**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**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Summary Information** | | | | | |
| **Assignment Code** | ET2103 | | | | |
| Country: | Ethiopia | | | | |
| Country Project: | Livestock | | | | |
| Host Organization: | Alema Farms PLC | | | | |
| Partner: | N/A | | | | |
| Date of baseline data collection: | 7/05/2019 | | | | |
| Date of host agreement signing: | 04/22/2019 | | | | |
| 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): | | | 4 |
| Assignment Title: | Beef Cattle Fattening | | | | |
| Objectives of the assignment: | * To provide technical support on improved beef cattle fattening practices and techniques | | | | |
| Assignment preferred dates: | Flexible | | | | |
| Desired volunteer skill/expertise | * Professional background in animal fattening/feed and nutrition with demonstrated practical skills in beef cattle fattening | | | | |
| 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 | |
|  |  |  |  |  |  |

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.

Ethiopia has the leading livestock population in Africa with 59.5 million cattle, 30.70 million sheep, and 30.20 million goat and 56.53 million poultry. Beef cattle are breeds of cattle that are primarily used to produce meat. Ethiopia's livestock sector contributes significantly to the economy, accounting for 45% of agricultural GDP, 18.7% of national GDP, and 16 -19% of total foreign exchange earnings (Eshetie et al., 2018). However, the livestock sector's contribution to the country's economy remains disproportionately low in relation to its population size. This is as a result of low animal productivity. Due to problems of poor husbandry and low genetic potential, the estimated average live weight of cattle is 250 kg with 14% offtake rates and carcass weight is 110 kg with 44% dressing percentage (MARD, 2010; AGPLMD, 2013).

Beef cattle are one of the few agricultural commodities in Ethiopia for which the country earns foreign currency through both live and processed commodity exports. Most of the rural poor rear it to meet their daily needs and fill economic gaps. Even though the country has a large population of cattle, fattening practices and businesses are not well-developed.

Alema farm is one of the biggest commercial farms engaged in poultry production, cattle fattening, and meat processing. The chicken farm produces over half a million broilers each year for the Addis Ababa market. The farm’s parent stock of broilers, feed processing factories, hatchery, slaughterhouses, cold storage, and transportation facilities are all owned by the same company. It is located at Bishoftu town and features 5.6 hectares of utilized land among the 7 hectares of property. The cattle fattening farm was established in 2004 and keeps 230-300 cattle (Borena) periodically for meat processing. The organization is processing products including chicken meat and cuts, pork meat and cuts, processed beef meat products, beef mortadella, chicken mortadella, chicken hot dog, beef hot dog, beef burger, chicken burger, pork carcasses, beef mortadella, chicken shish kebab, beef shish kebab, bolide ham, marinated whole chicken, leg breast. It produces high standard animal feeds for poultry (broiler and layer), dairy cows (basic, excellent, and super), calves and heifers, sheep and goat, pigs, equine, beef fattening (basic and super) and provides fair priced veterinary medicine, agrochemical, equipment’s, and animal feed services to the community. The farm is owned by two individuals and employs 800 workers of whom 6 are veterinarians. The farm’s clients include 30 supermarkets and hotels as well as trained pig and poultry farmers.

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.

quality and

availability of feed, management system, breed

type, body condition

The host Alema farms periodically keeps 230-300 beef cattle (Boran breeds) for fattening and meat processing. Various constraints affecting this line of business activity were identified and ranked. This includes lack of skills in feed and nutrition management, health and hygiene, and cattle selection for fattening. As a result, the farm is facing problems of slow cattle growth rate, low meat yield and long fattening period, which increases its production costs and reduces its profitability.

The farm is incurring unnecessary fattening costs due to increased management and input costs, especially in terms of feed and labor leading to low return in investment. The company needs to improve its current fattening practices, which is predominantly based on traditional and existing experiences, to evidence-based and scientific approaches. Hence, this requires enhancing knowledge and skills of the company’s staff in improved cattle feeding for fattening in terms of quality feed selection and ration formulation, feeding methods, watering, cattle selection based on breed type and body condition, housing, hygiene, and health care. These and other related factors need to be addressed to shorten cycle and duration of the fattening.

To address these problems, the host requested technical assistance from a volunteer with qualification and practical experiences in beef cattle fattening.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this assignment is to provide technical support to Alema farms on improved techniques of beef cattle fattening.

Specific objectives include

* To train and advice the staffs on improved practices and techniques of beef cattle fattening focusing on quality feed selection, feeding practice, watering, selection criteria (breed type and body condition) and housing system
* To train and advice the host staff on basic health care and hygiene management of beef cattle.

This assignment will be done with 15 beef cattle farm staffs of the organization, and hence contributes to improved production.

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 and skills on beef cattle management
* Improved income because of shortened fattening period
* Increased weight of the hosts cattle on shortened period

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 Bishoftu 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:

* Professional background in animal fattening/feed and nutrition
* Demonstrated knowledge and experience in modern beef cattle husbandry and management
* 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**

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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)