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FARMER TO FARMER
The USAID John Ogonowski and Doug Bereuter Farmer-to-Farmer Program



CRS Farmer-to-Farmer Program Assignment Scope of Work

To express interest in this assignment please email chi.olisemeka@crs.org

Summary Information				
Assignment SOW Code	ET302			
Country:	Ethiopia			
Country Project:	Agribusiness			
Host Organization:	Cherinet Mamo Agro processing			
Partner:	N/A			
Assignment Title:	Modernizing Dairy Farm Management and Husbandry Practices			
Objectives of the assignment:	To provide technical assistance on modern and improved dairy farm management practices with a focus on feeding techniques and nutrition, housing and management, hygiene and sanitation.			
Assignment preferred dates:	Flexible			
Desired volunteer expertise:	<ul style="list-style-type: none"> • Extensive experience in managing and husbandry of commercial dairy farms. • The required skills include formulation of feed for various categories of dairy animals, management of calves, the layout and follow-up of breeding schedules, and the ability to establish a modern farm data recording system. 			
Type of Volunteer Assistance:	T On Farm/Technology Transfer			
Type of CSA Activity	N Not applicable			
PERSUAP Classification ¹ :	III			
Approx. number of people to be trained:	Men	Women	Male Youth	Female Youth
	3	4	2	4

Host Information	
Date of completion of baseline & capacity development plan data collection:	4/01/2024
Date of host agreement signing:	4/01/2024

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.

No. of previous assignments: ²	None
Recommendations given (Total):	None
Recommendations applied (Total):	None
Name of ToT trainee (if already identified)	Fanuel Cherenet

Gender, youth and climate considerations			
Gender Sensitivity:	Yes	No	If yes, how? If no, why not?
1. Does the assignment take into account gender dynamics (i.e. decision-making power, roles and responsibilities, cultural norms) in the implementation area?	Yes		A majority of responsibilities in dairy management including feeding, cleaning, milking, and taking care of calves are conducted by female employees. Improvement in the management of the dairy farm will ease the burden of women employees.
2.1 Does the assignment contribute to increasing the capacities of men? 2.2 Does the assignment contribute to increasing the capacities of women?	Yes		The assignment will contribute to improving the knowledge and skills of both men and women in improved dairy farm management.
	Yes		The assignment will contribute to improve the knowledge and skill of both men and women in improved dairy farm management and husbandry practices.
3.1 Does the assignment address the constraints of women? 3.2 Does the assignment address the constraints of men?		No	The assignment does not address constraints specific to women.
		No	The assignment does not address constraints specific to men.
4.1 Does the assignment consider how to mobilize women to participate? 4.2 Does the assignment consider how to mobilize men to participate?	Yes		Yes, both men and women staff will have equal access to participate in the training. In addition, women staff will be encouraged by the host leadership to participate in the training.

² Discuss new hosts with Program Director.

	Yes		Yes, both men and women staff will have equal access to participate in the training.
5.1 Have the assignment logistics been organized in a way that facilitates men's participation?		No	The logistics at the host office will be organized in a similar manner for both men and women participants.
5.2 Have the assignment logistics been organized in a way that facilitates women's participation?		No	(Same as above)
Youth Empowerment:	Yes	No	If yes, how? If no, why not?
1.1 Does the assignment contribute to increasing the capacities of male youth?	Yes		The assignment contributes to increasing the capacities of both male and female youth. From the 7 total number of planned trainees, 6 are youth of which 2 are male and 4 are females.
1.2 Does the assignment contribute to increasing the capacities of female youth?	Yes		The assignment contributes to increasing the capacities of female youth.
2. Are there particular barriers to male youth and female youth's participation in the value chain? Has the assignment taken those into account?	yes		Both male and female youths face limitation across the dairy value chain which includes the lack of access to inputs and services, as well as limited skills in dairy husbandry, milk processing and marketing. These barriers have been taken into account, and the assignment will address the knowledge gaps by providing support in areas such as feed, health and management.
3.1 Does the assignment address the particular constraints of the male youth?		No	The assignment does not address constraints specific to male youth.
3.2 Does the assignment address the particular constraints of the female youth?		No	The assignment does not address constraints specific to female youth.
Climate Change	Yes	No	If yes, how? If no, why not?
Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description.	No, the assignment is mainly on improved and modern dairy farm management and does not address climate change issues		

BACKGROUND

1. Farmer to Farmer Program (F2F)

The CRS Farmer-to-Farmer program (F2F) is a five-year (2023-2028) USAID funded program which provides technical assistance to farmers, farm groups, agribusinesses and other agriculture sector institutions in developing and transitional countries to promote sustainable improvements in food security and agricultural processing, production, and marketing. The main goal of the program is to generate sustainable, broad-based economic growth in the agricultural sector through voluntary technical assistance. A secondary goal is to increase the U.S. public's understanding of international development issues and programs and international understanding of the U.S. and U.S. development programs.

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.

When the COVID-19 global pandemic broke out, CRS F2F introduced a paired remote volunteer (PRV) model whereby a US volunteer who does not travel provides remote support to a local/national volunteer who carries out the assignment in-person. This model is still used for up to 10% of assignments. For the FY 2024-2028 round of F2F, CRS is taking a gender-sensitive approach to programming, which includes conducting a gender assessment of each host prior to initiating assignments. CRS is also asking each host to identify at least one person to be a key trainee (under a Training of Trainer [ToT] model) for each assignment in the hope that this person will be able to replicate the training in the future. This isn't a deal-breaker but we are strongly encouraging it. Therefore, the volunteer report format will ask you to name the trainee (if there was one) and comment on their level of engagement.

The CRS F2F program in Ethiopia has identified Agribusiness and Nutrition as the topics of its assignments. These are known within F2F as 'Country F2F Projects.' The Agribusiness includes developing sustainable and resilient production systems, strengthening market systems (market information, linkages, infrastructure), building the capacity of agribusinesses and cooperatives, and strengthening research extension advisory service. CRS has identified maize, wheat, teff, coffee, beans, milk, beef, and poultry as commodities to be supported under the agribusiness development project. The Nutrition project also provides technical support on the nutrition-sensitive agriculture, crop and livestock production diversification, nutrition awareness, food processing techniques, recipe preparation, and organizational constraints. CRS F2F's working geographic zones are Oromia, Amhara, Addis Ababa, SNNP, Sidama and Tigray. Requests from other locations and outside country projects are sometimes considered but are seen as exceptions.

A. 2. About the host organization

Cherinet Mammo Agro Processing is located in Bishoftu, Ethiopia and was founded in 2012 with a vision to provide high-quality dairy products to customers. It began as a modest venture with only two cows and two heifers and but has since grown into a thriving enterprise. Over the years, the farm has experienced significant growth, becoming home to more than 20 dedicated employees and a herd of over 50 dairy cattle. This includes 16 milking cows, 21 heifers, and 7 calves respectively. The farm has focused on nurturing and expanding its livestock to ensure a consistent and reliable milk supply.

The farm is made up of 19 staff (52% women). Recognizing the opportunities in the market, the farm expanded its operations in 2021 to include poultry farming. With a housing capacity of 5,000 chickens, the farm ventured into poultry production, diversifying its offerings, and catering to the growing demand for poultry products in the region.

B. ISSUE DESCRIPTION

Cherinet Mamo Agro Processing produces milk and processes it into a variety of products such as cheese and yogurt. However, it faces several challenges including low milk yield/production, frequent outbreaks of disease, a high calf mortality rate as a result of poor farm management, inadequate feed and nutrition management, substandard dairy cow housing system, and low hygiene standards. The farm's stability suffers due to a high number of cow deaths, particularly among newborn calves. For instance, between the year 2021 and 2024 the calve mortality rate was about 50%.

The current average daily milk yield per cow at Cherinet dairy farm is about 10 liters, which is considered to be low as compared to national and international standards. Additionally, this low milk yield results in reduced profitability. In addition, low milk productivity has led to high operational costs and low profit for the farm, thus slowing the farm's growth.

The company lacks technical expertise in improved dairy management practices and techniques. There exists a knowledge gap in the standardization of hygienic practices, newborn care, dairy feed production, and feeding techniques. The management practices for dairy cattle at different stages are not adequately differentiated. As a result, the milk productivity per cow is low when compared to the breed's genetic potential. To address these issues, the host has requested technical assistance from a volunteer in dairy farm management and husbandry, who could provide practical training and support at the farm level.

C. OBJECTIVES OF THE ASSIGNMENT

The general objective of this assignment will be to provide technical assistance on modern dairy farm management and husbandry including feed and nutrition, housing and management, calf management, milk hygiene and sanitation.

The specific objectives are:

- To evaluate the dairy farm management practices of the host and to identify their challenges and practical problems

- To provide technical support and advice to the host staff with the aim of improving their knowledge and skills on modern dairy farm management and husbandry practices.
- To provide recommendations that the host needs to apply to improve its farm productivity and significantly reduce its calve mortality.

D. HOST CONTRIBUTION

Cherinet Agro Processing will mobilize its staff to attend the trainings conducted by the volunteer. Additionally, the host will assign at least one key personnel to work closely with the volunteer during preparations for the trainings and throughout their implementation. This collaboration ensures that the key staff can subsequently train other members of the organization after the assignment has been completed.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

It is anticipated that the assignment will lead to:

- Increased farm productivity and income resulting from knowledge transferred by the volunteer and skill improvement among dairy farmers.
- Improvement in dairy farm management and training guidelines for future reference.
- Reduced calve mortality due to adoption of improved dairy management and husbandry practices.

F. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer’s final report with recommendations due before departure from Ethiopia.
2. Group presentation with local stakeholders at the end of the assignment in-country.
3. Training lists with people trained and captured photos.
4. A minimum of 3 volunteer outreach activities in the US and in-country using appropriate media (print, radio, TV, group presentations, social media etc.)

G. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days (not dates)	Activity
Day 1	<ul style="list-style-type: none"> • Arrival at Ethiopia Airport; pick-up by Inter Luxury hotel shuttle. • Check-in at Inter Luxury. <p>NB: In case you encounter any difficulty, please request assistance from Airport Staff to call Tatek Woldu (on WhatsApp or phone) at +251 911873970 or Lidia Retta at +251 912091962</p>
Day 2	Rest day in Addis Ababa
Day 3	<ul style="list-style-type: none"> • At 7:30am, the volunteer will be picked up at the hotel by a CRS driver and taken to the CRS Office for introductions and briefings. • Volunteer will be briefed by the F2F team about the host and discuss with the team the related logistics and anticipated outcomes of the assignment. • Volunteer may also prepare study materials while at the CRS Office.

	<ul style="list-style-type: none"> After the briefing, the volunteer will travel to Bishoftu to commence the assignment in the company of F2F team members.
Day 4	Introduction to the host and working environment.
Day 5-14	Carry out the assignment and provide orientation to the host staff.
Day 16	Debrief/exit meeting with the host in the presence of CRS staff.
Day 17	<ul style="list-style-type: none"> Facilitate an in-country/virtual debrief with CRS staff and/or USAID Mission. Finalize reimbursement of expenditures and liquidations (if any) with the finance department, as required. Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team. Depart for the USA.

H. DESIRABLE VOLUNTEERS SKILLS

- Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields.
- Extensive experience in commercial dairy farm management.
- Experience and skills in adult training methodologies.
- Strong communication and interpersonal skills.
- Willingness and flexibility to train and technically assist the host staff wherever required.
- Respect for the cultural and religious norms of rural people.

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment's location, the volunteer will stay in **Addis Ababa** at one of CRS's client hotels, **Inter Luxury Hotel** (<https://interluxuryhotel.com/>) or another hotel that will be booked and confirmed before the volunteer's arrival. The hotel usually includes services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- All required materials will be prepared ahead of time and will be provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer (if s/he needs one), local internet dongle (modem/EVDO) and mobile phone with charged local SIM-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay. CRS will provide a vehicle and accompany the volunteer to the place of the assignment.
- For the duration of the assignment, the volunteer will be booked into **Yatu International Hotel** located in **Bishoftu** to be confirmed prior to the volunteer's arrival. CRS Ethiopia will cover the costs of lodging against receipts. CRS HQ will provide the volunteer with a per-diem advance to cover meals and incidentals.
- Security information will be provided by the CRS Ethiopia security focal person at the CRS Addis Ababa office.

J. ASSIGNMENT PREPARATION RECOMMENDATIONS

Training Materials and preparation

- Although CRS F2F has developed the SOW, the volunteer can further refine the SOW based on his/her professional qualifications to successfully carry out this assignment.

- Prior to the assignment, the volunteer is advised to prepare the 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 make the request and obtain the materials from the CRS office in Addis Ababa.
- Translation of handouts to the local language can be done in the locality of the assignment, if required.
- Depending on the training locations and availability of electric power and LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations.

Training Participant demographics:

- 52% of the trainees are women and 86% are youths.
- Only the manager of the farm and veterinarians have Bachelor's degrees and other staff are grade 8 and 10.

Safety:

- There are no major security issues in the town; however, we ask volunteers to maintain vigilant and scan their surroundings. Traveling early in the morning and late afternoon is not advisable. Aim to conclude daily activities within the time interval of 8:00 am and 5:00 pm.
- There are many available hospitals and clinics nearby; if needed, we request that volunteers follow the CRS F2F guide on accessing medical care while on assignment.

Ethiopian business culture:

- The Ethiopian business environment and culture values trust and forging meaningful relationships. It is recommended, if invited, that you participate in some informal events such as having lunch with the team, attending wedding parties, etc. Aim to build personal relationships with your host staff.
- Due to the value placed on social hierarchy, the highest-ranking person usually makes the decisions.
- Ethiopia takes a flexible approach to adhering to schedules and deadlines. When working with people, it's advisable to reinforce the importance of the agreed-upon deadlines and how that may affect the rest of the assignment.

Weather and climate:

- Casual and comfortable clothes are the key when travelling in Ethiopia. The wet summer season of June, July and August is when you can expect heavy rainfall, and we advise you to pack a lightweight waterproof jacket and an umbrella. Average temperatures ranges from 14-28 °C

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	
Respective Recruiter Operations Specialist Farmer-to-Farmer Program 228 W. Lexington Street Baltimore, MD 21201 410-951-7366 Email: name.name@crs.org	
CRS Country Program	
Tatek Woldu, Program Manager CRS Ethiopia Office, P.O. Box 6592 Addis Ababa, Ethiopia Phone +251-11-278-8800, Mobile: +251-911873970 Email: tatek.woldu@crs.org	Lidia Retta, Sr. Project Officer CRS Ethiopia Office, P.O. Box 6592 Addis Ababa, Ethiopia Phone +251-11-278-8800, Mobile: +251-912091962 Email: lidia.retta@crs.org
Host Organization	
Fanuel Cherinet, Farm Manager Cherinet Mamo Agro processing Bishoftu (Debre Zeit), Ethiopia Mobile: Tel: +251 911302803 Email: cherinetdairy.fanu@gmail.com	