**Remote Paired Volunteer Assignment: Ethiopian or East African volunteer to be paired with virtual supporting American volunteer**

**To express interest in this assignment, Ethiopian and East African volunteers please email** [**haile.deressa@crs.org**](mailto:haile.deressa@crs.org) **or** **lidia.retta@crs.org. Interested American volunteers for virtual support please email** [**chi.olisemeka@crs.org**](mailto:chi.olisemeka@crs.org)**.**

**CRS Farmer to Farmer Program**

**Volunteer Assignment Scope of Work**

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| --- | --- | --- | --- | --- | --- |
| **Summary Information** | | | | | |
| **Assignment Code** | ET2102 | | | | |
| Country: | Ethiopia | | | | |
| Country Project: | Livestock | | | | |
| Host Organization: | Kombolcha Poultry Resource Development Enterprise (KPRDE) | | | | |
| Partner: | N/A | | | | |
| Date of baseline data collection: | 5/20/2019 | | | | |
| Date of host agreement signing: | 4/08/2019 | | | | |
| Number of previous volunteer assignments: Note, if this is the first/new host, please discuss with Peter & Nyambura | | | 1 | | |
| Volunteer recommendations given (Total): | 6 | Volunteer recommendations applied (Total): | | | 5 |
| Assignment Title: | Improved Hatchery Management Practices | | | | |
| Objectives of the assignment: | To improve hatchability and production of chicks through appropriate use of incubator machines (Pas Reform, Victoria and Chickmaster) and other management practices | | | | |
| Assignment preferred dates: | Flexible | | | | |
| Desired volunteer skill/expertise | * Education and experience in poultry science, hatchery management, and poultry farm management * Expertise in use of incubator machines such as Pas Reform, Victoria and Chickmaster | | | | |
| Type of Volunteer Assistance | Technology Transfer (T) | | | | |
| Type of Value Chain Activity | On Farm Production (F) | | | | |
| PERSUAP Classification[[1]](#footnote-1)[1] | II | | | | |
| Number of people to be trained | Men | | Women | Youths | |
| 15 | |  | - | |
| 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 | | | | No | |
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1. **BACKGROUND**

The CRS Farmer-to-Farmer program (F2F) is a five-year (2019-2023) USAID funded program implemented with the primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda, and Uganda. The program aims to achieve this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable and broad-based economic growth in the agricultural sector. The program’s secondary goal is to increase US public’s understanding of international development issues and programs and share the knowledge back in the US. To achieve these goals, F2F provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses and agricultural education institutions to address key technical and institutional issues identified by the hosts in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations’ capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

Kombolcha Poultry Resource Development Enterprise (KPRDE) is in the town of Kombolcha, Amhara regional state. 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 centers which are in operation and/or to be established in the future; to serve as a model and center of competency for similar institutions being efficient in its operation; to provide technological inputs and counseling service to private investors by producing poultry products and supplying widely same to domestic/local and foreign markets. The enterprise is owned and supported by the Amhara regional government.

The poultry farm is established on 10 ha of land and owns 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 breeds, and these are mainly Bovan Brown. The farm has flock sizes ranging from 2180 - 4190 per rearing house and 2000 - 3000 per raising (parent stock) house 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 up to 1,000,000 chicks.

1. **ISSUE DESCRIPTION**

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has been widely applied and been recognized as effective and

powerful tool in detecting land cover and land use change [1].

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health of crop, extent of infestation, potential yield and soil

conditions. It applied to explore agricultural applications such as

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soil moisture estimation, yield estimation, agriculture water

management, agro meteorological etcMohammed Abuna dairy has been working on a dairy sector (dairy value chain) for the past fourteen years without creating a clear map for a business to follow and course correct, when need be, goals, mission statement, timeline and communication (strategic plan). This is caused by limited knowledges and skills on strategic plan development by the firm. Because of this, Mohammed Abuna dairy is facing a limitation on reviewing the company's past performance and predict its future performance and gives it a road map to follow. Hence, Mohammed Abuna dairy is requesting technical support from F2F program to develop strategic plan of five years. The volunteer will work with the host staff, local expertise and beneficiaries to develop strategic plan that will be applicable by the host.

Over the last few years, KPRDE has faced challenges of low hatchability and production of chicks. The average hatchability is around 70%, which is much lower than optimal. The primary causes of the low hatchability and production of chicks is related to poor management practices and limited skills in the operation of the incubator machines. It is assumed that the egg incubators (Pas Reform, Victoria, and Chickmaster) have not been properly calibrated or may need adjustments/calibrations as they have been in used for up to 5 years. Hence, the machines require maintenance and readjustments in its settings according to the instructions in the manual.

Additionally, the staff has limited technical skills on improved techniques of hatchery management including egg selection, egg setting, ambient and incubators temperature and humidity, and ventilation and hatchery sanitation. Along with this, there is also a need for skills on hatchery biosecurity to improve the health and quality of chicks produced.

Due to these problems in hatchability the enterprise is losing large number of chicks and its sales income is highly affected. Hence, improving e hatching rate is critical for the enterprise to meet high demand of its beneficiaries and obtain optimum profitability.

1. **OBJECTIVES OF THE ASSIGNMENT**

The overall objective of this assignment is to improve chicken production of the farm by providing technical support on hatchery management practices and egg incubator machines (Pas Reform, Victoria, and Chickmaster).

Specific objectives:

* To train and advise staffs of the enterprise on improved hatchery management techniques.
* To assist the enterprise in readjusting/calibrating the incubator machines
* To observe procedures and environment of the hatchery and provide advises on how to improve biosecurity, egg selection, egg setting, hatching process and candling.

This assignment will be done with 15 poultry farm staffs of the organization, and hence contributes to their capacity development.

1. **HOST CONTRIBUTION**

The host will be committed to mobilize its key staff to work with the volunteer. The host will also provide key personnel to work closely with the volunteer in assisting her/him during training and practical demonstration sessions. CRS will cover lodging and other related costs of the volunteer against receipts. In coordination with the host and the volunteer, CRS will also arrange and pay for daily transport services to and from the office.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

After F2F volunteer support, the following outcomes are anticipated

* Improved knowledge of staffs on hatchery management techniques.
* Increased and consistent hatching rate
* 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

1. **DELIVERABLES**

The major deliverables of this assignment include, but not limited to:

* Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS
* Final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Training lists with people trained and photo captured
* Conduct a final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
* Conduct in-country outreach events in Ethiopia using social media (for local volunteers)
* Conduct outreach activities about the assignment in USA (US volunteer) using appropriate medias (print, radio, TV, group presentation, social etc.)

1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

| **Day** | **Activity** |
| --- | --- |
| Day 1 | * Receive security and general orientation * Travel to the host Kombolcha with CRS staff and meet the host staff |
| Day 2 | * Discuss and clarify SOW, anticipated outcomes, and work plan * General orientation with the host, first-hand briefing on the main objectives and modality of the assignment and adjustment of the agenda for the coming days (work planning session) |
| Day 3 | * Conduct further assessment on the assignment |
| Day 4-14 | * Carry out the assignment and provide orientation to the host staff |
| Day 15 | * Briefing/exit meeting with the host in the presence of CRS staff |
| Day 16 | * Facilitate in-country/virtual debriefing with CRS staff and/or USAID Mission * Finalize reimbursement of expenditure and liquidation (if any) with finance as required * Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team * Departure of volunteer |

1. **DESIRABLE VOLUNTEERS SKILLS**

The volunteer needs to have the following skills, qualifications, and competencies:

* Education and experience in poultry science, hatchery management, and poultry farm management
* Expert in hatchery machine maintenance, setting and calibration.
* Strong communication and interpersonal skills
* Willingness and flexibility to technically assist the staff whenever required
* Respect for the cultural and religious norms of the rural people

1. **ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS**

* The volunteer will stay in a hotel near the assignment location, booked and confirmed before the assignment start date. The hotel will include services such as breakfast and wireless internet etc.
* CRS will provide a vehicle and accompany the volunteer to the assignment location.
* CRS Ethiopia will arrange hotel accommodation and cover lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cover meals and incidentals.
* CRS Ethiopia will reimburse the volunteer for laundry costs against receipts.

1. **RECOMMENDED ASSIGNMENT PREPARATIONS**

* Although CRS F2F has developed the assignment SOW, the volunteer can fine-tune it based on her/his professional experience.
* Prior to the assignment, 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 immediate use at the CRS office in Addis Ababa on request by the volunteer.
* If the volunteer requires simple training aids like flip charts, markers, or tape s/he should request these and collect them from the CRS office in Addis Ababa prior to the assignment.
* Handouts can be translated into the local language at the assignment location, if required.
* Depending on the meeting places and the availability of electric power and an LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations.

1. **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](https://f2flibrary.crs.org/Presto/home/home.aspx?_ga=2.141716784.32617302.1616765386-2022794543.1567520784) 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](mailto: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.

1. **KEY CONTACTS**

**1. CRS Baltimore**

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**3. Host Organization**

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1. [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.  [↑](#footnote-ref-1)