flight) to the assignment site Kombolcha, Amhara region • S/he will be introduced with the host and will be accommodated. If time permits, general orientation with the host will be pursued.
Day 4	<ul style="list-style-type: none"> • Further assess skill and training gaps through visiting and discussing with manager and employees • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
Day 5-8	Provide training and advice for employees and managers
Day 9	Rest Day (Sunday)
Day 10-12	<ul style="list-style-type: none"> • Continue provision of trainings and technical assistances • Field level advice to farmers and youth on small-scale or household poultry farming
Day 13	Briefing / exit meeting with the host in the presence of CRS staff Volunteer travels back to Addis Ababa (in the afternoon flight)
Day 14	<ul style="list-style-type: none"> • Debriefing with CRS staff and/or USAID Mission

Day	Activity
	<ul style="list-style-type: none"> • Finalize reimbursement expenditures and liquidations (if any) with finance. • Finalizes his/her reporting and submit training M&E forms to CRS F2F staff. And depart for USA
TBD	Outreach event when back in the USA

H. DESIRABLE VOLUNTEERS SKILLS

The volunteer will have the following qualifications and competencies:

- Advanced education and experience in poultry science, hatchery biosecurity, and poultry farm management
- Experience in providing training to adults, community development workers or members of a community-based organization
- Good communication and interpersonal skills
- Willing to work under Ethiopian context

I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment place, Kombolcha, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Saro Maria Hotel (mail: reservation@saromariahote.com; [Phone: +251 11 667 2167](tel:+251116672167)). For any inconvenience, please call at [0911718450](tel:0911718450), Biruk - F2F program manager.
- In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- The hotel shuttle or CRS will arrange a vehicle for short travel from the hotel to CRS office and vice versa in Addis Ababa.
- While in the field, the volunteer will stay at a hotel in Kombolcha town (usually the hotel has breakfast, wireless internet and shuttle). The accommodation details will be confirmed prior to the volunteer's arrival in country. The afternoon temperature of Kombolcha is warm year-round.
- CRS Ethiopia will arrange hotel accommodations and cover the lodging bills against receipts.
- CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
- Before departing from Ethiopia, the volunteer will liquidate any advances received in Ethiopia.
- For more information, please refer to country information that will be provided

J. RECOMMENDED ASSIGNMENT PREPARATIONS

- The volunteer can fine-tune the Scope of Work based on her/his professional qualifications to successfully carry out this hatchery management assignment.
- Generally, Ethiopia is under the tropical zone, where malaria may be a problem. Therefore, the volunteer is advised to take pills or vaccination for malaria and (maybe also for cholera) as per

medical recommendations by her/his doctors/health professionals in US before departing from US.

- Prior to travel, the volunteer is advised to prepare necessary training materials and demonstration aids and written handouts. Soft copies of the handouts and any other paper materials can be printed for at the CRS office in Addis Ababa on request by the volunteer
- If the volunteer requires use of training aids like flip charts, markers and tape, s/he should make the request and collect from the CRS office in Addis Ababa prior to travel to the assignment place.
- Translation of handouts to the local language can be done in the locality of the assignment, if require.
- Depending on the meeting places and availability of electricity and LCD projector, the volunteer may use a laptop and projector for Power Point presentations.

K. 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.

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