



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	RW2105		
Country:	Rwanda		
Country Project:	Maize		
Host Organization:	TWUNGUBUMWE Cooperative – Mimuri, Nyagatare District		
Partner:	Rwanda Development Organization (RDO), Rwanda Grain and Cereals Corporation (RGCC), Nyagatare Maize Milling Factory, Nyagatare District		
Date of baseline data collection:	March 3, 2022		
Date of host agreement signing:	April 25, 2022		
Number of previous volunteer assignments: Note, if this is the first/new host, please discuss with Peter and Nyambura before you proceed	1		
Volunteer recommendations given (Total):	4	Volunteer recommendations applied (Total):	3
Assignment Title:	Capacity Building on Compost Organic Fertilizer Making		
Objectives of the assignment:	The objective of this assignment is to build capacity for TWUNGUBUMWE Cooperative on organize compost fertilizer making.		
Assignment preferred dates:	September- October 2022		
Desired volunteer skill/expertise	Qualifications and Experience: <ul style="list-style-type: none"> • The volunteer for this assignment shall have a degree in agriculture crop sciences, crop production or a related field with at least 2 years' experience in organic- compost making. • Demonstrated understanding on solid waste management technologies and organic compost making technics. • Ability to conduct training and communicate with farmers. • Demonstrate ability to work independently with limited supervision and, 		



	<ul style="list-style-type: none"> Be proactive and collaborative with others. 		
Type of Volunteer Assistance	Technology Transfer (T)		
Type of Value Chain Activity	Information and Input Support Services (S)		
PERSUAP Classification ^[1]	Type III		
Number of people to be trained	Men	Women	Youths
	42	28	17
Will the assignment address gender gaps? (Yes/No) If yes, please include these in the issues description			No
Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description			Yes

A. BACKGROUND (tell the reader about F2F country program, the sector in question, its contribution to inclusive and sustainable agricultural economic growth. Include information on target host, host type, management, location, beneficiaries, processes, products, services, markets, etc.)

CRS Farmer -to-Farmer program (F2F) is a USAID funded program that is being 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 to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from abroad 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 organizations. F2F program introduces innovation and develops local organizations capacity for more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people- to people interactions within the agricultural sector. CRS F2F has been adapting local volunteer mobilization strategy pairing with the US volunteers since the COVID-19 global pandemic emerged.

Rwandan farmers like other farmers in the world use fertilizers for nutrient supply to their crops. This is done purposely to improve the soil quality and boost crop production and productivity. To support the farmers in Rwanda, the government of Rwanda and private sectors have invested in subsidy programs and fertilizer businesses. Composite fertilizers have the benefits below.

- It improves the soil quality and boosts crop production and productivity.

^[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.



- It provides virtually all the essential nutrients for healthy plant growth, and it slowly releases those nutrients over time to give plants a slow, steady, consistent intake of the elements essential for growth.
- It also improves the soil's structure, making it easier for soil to hold and use the right amount of moisture and air.
- Improve the texture of both clay and sandy soil.
- Improves plant vigor and provides immunity from diseases

Host Background

Cooperative TWUNGUBUMWE is a farmer's cooperative involved in Maize and beans production and marketing. The cooperative is located in Rutambi Village, Bibare Cell, Mimuli Sector, Nyagatare District, Eastern Province. It was established and registered in 2016 with reg no number **RCA / 0401/2016** issued by the Rwanda Cooperative Agency (RCA). The cooperative is composed of **22** members (10 Females and 12 males). Like other Cooperatives in Rwanda, TWUNGUBUMWE has a General Assembly (GA), an Executive Board and employees. The GA makes the overall decisions, and the executive board oversees the cooperative business and manage staff.

TWUNGUBUMWE Cooperative has land located near Umuvumba swamp - known for its fertile soil and access to a road from Mimuli sector in Nyagatare. This makes the cooperative to always have good harvest of Maize on its land of 21 hectares. The cooperative also has a collection center, but it is not sufficient to serve all members.

The cooperative has a good working relationship with financial service providers such as Banque populaire and SACCO Mimuli. This cooperative has access to market for its produce. The primary market for the cooperative is Rwanda Grains and Cereals Corporation (RGCC) and Nyagatare Maize milling factory.

TWUNGUBUMWE sells 28 tons of maize to its clients per season that make it gain \$5,880 per season.

B. ISSUE DESCRIPTION:

Today chemical fertilizers are much expensive and rare. Cooperative members have been mostly using chemical fertilizers on their farms. As a producer of maize, beans soya beans, the cooperative does not want to continue using only chemical fertilizers due to high price on market. This resulted into the following challenges:

- The cooperative needs more compost organic fertilizers for members which they do not have.
- Farmers often have inadequate knowledge on use of fertilizers in balanced proportion.
- Organic compost is also expensive for many of the members. Few private companies/ individuals make organic compost fertilizers and its expensive.

Through this scope of work, TWUNGUBUMWE is seeking Famer to Farmer volunteer technical assistance to train its members and staff on making organic compost. Members will use the knowledge to make the compost and use it to boost fill gap of high price and soil quality and resulting in increased production and productivity.

C. OBJECTIVES OF THE ASSIGNMENT

The overall purpose of this assignment is to build capacity on the process of making and application of organic - compost fertilizers.

- Develop training guide for the trainer and trainees



- Develop the training methodology/approach guide
- Conduct training for TWUNGUBUMWE and staff focusing on:
 - making compost organic fertilizer
 - improving participants skills on how to maintain compost organic fertilizer sites
 - equipping participants with the skills and techniques needed to make compost organic fertilizer that can be sold to other farmers in the community.
- Support the cooperative to make organic compost fertilizer to different sites
- Prepare a training report, detailing how the training was conducted, achievements, challenges, lessons, opportunities for future engagements and recommendations.
- Organize a half-day presentation to TWUNGUBUMWE executive committee, members, other partners like local government, buyers or any other partners and share training achievements and recommendations.
- Develop and share training report and recommendations to CRS and conduct debrief with CRS and USAID.

D. HOST CONTRIBUTION

To conduct this assignment, TWUNGUBUMWE cooperative is expected to meet the following requirements:

- Mobilize and facilitate members, staff, or any other nearby farmers to attend all the training sessions.
- Provide a venue for the training sessions and manage any other coordination during trainings and demonstrations.
- Commit to implement all the recommendations provided by the volunteer(s) after the completion of the assignment(s).

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

After completion of this assignment, the following outcomes are anticipated:

- TWUNGUBUMWE farmers have got skills on making organic fertilizers.
- Farmers apply the acquired knowledge and skills in their day-to-day farm activities.
- Farmers improve their production, productivity and output.

F. DELIVERABLES

1. Final report due one day BEFORE assignment completion
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 Manual

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Day	Planned Activity
Day 1	Meet F2F team to receive briefing on the F2F program and CRS programming, discuss the scope of work (SOW), and receive orientation on the expected outcomes.

	Meet with the host TWUNGUBUMWE Cooperative executive committee and staff for introduction and review of the Scope of work.
Day 2-9	Start the rollout of the agreed workplan by conducting on-farm training
Day 12	<ul style="list-style-type: none"> - Develop assignment reports - Organize the workshop to share achievements, and recommendations with the host - Conduct a debrief session with the CRS country team and USAID Mission on the completed assignment Fill out all necessary M&E forms and submit them to F2F program 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)

Qualifications and Experience:

The volunteer for this assignment shall have a degree in agriculture, crop sciences, crop production or a related field with at least 2 years’ experience in compost making. He/she must demonstrate an understanding on solid waste management technologies and organic compost making technics and ability to conduct training and communicate with farmers.

A volunteer should:

- Be proactive, results-oriented, and service-oriented
- Have very good interpersonal skills
- Be flexible

I. ACCOMMODATION, Training site and Transport and Other in-Country Logistics.

- The volunteer will be accommodated at Diplomat Hotel in Nyagatare district located in Nyagatare town





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Photos of Diplomate Hotel, Nyagatare Town, Eastern Province

- The volunteer will train farmers in Mimuli Sector at cooperative office which is a 30minutes drive from Hotel Diplomate. Volunteer accommodation and transportation will be taken care of by the F2F Program. The hotel has Wi-Fi.

J. RECOMMENDED ASSIGNMENT PREPARATIONS: Targeted trainees and their level of education

- Trainees are maize and soya beans farmers, who mostly produce maize and soya beans.
- Most of them have primary school level, few of them have secondary school level education.

Training Materials:

- The volunteer should prepare training materials and can be printed at CRS office.
- Regarding Flip charts, markers, Computer, and a projector if needed, can be obtained at office.

Electricity, internet, cellphone, key security, health issues

- Diplomate hotel and Cooperative office have electricity on daily basis, hotel has WFI. CRS will provide cellphone with airtime and internet bundles; the volunteer will be able to share with his/her laptop easily.
- Security in the area is full as other parts of Rwanda. For US volunteers, health insurance will be covered by CRS. For local volunteer they will use their own local health insurance.

Working Environment

- The training will be conducted at cooperative office in Mimuli Sector.
- The volunteer will work closely with TWUNGUBUMWE President and in country F2F Field team as well.

Recommended Reading

- Rwanda F2F program recommends the volunteer to take his or her time to familiarizes with this scope of work.
- Take time to read all about maize and soya bean value chains sub-sector in Rwanda.
- Ministry of Agricultura Strategy PSTV for Rwanda.



Weather-appropriate clothing

- Weather in Nyagatare, in September is mostly dry, no precipitation with a temperature varies between 18- and 27-degree C.
- Appropriate clothing: cotton and other light fabrics during daytime and a light weather jacket can be carried for the evening hours because it can relatively be cold.

K. REMOTE/LOCAL VOLUNTEER ROLES AND RESPONSIBILITIES

Both volunteers participate in a call to discuss the assignment’s objectives and their approach to collaboration at the start of the assignment. Collaboration platforms vary depending on the type of assignment and degree of connectivity. The most frequently used platforms are MS Teams and WhatsApp. The volunteers are highly encouraged to visit CRS’s F2F Digital Resource Library and search for resources that they can use or customize for training. Upon completion of the 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.).

Remote 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 dedicate 4-8 hours per week, depending on the nature of the assignment and degree of 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	
Keast, Emily Volunteer Coordinator Farmer to Farmer Program Baltimore, MD Email: emily.keast@crs.org	
CRS Country Program	



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