



**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	LR245
Country	Liberia
Country Project	Rice producer organizations
Host Organization	<ol style="list-style-type: none"> 1. Tor-a-Gbannawoin Farmers Association 2. Kukattonor Farmer Group 3. Wellekermsh Rural Farmers 4. Kpon-ee-koprya Community Farmers 5. Yeateapah Farmer Rural Farmers 6. Kakumalonka Farmers Group 7. Yeapugay Farmers Association
Assignment Title	Capacity building on improved rice production techniques using good agriculture practices (GAP) including fertilizer application
Assignment preferred dates	April 2022
Objectives of the assignment	The objective of this assignment is to build the capacity and to equip seven (7) group with practical knowledge in improving rice production techniques through good agriculture practices (GAP).
Desired volunteer skill/expertise	A suitable volunteer candidate for this assignment must have relevant experience working with rural farmers association and should understand improved rice production techniques to enhance higher yield. The candidate should have a degree in general agriculture (rice agronomy) and at least 5 years of working experience with rural farmers in rice production, He/she must be knowledgeable, and understand adult illiteracy training approaches, be prepared to work in remote area.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On farm production = F
PERSUAP Classification ¹	II

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.



BACKGROUND

1. Tor-a-Gbannawoin Farmers Association

Tor-a-Gbanna-Woin Farmers Association was established in 2019 in Sergeant Kollie town by a group of youthful men who decided to venture into commercial farming. The village is located north-east of Gbarnga near the main road leading to Lofa County. The population of the village is approximately four hundred and thirty (430) inhabitants. Since 2019, the group has been involved with rice production and are cultivating two hectares of lowland rice in the current agriculture season. The group also organized a village savings loan association. The community is characterized by rolling hills and huge rocky mountains serving as homes for many species of animals likes lions' antelopes etc. The objective of the farmers group is to have the technical knowledge, skills, and techniques (GAP) to apply while planting rice for improve yield during the farming season. The group has nineteen (19) members comprising of eight (8) female and eleven (11) male farmers.

2. Kukatonor Farmer Group

Kukattonor Farmer Group is a local farming group established on January 13, 2018. The group is in Kerkulah Sergeant Village in Zota District North of Bong and 22 kilometers near the Liberia Guinean Boarder. The vegetation of the community is highly characterized by high forest and mountains. The village is surrounded by tall elephant grass which is home of different species of birds, squirrels, and other bush animals. The residents of the village is also very involved with goat farming for commercial purposes. The population of the community is approximately five hundred (500) habitants according to LIGIS 2018 census reports. Kukatonor Farmers Group has the total membership of fifty-seven (57) members, comprising thirty (30) males and twenty-seven (27) females. The group is currently cultivating two hectares of lowland rice and hope to get some technical skills and knowledge in rice production that will help them to improve their farming method for increased yields.

3. Wellekerma Rural Agriculture Farmers

Wellekerma Rural Agriculture Farmers Group was established on March 04, 2018. The farmer group is involved with lowland rice cultivation as income generating activity to enhance food security in that community. The community is in the western region in lower Zota district in Bong County south of Gbapolue county forest region. Most of the community dwellers in this region are hunters and they depend on rice farming for a living. Fisher men can also be seen chunking their fishing nets in search for fish on the St. Paul River that divides Bong, Lofa and Gbarpolue counties. The community is densely populated, and its population is approximately 1,756. Wellekerma Rural Agriculture Farmers Group has sixty-seven (69) members, comprising forty (40) males and twenty-nine (29) females. During the last farming season, the group cultivated four (4) hectares of low farmland. The leadership and members of Wellekerma Rural Agriculture Farmers Group are seeking training in the application on the improve method of planting rice that will help the farmers group to increase their rice produce.



4. Kpon-ee-Koprya Community Farmers

Kpon-ee-koprya Community Farmers group was founded on April 13, 2019, by a group of local farmers in Gbarnsu-Suloma Town in Zota District, Bong County. The group has been actively involved with lowland and upper land rice production as an income generating activity to enhance food security and mitigate climate change. Over the years, the group continues to strive to improve their members standard of living and create job opportunities for other rural dwellers in catchment communities. Kpon-ee-Koprya Community Farmers' rice farmers association currently has forty-five (45) members, comprising eleven (11) males and thirty-four (34) females. The group cultivated seven (7) hectares of low-land farm in the current agriculture season in Gbarnsu-Suloma Town, Zota District, Bong County. The farmer group is seeking improve techniques, knowledge and improved skills in the application of good agriculture practice (GAP) for rice production through training.

5. Yeateapah rural farmers Association

Yeateapah rural farmers association was founded in February 2020. The community is in Kpoloken-ta near the St. Paul River in zota district Bong County. Most of the inhabitants in Kpolokeh-ta are local rice farmers and illicit gold miners. The community is situated east of the Belleh forest in Bellafasama Gbapolue county. The community is rich with gold. Most of the illicit gold mining activities takes place along the St.Paul river and within the Belleh forest in Gbarpolue County. Yeateapah rural farmers Association is currently involved with lowland rice production. Its membership is forty-eight (48), comprising thirty-five (35) females and thirteen (13) males. The group is currently cultivating three (3) hectares of low farmland in Kpolokeh-ta village in Zota district, Bong County. Yeateapah rural farmers association is seeking capacities building training, on improve farming techniques /good Agriculture practice (GAP) which will help them improve their method of farming for better and improve yield at the end of each farming season.

6. Kakumalonka Farmers Group

Kakumalonka Farmers Group is a lowland rice production group. The group was established in May 2015. The group first started with the production of cassava in 2015 but decided to get into rice production because cassava did not produce a better yield at the end of that farming season. In 2016, the farmer group decided to get involve with lowland rice farming. The community is in Vowuu Village approximately 23 kilometers west of Gbarnga and 7 kilometers away from the main road leading to Lofa county. The group has twenty-one (21) members, comprising of fifteen (15) females and six male (6) farmers. Kakumalonka Farmers Group is currently cultivating five (5) hectares of low farmland in Vowuu-ta Village, Zota District, Bong County. Kakumalonka Farmers Group is seeking capacities building on the application of good agriculture practice for planting rice and proper site selection that will enable them to have increase yield at the end of each farming season through training.



7. Yeapugay Farmers Association

Yeapugay farmers Association is a farming group established in January 2018. Yeapugay Farmers Association is a community-based rice production farmer organization that is based in James Tokpa -ta in Zota District, Bong County. The farmer association is involved with lowland rice farming for the following purposes: income generating activity, to enhance food security and to mitigate climate change, to upgrade their members’ standard of living. Yeapugay Farmers Association has twenty-five (25) members, comprising of fifteen (15) female and ten (10) male farmers. The farmer organization is currently cultivating three (3) hectares of low farmland. During the need assessment it was observed that Yeapugay Farmers Association need capacity building training in good agriculture practice on rice production. This training will help build the knowledge and skills of the leadership and members of Yeapugay Farmers Association in good agriculture practice (GAP) including improved methods of planting rice.

A. ISSUE DESCRIPTION

Rice is the world’s economically and culturally most important food crop and its production is regarded as the single most important economic activity on the planet. More than 2.7 billion people most of them poor rely on rice as their major source of food. By the year 2025, this number will grow to 3.9 billion people. It is a major constituent of the diets consumed in Lofa County and one of Liberia’s staple food. The ASA project observed that the 7 farmer’s cooperatives are experiencing reduced yields due to poor soil management and lack of capacity (knowledge) in improved rice production techniques.

Stages of growth and development	Reduced yield and poor nutrient management observed during need assessment
Nursery preparation and germination	Inappropriate nursery bed preparation and management leading to poor plant establishment
Tillering	Poor tillering due to inappropriate water weed, nutrient and pest management during production period
Panicle initiation and heading	Poor grain filling due to improper water and nutrient management during growth period
Maturity	Reduced yield due to improper weed, nutrient, and pest management

In Bong County, among these critical stages in rice production, tillering and panicle initiation are especially important. Between 16-27% of all varieties of rice produced by farmers do not achieve its expected yields due to poor soil fertility and nutrient management, thereby resulting into low yields and loss of income for many farming households.



When this assignment is conducted, proper management of soil fertility technology will serve as a major help in resolving various social and economic issues. A significant increase in yield will help alleviate food insecurity and food safety can be assured by protecting commodities from mold growth and contamination. The increment in improve rice production technology will increase rice yield for these farmer groups and increase rice yield will also lead to food availability to the growing population, decrease the area needed for production, and conserve natural resources. The above challenge requires urgent intervention to ensure that farmer associations/cooperatives are run professionally, that is the reason why the project would like to bridge the yield gap between potential and actual yields on-farm to maximize financial returns and food self-sufficiency for all rice producers in the said locality by providing technical assistance focusing on how to improve their yields.

A. OBJECTIVES OF THE ASSIGNMENT

The main objective of this training is to enhance the capacity of farmer cooperative members on good agricultural practices for increased productivity through adoption of recommended rice farming management practices through GAP.

More specifically,

- Develop training guide for the trainer and trainees
- Develop the training methodology/approach
- To enhance farmers with knowledge on the rice varieties suitable for their soil structure.
- To enhance farmers knowledge in climate smart agronomic management (fertilizer use, conservation agriculture, spacing) practices for rice.
- To enhance farmer knowledge in climate smart integrated pest management (IPM).
- Designing field demonstration methods of enhancing high rice yield in the form of farmer field school demonstration farms.
- Conduct the training for the board, members and staff putting heavy emphasize on improved rice production practices, innovative and locally adaptive production techniques.
- Prepare a training report, detailing how the trainings were conducted, achievements, challenges, lessons, opportunities for future engagements and recommendations on how to attain the highest possible yields.
- Organize a half-day presentation to members, other stakeholders like local government officials, and farmers to share the training report and recommendations.

B. HOST CONTRIBUTION

To conduct this assignment, The seven (7) farmers' cooperative management teams and members are expected to meet the following requirements:

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

C. ANTICIPATED RESULTS FROM THE ASSIGNMENT

Upon the completion of this assignment, the outcomes below will be anticipated:



- The seven (7) farming groups members, will have knowledge on improved rice production techniques, maximizes yields of rice through use of recommended practices of GAP for all production stages thereby enhancing, income generation, and increased employment.
- Proper soil fertility management technology will serve as a major help in resolving various social and economic issues through improvement in yields of rice. A significant increase in yield will alleviate food insecurity.
- Rice quality improved
- A final report explaining how the assignment was conducted, it should include recommendations to be implemented by the host organization.

D. 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

E. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Day	Planned 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	Leave for Foya City, Lofa County for introduction to cooperative management and review of scope of work. Develop detailed work plan covering all activities in the scope of work. Check in the hotel.
Day 3-12	Start the rollout of agreed work plan and conduct the training
Day 13	Organize workshop to share achievements, 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 F2F Program staff

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

F. 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.



G. 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.

H. RECOMMENDED ASSIGNMENT PREPARATIONS

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

- **Training Materials:**

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

- **Working Environment**

The assignment will be conducted in Sergeant Town in Zota District, Bong County. The volunteer will lodge in Passion Hotel and will work closely with the seven (7) farmers' cooperatives management and CRS country F2F field team as well.

- **Recommended Reading**

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

I. VOLUNTEERS ROLES AND RESPONSIBILITIES

The volunteer participates in a call with the Liberia Program F2F team 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 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 volunteer works directly with the host with assistance/input from the ASA technical staff. Assignments usually last up to 2 weeks; Sometimes extending beyond two weeks due to pending follow up visits, emails etc. US Volunteers are asked to track assignment hours per day, to stay under 112 hours (14 days x 8 hrs).

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	
<p>Emily Keast Volunteer Coordinator Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201 410-951-7366 Email: emily.keast@crs.org</p>	<p>TABI, GERALDINE Volunteer recruiter Agriculture Sustainability Activity (ASA) 16th Street, Gardner Ave C-140 Sinkor, Monrovia, Liberia Tel:0776448755 Email: geraldine.tabi@crs.org</p>
CRS Country Program	
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Host Organization:	



USAID
FROM THE AMERICAN PEOPLE



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