



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

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	ET215
Country	Ethiopia
Country Project	Crop country project
Host Organization	Bora Denbel Multipurpose Farmers' Cooperative Union
Assignment Title	Techniques of Seed Production and Handling focusing on maize and wheat
Assignment preferred dates	Flexible
Objectives of the assignment	<ul style="list-style-type: none"> To train cooperative agronomists and smallholder farmers on seed multiplication and handling. Develop seed production manuals
Desired volunteer skill/expertise	<ul style="list-style-type: none"> Experience in seed production and agronomic practices Experience in adult training and community development workers
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.

Ethiopia's crop agriculture is complex, involving substantial variation in crops grown across the country's different regions and ecologies. Five major cereals (teff, wheat, maize, sorghum and barley) are the core of Ethiopia's agriculture and food economy, accounting for about three-quarters of total area cultivated, 29% of agricultural GDP and 14% of total GDP. There has been substantial growth in cereals, in terms of area cultivated, yields and production since 2000, but yields are low by international standards and overall production is highly susceptible to weather shocks, particularly droughts. Thus, both raising production levels and reducing its variability are essential aspects of improving food security in Ethiopia.

The Ethiopian agriculture has been suffering from various external and internal problems. It has been stagnant due to poor performances as a result of factors such as low resource utilisation (e.g. the proportion of cultivated land compared to the total amount of land suitable for agriculture and the amount of water available for irrigation is far below the capacity and thus compels the sector to be rain fed), low technology farming techniques (e.g. wooden plough by oxen and sickles), over-reliance on fertilizers and underutilised techniques for soil and water conservation and inappropriate agrarian policy.

Seed is a key input for improving crop production and productivity. Increasing the quality of seeds can increase the yield potential of the crop by significant folds. And it is one of the most economical and efficient inputs to agricultural development. Farmers' cooperatives in Ethiopia are part of the agriculture sector that play key role in the country's food security. Cooperatives work with members' smallholder farmers to improve the productivity and competitiveness of key agricultural sectors. They are key farmers' institutions that are established with main goal of improving farmers' incomes and ensuring greater food security in the country. Despite the existence of many agricultural cooperatives in Ethiopia, smallholder farmers continue to be under served, exploited and marginalized.

The Bora Denbel Farmers' Cooperative Union (BDFCU) has more than 80-member multipurpose primary cooperatives and serves more than 20,000 farmers. The union mainly engaged in grain marketing (purchase and sell of grains-maize/corn, common bean/haricot bean, wheat, teff, etc); seed multiplication; distribution of agricultural inputs (fertilizer, seed, agro-chemicals, etc); training of members (on grain business, grain production, input business/distribution, etc); and providing audit and transport services to member primary cooperatives.

B. ISSUE DESCRIPTION

Generation and transfer of improved technologies are critical prerequisites for agricultural development particularly for an agrarian based economy such as of Ethiopian. Despite the release of several technologies, particularly of improved crop varieties, there has been limited use of improved seeds by the majority of farmers (CSA, 2010). Among others, unavailability of quality seeds at the right place and time coupled with poor promotion system, is one of the key factors accounting for limited use of improved

seeds, which further contributing for low agricultural productivity. Poor availability and promotion of improved seeds is due to inefficiency of the seed systems of the country. Moreover, there is knowledge/skill gap in seed multiplication.

Ethiopian seed system has been confronted with several challenges. Among the many, inadequate supply of good quality seed at affordable prices; inefficient seed promotion, distribution and marketing mechanisms; and weak variety release and seed quality assurance system are mentioned. Most of grain producers in Ethiopia are smallholder farmers whose average land holding is as low as less than a hectare per household.

The host, Bora Denbel Farmers' cooperative union produce seed on smallholders' farmer land with limited knowledge/skill which resulted low seed quality. The low quality of the seed in turn affects yield of the next cropping cycle. The major production constraints of these farmers have been identified to be poor land preparation, poor access to quality seed, poor intercropping and crop rotation systems, poor soil fertility management, traditional pest control practices, lack of knowledge on crop calendaring/planning, insufficient use of soil and water conservation practices, etc. Agricultural productivity can be increased by using two ways. The first method is through improvement in technology given some level of input and the other option of improving productivity is to enhance the output per household labour ratio of rural household farmers. Since, the usual crop production practices are dominated by relatively outdated production technologies, knowledge-based intervention by volunteer will introduce new agronomic and cropping technologies to solve these constraints.

Farmers' dependence on traditional methods of agricultural production without improved interventions has often resulted in low productivity which leads to poverty, food insecurity and malnutrition, especially among the most vulnerable. To mitigate the challenges, the host Bora Dembel Farmers' Cooperative union requested CRS F2F program for a volunteer technical assistance on seed production and handling, specifically focusing on maize and wheat crops.

C. OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is to strengthen the knowledge and skill gap of the host in seed multiplication and handling practices. The training and technical assistance areas includes:

- Concept of seed
- Site selection and proper land preparation methods for seed production
- Varietal selection parameters
- Seed multiplication techniques for maize and wheat (seed quality, seeding methods, seeding rate (calculation), seed planting/depth and spacing, etc)
- Demonstrate seed germination test
- Fertilizer application for seed production (appropriate type, rates, fertilizer application time and methods etc),
- Proper harvesting (seed moisture content) and post-harvest (seed handling techniques including storage)

In addition to these suggested topics, the F2F volunteer specialist will be given an opportunity to initially assess the knowledge and skill gaps of the union and comprehensively develop training topics for fruitful intervention. This will be done during the first days of the assignment. The target beneficiaries or audience of this training and technical assistance will be the union staff (agronomists) and members of the cooperatives who are smallholder farmers.

D. HOST CONTRIBUTION

The host Bora Dembel Coop union will select agronomists, smallholder farmers from its member and government development agents. It will also avail key personnel to work closely with the volunteer at all times to ensure translation to the local language (Afaan Oromo) and to assist the volunteer during trainings. The host will also provide the volunteer with office space and furniture at its office compound in Meki town (about 135 km South-East of Addis Ababa). 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 as appropriate. CRS will cover lodging costs of a volunteer against receipts and provide per-diem advances for meals.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

It is anticipated that this volunteer assignment will result in improved knowledge/skill capacity of Bora Dembel Coop Union Agronomists, farmers and development agents to further understand the up-to-date seed production and agronomic practices. The volunteer will contribute to the following:

- 70 cooperative members (smallholder farmers) and 10 union staffs will train and technically assisted on maize and wheat agronomy and seed production practices
- The crops covered by this training and technical assistances (maize/corn and wheat will result in improved productivity,
- Locally adaptable and helpful overseas’ experiences are transferred and adopted for better productivity, income and livelihood,
- Preferably, training handouts/guidelines (for TOTs) is developed by the volunteer and submitted

F. DELIVERABLES

- A record of people involved in training
- 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)

Days	Activity
Day 1	Arrival in Addis. The volunteer will be met at Bole Airport by CRS’s client hotel Saro

Days	Activity
	Maria Hotel (mail: reservation@saromariahotel.com ; Phone: +251 11 667 2167).The volunteer will locate the Saro Maria 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 to the assignment site Meki (135km from Addis Ababa), Oromia region • S/he will be introduced with the host and will be accommodated at Ziway (165km from Addis Ababa). If time permits, general orientation with the host will be pursued.
Day 4	<ul style="list-style-type: none"> • Further identify skill and training gaps through visiting and discussing with clients. • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
Day 5- 8	<ul style="list-style-type: none"> • Conduct training and presentation to host staff/cooperatives • Assess and refine the quality of trainings through feedback and observations
Day 9	• Rest Day (Sunday)
Day 10-15	• Continue provision of trainings and technical assistances
Day 16	• Rest Day (Sunday)
Day 17-18	• Continue provision of trainings and technical assistances
Day 19	<ul style="list-style-type: none"> • Wrap up trainings and emphasize key concepts of assignment. Participants evaluate the training and together with the volunteer discuss final report recommendations. • Work with Coop union for action plan/training material preparation • Group presentation to the host in the presence of CRS • Volunteer travels back to Addis Ababa
Day 20	<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. • Debriefing at with CRS staff and/or USAID Mission
Day 21	Complete any unaccomplished activities and depart for USA
TBD	Outreach event when back in the USA

H. DESIRABLE VOLUNTEERS SKILLS

- Knowledge and demonstrated experience in rain fed crop production including seed multiplication, and agronomic practices including soil fertility management
- Experience in training of development agents, farmers, cooperative leaders, members of community-based organizations
- Experience in preparing training materials

- Good analytical and intercommunication skills

I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to Bora Dembel Coop. union in Meki, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Saro Maria Hotel (mail: reservation@saromariahotel.com; [Phone: +251 11 667 2167](tel:+251116672167)).
- In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- CRS will arrange a vehicle for short travel from the hotel to CRS office and vice versa in Addis Ababa.
- All required materials will be prepared ahead of time and will be provided to the volunteer.
- During the assignment period, the volunteer will be booked at Haile resort hotel at Ziway town. The accommodation details will be confirmed prior to the volunteer's arrival in country.
- 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.
- CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
- 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 seed production and handling training program.
- 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 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 simple training aids like flip charts, markers and tape, s/he should make the request and collect from the CRS office at 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 required.
- Depending on the meeting places and availability of electricity and LCD projector, the volunteer may use a laptop and projector for Power Point presentations. Trainings held in the field will usually take place at a Farmers' Training Center (FTC). There will be no electric power at FTCs so that flip chart will be used and a volunteer expert should plan presentations accordingly.
- As it locates in the rift valley, the weather in Meki is a bit hot and windy. At night the temperature drops to moderate.

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.

CRS Baltimore	CRS Nairobi
<p>Maria Figueroa U.S. Operations Manager, Farmer-to-Farmer Program 228 West Lexington Street Baltimore, MD 21201-3443 P 410-951-7366 Email: maria.figueroa@crs.org</p>	
CRS Ethiopia	
<p>Haile Dolango, Farmer-to-Farmer program manager CRS Ethiopia Office, P. O. Box 6592; Office: +251-112-788800 Email: haile.dolango@crs.org</p> <p>Lidia Retta Farmer-to-Farmer Program Officer Mobile: +251-912 091962 Email: lidia.retta@crs.org Addis Ababa, Ethiopia</p>	<p>Zemedede Zewdie Head of Programs (HoP) CRS Ethiopia Office, P. O. Box 6592 Office: +251-112-788800, Mobile: +251-911-507305 Email: zemedede.zewdie@crs.org Addis Ababa, Ethiopia</p>
Host Organization	
<p>Mr. Girma Adugna, General Manager, Bora Denbel Farmers' Cooperative Union (BDFCU), Meki, East Shoa zone, Oromia, Ethiopia Email: boradenbelfcu@gmail.com or girmaadgna@gmail.com Cellphone: +251-916580180</p>	<p>Mr. Zenebe Ketema Bora Denbel Farmers's Cooperative Union (BDFCU), Meki, East Shoa zone, Oromia, Ethiopia Email: boradenbelfcu@gmail.com Cellphone: +251-912006878</p>