To express interest in this assignment please email priyanka.subba@crs.org
CRS Farmer-to-Farmer Program

Volunteer Assignment Scope of Work

Summary Information				
Assignment SOW Code	**NE305**			
Country:	Nepal			
Country Project:	Climate-smart Agriculture (CSA)			
Host Organization:	Agri Direct Pvt. Ltd.			
Partner:	N/A			
Assignment Title:	Training on climate-smart turmeric production technologies.			
Objectives of the assignment:	1) Provide hands-on training on climate-smart turmeric production technologies and practices. 2) Develop a climate-smart turmeric production protocol to assist the host and farmers in obtaining certification as a climate-smart product from the municipality.			
Assignment preferred dates:	July- August			
Desired volunteer expertise:	1) Expertise in climate-smart turmeric production technologies including natural resource management (soil, water, and plant nutrition management), planting techniques, crop rotation, mulching, and intercropping methods to optimize turmeric yields, and quality, and adapt to/mitigate the effects of climate change. 2) Ability to identify common pests and diseases affecting turmeric crops and implement effective control measures, including integrated pest management (IPM) strategies. 3) Understanding of the botanical characteristics of turmeric plants, including their growth habits, lifecycle, and environmental requirements.			
Type of Volunteer Assistance:	On Farm/Technology Transfer (T)			
Type of CSA Activity	A Adaptation/Resilience			
PERSUAP Classification[1]:	Type II			
Approx. Number of people to be trained:	Men	Women	Male Youth	Female Youth
	10	20	5	3

[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.

Host Information	
Date of completion of baseline & Capacity development plan data collection:	20th April 2024
Date of host agreement signing:	16th April 2024
No. of previous assignments:[2]	None
Recommendations given (Total):	None
Recommendations applied (Total):	None
Name of ToT trainee (if already identified)	1. Suhrid Chapagain, Founder, CEO 2. Ajaya Shahi, AFU Intern at Agri Direct and extension workers

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		• While assessing the host community, we found that female employees of the host and municipal office often feel hesitant and less confident than their male counterparts while communicating with external individuals and expressing their opinions. This may result in reduced participation among women as well as dominance by male farmers during the assignment. Therefore, this assignment encourages fostering active and equal participation of men and women during the entire assignment period.
2.1 Does the assignment contribute to increasing the capacities of men?	Yes		• Male employees and farmers will increase their knowledge of climate-smart turmeric production technologies.
2.2 Does the assignment contribute to increasing the capacities of women?	Yes		• Despite women having significant roles in turmeric farming such as seed selection and saving, planting, weeding, harvesting, and post-harvest activities, women are typically excluded from such training. Therefore, this assignment aims to foster the capacity of women in climate-smart turmeric production technologies.
3.1 Does the assignment address the constraints of women?	Yes		• Access to knowledge and skills in climate-smart turmeric farming is a key constraint for men and women. This assignment aims to alleviate these constraints associated with climate-smart turmeric production.
3.2 Does the assignment address the constraints of men?	Yes		• Same as 3.1 above
4.1 Does the assignment consider how to mobilize women to participate?	Yes		• The host is proactively communicating with staff and farmers (men and women) regarding the training, timing, venue, logistics, etc. This will ensure that

[2] Discuss new hosts with Program Director.

			participants, especially women, are adequately prepared in advance to attend the training.
4.2 Does the assignment consider how to mobilize men to participate?	Yes		• Same as above.
5.1 Have the assignment logistics been organized in a way that facilitates men's participation?	Yes		• The timing and duration of the training will be determined based on the availability of both male and female participants. • Dialogues with the host organization and F2F team will encompass the availability and suitability of facilities, including hotels, training halls, restroom facilities, etc., to ensure they are gender-friendly and capable of accommodating the diverse needs of all participants, both men and women.
5.2 Have the assignment logistics been organized in a way that facilitates women's participation?	Yes		• 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 training will improve the skills and capabilities of young male participants in climate-smart turmeric production technologies.
1.2 Does the assignment contribute to increasing the capacities of female youth?	Yes		• Same as above.
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		• Access to knowledge and skills in climate-smart turmeric production technologies are a key constraint for all stakeholders in turmeric farming. This assignment will address the constraints related to climate-smart turmeric production technologies for improved production, quality, and adapting/mitigating climate change.
3.1 Does the assignment address the particular constraints of male youth?	Yes		• Access to knowledge and skills in developing the company's sales and marketing strategies is a key constraint for male and female youth. This assignment aims to alleviate these constraints associated with developing sales and marketing strategies.
3.2 Does the assignment address the particular constraints of the female youth?	Yes		• Same as 3.1 above
Climate Change	Yes	No	If yes, how? If not, why not?
Will the assignment address climate change? (Yes/No) If yes, please include this in the issue description.	Yes: The assignment will promote the efficient and smart use of available land, water, nutrients, and technology leading to increased capacity of production systems to adapt to and mitigate the effects of climate change.		

A. BACKGROUND

The CRS Farmer-to-Farmer program (F2F) is a five-year (2024-2028) USAID-funded program that 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 2023-2028 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 Nepal has identified Agribusiness Development and Climate-Smart Agriculture (CSA) as the topics of its assignments. These are known within F2F as 'Country F2F Projects.' The agribusiness development project involves activities such as vegetable and fruit cultivation, dairy and goat farming, honeybee management, mushroom cultivation, as well as agro-processing, storage, packaging, branding, and marketing. The CSA project includes diversification and crop management, improved water management, and soil conservation. CRS F2F's working geographic zones are Sudur Paschim, Karnali, Lumbini, Bagmati, and Madhesh provinces. Requests from other locations and outside-country projects are sometimes considered but are seen as exceptions.

About the host organization

Agri Direct, based in Kathmandu, is an innovative small-scale agro-processing enterprise committed to bridging the gap between farmers and consumers while supporting farming communities through technology transfer and marketing. With a clear mission to deliver fresh, safe farm produce directly from farmers to consumers, Agri Direct operates on the principle that farmers are the most valuable partners. Through contract farming and direct sourcing with smallholder farmers, Agri Direct has a focus on maintaining product integrity while strengthening the technical and marketing capacities of farming communities. Agri Direct offers a diverse range of products including turmeric, honey, ghee, silajit (mineral tar or resin), and Sichuan pepper. The host places significant emphasis on local sourcing and has embraced a science-based approach to product collection, processing, and packaging. At the heart of Agri Direct's success lies its dedicated team of seven members, working tirelessly to realize the company's vision and support its network of farmers.

Over the past three years, Agri Direct has fostered strong relationships with over 500 farmers nationwide. In recent years, the company has engaged in contract turmeric production with a group of women farmers located in the Namo Buddha Municipality of Kavre district. This group comprises 25 households, with 19 actively involved in turmeric cultivation. According to feedback gathered during Focus Group Discussions with both male and female farmers, the collective harvest for the last season amounted to 2,000 kg of turmeric. Committed to adhering to safe food practices and exploring climate-smart agriculture, these farmers demonstrate Agri Direct's commitment to sustainability. Agri Direct has a plan to expand turmeric production by engaging additional farmers in the Namo Buddha farming community and establishing a turmeric processing plant at the production site.

The company seeks to tap into the health-based market segment by promoting its high curcumin-based turmeric product.

B. ISSUE DESCRIPTION

The government of Nepal's (GoN) National Adaptation Plan (NAP- 2021-2050) sets out to build the adaptive capacity and resilience of key natural, social, and economic sectors vulnerable to and at risk of climate change. The Plan outlines a total of nine priority adaptation programs in agriculture including providing climate change capacity-building training to agriculture and livestock technicians and farmers at all tiers of government. Nepal's Agriculture Development Strategy (ADS 2015-2035) is the roadmap for a 20-year vision and 10-year planning horizon to achieve much higher productivity, competitiveness, inclusivity, and sustainability while making agriculture more resilient to climate change. Relying on these strategic directions, the GoN has started an initiative called "Building Climate Change Resilient Communities through Private Sector Participation" under the Climate Investment Funds (CIF). The USAID Country Development Cooperation Strategy (CDCS) for Nepal emphasizes the need to consider the effects of climate change on agricultural productivity, which will ultimately affect investments in off-farm market systems up the value chain. USAID points to CSA as an important way to build the resilience of farming communities to climate change by advancing CSA technologies and services at an appropriate scale for smallholder adaptation (USAID CDCS, 2020). These policy provisions of GoN and USAID resonate with the vision and goal of the host organization, Agri Direct.

During Focus Group Discussion farmers reported that rising temperatures, less frequent and unpredictable rainfall, and an increase in pests and diseases (including rhizome rots and increased number and size of tertiary rhizomes) caused by climate change have resulted in a significant reduction in yield and quality of harvest, rendering farmers more vulnerable to climate change. Considering these realities, Nepal aims to expand agricultural adaptation measures to prepare for future climate change impacts. However, several obstacles stand in the way, including a lack of knowledge, information, and inputs related to climate-smart agriculture. Most Nepalese farmers have limited access to climate-smart crop varieties, machinery, finance, and markets, as links with agribusinesses tend to be weak in most cases. This is because extension services in Nepal, whether provided by the public or private sector, are unable to reach many smallholder farmers.

Agri Direct is partnering with a women farmers' group situated in Namo Buddha Municipality, Kavre district. The collaboration entails the provision of climate-smart technical assistance, inputs, and training by mobilizing the company's staff. The women's group comprises 25 members, with 19 actively involved in commercial-scale turmeric farming. There is significant opportunity within the village to expand turmeric production and enhance

yields by adopting climate-smart production technologies. However, both technicians and farmers currently lack the necessary skills and knowledge in this area.

To address these challenges, a key strategy is to invest in the technical capacity-building of host extension workers and farmers on climate-smart turmeric production technologies and empower them to adopt locally appropriate solutions. Therefore, Agri Direct has sought F2F technical assistance to aid in climate-smart turmeric production, alongside capacity building for staff and turmeric growers.

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of the assignment is to train the host employees and turmeric farmers on climate-smart turmeric production technologies.

The following are the specific objectives.

1) Provide hands-on training on climate-smart turmeric production technologies and practices.
2) Develop a climate-smart turmeric production protocol to assist the host and farmers in obtaining certification as a climate-smart product from the municipality.

D. HOST CONTRIBUTION

Agri Direct will mobilize company staff and turmeric farmers to attend the assignment. The organization will also assign at least one key personnel to work closely with the volunteer during training preparation and implementation to ensure that key staff members can train other organization members once the assignment has been completed.

Furthermore, the host will provide the following contributions:

- Provision of training venue and necessary demonstration materials for the training sessions.
- Provision of stationery and transportation for participants, and other associated training facility costs.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

1. Enhancement of knowledge and skills of host employees and turmeric farmers on climate-smart turmeric production technologies.
2. Contribution to the company's five-year vision for increased production, quality, and sale of turmeric and related products such as turmeric powder and turmeric latte

F. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer end-of-assignment report with recommendations for the host organization's action plan and recommendations for CRS (due before departure from Nepal).
2. Group presentation with local stakeholders at the end of the assignment in-country.
3. Final debriefs meeting (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID.
4. A minimum of 3 volunteer outreach activities in the US and/or in-country using appropriate media (print, radio, TV, group presentations, social media etc.)
5. A climate-smart turmeric production protocol guide to be used for record-keeping by farmers and the host.

G. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN THE COUNTRY

Day	Activity
Days 1	• Arrival at Tribhuvan International Airport (TIA); pick-up by Hotel Kutumba driver • Check-in at Hotel Kutumba, Kupondole, Lalitpur, Nepal. **NB:** If you encounter any difficulties, please request assistance from airport staff to call Suprava Acharya (on WhatsApp or phone) at +977 9840937902 or Nirmal Gadal at +977 9851073671.
Day 2	Rest day in Hotel Kutumba
Day 3	• At 10:00 am, the volunteer will be picked up at the hotel by a CRS driver and taken to the office for introductions and briefings. • The volunteer will be briefed by the F2F team about the host and then discuss with the team the related logistics and anticipated outcomes. • The volunteer may also prepare study materials while at the CRS Office. • After the briefing, the volunteer will travel to the Agri Direct office in Baneshwor, Kathmandu for introductions before traveling to the assignment site in Namobuddha municipality of Kavre district (1.5 hrs by road) to commence the assignment in the company of F2F team members.
Days 4 – 12	Conduct assignment-related activities at the host location.
Day 13-14	Activity close-out. • In-country/virtual debrief with CRS staff and/or USAID Mission. • Reimbursement of expenditures and liquidations (if any) with the finance department, as required. • Drafting and submission of volunteer reports, training attendance sheets, assignment reports, PPT presentations, and any reference materials to the CRS F2F team
Day 15	Depart for the USA

H. DESIRABLE VOLUNTEER SKILLS

1) Expertise in climate-smart turmeric production technologies including natural resource management (soil, water, plant nutrition, etc.), planting techniques, crop rotation, mulching, and intercropping methods to optimize turmeric yields, and quality, and adapt to/mitigate the effects of climate change.
2) Ability to identify common pests and diseases affecting turmeric crops and implement effective control measures, including integrated pest management (IPM) strategies.
3) Understanding of the botanical characteristics of turmeric plants, including their growth habits, lifecycle, and environmental requirements.

I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- During their stay in Kathmandu, the volunteer will be accommodated at Hotel Kutumba (www.hotelkutumba.com), and confirmation will be provided prior to their arrival. The hotel offers

amenities such as airport pickup and drop-off, breakfast, wireless internet, etc. For the duration of the assignment, the volunteer will be accommodated at a hotel in Namobuddha. Details regarding the specific hotel are currently being finalized and will be communicated to the volunteer before their departure.

- CRS Nepal will cover the costs of lodging. CRS HQ will provide the volunteer with a per diem advance to cover meals and incidentals.
- Security information will be provided by the CRS Nepal security focal person at the CRS office.
- CRS Nepal will provide the volunteer with a laptop computer (if s/he needs one), a local internet dongle (modem/EVDO), and a mobile phone with a charged local SIM card and top-up. Any other required logistics and facilities can also be requested by the volunteer during her/his stay. CRS Nepal will provide a vehicle and accompany the volunteer to the place of the assignment.

J. ASSIGNMENT PREPARATION RECOMMENDATIONS

Training Materials:

- Before travel, the volunteer is advised to prepare all necessary training and demonstration aids and written handouts. Electronic copies of these handouts and any other materials can be printed for immediate use at the CRS office in Kathmandu at the volunteer's request.

Training Participants demographics:

- The training participants will include municipal staff and turmeric farmers. Training participants will be mixed in terms of education, age, and gender. Women and youth participants will be encouraged to attend.
- The volunteer will be given opportunities to understand the socio-technical and cultural contexts including government sectoral policies and priorities before the start of the actual training.

Roads and transportation:

- Kathmandu has good road connectivity. However, traffic can sometimes be heavy, especially during mornings (8:30 to 10:30 am) and evenings (5:00 to 6:30 pm). Enroute to the assignment site, (Namobuddha municipality of Kavre district) we can expect part of the section of the road to be rough, due to poor maintenance.

Communication and Security

- While there are no major security issues nationwide, we advise volunteers to remain vigilant and aware of their surroundings. Avoiding travel during early mornings and late afternoons is recommended. Try to schedule activities between 8:00 am and 5:00 pm.
- Nearby hospitals and clinics are available. Volunteers are encouraged to refer to the CRS F2F guide for accessing medical care during their assignment.
- In Kathmandu, services such as electricity, internet, and cellphone signals are generally reliable and stable. However, while on assignment in Namobuddha, occasional electricity outages and weak internet and cellphone signals may be encountered.

Working environment and culture

- Nepalese people are known for their friendliness and may actively seek to establish meaningful connections with visitors. It is advisable to accept invitations from host staff or training participants to informal gatherings such as lunches, wedding parties, and cultural ceremonies to nurture personal relationships with them.

- Nepalese culture often exhibits flexibility regarding schedules and deadlines. When collaborating with locals, it is advantageous to underscore the significance of adhering to mutually agreed-upon deadlines and to communicate how any delays might affect the overall assignment.

Weather-appropriate clothing

- June is the hottest month across the country with an average temperature of 42°C (107.6°F) and the wettest month is July with an average of 325.3mm of rain. About 2812 mm (110.7 inches) of precipitation falls annually in Nepal. Please visit https://www.accuweather.com/en/np/nepal-weather to check the weather forecast closer to your travel dates for any unexpected changes and to pack accordingly.
- It is best to pack a variety of clothing to accommodate different conditions: lightweight and breathable clothing, such as cotton shirts, shorts, and dresses, are suitable for the warmer months (e.g., June). A waterproof or water-resistant jacket or raincoat is advisable, especially for the wetter months (e.g., July) when there's a higher chance of rainfall.
- Comfortable walking shoes or hiking boots are recommended for exploring the terrain and navigating uneven surfaces, especially if you plan to venture into rural areas or hike in the surrounding hills.

Recommended reading

- CRS recommends that volunteers become familiar with CRS programming in Nepal, and the *[Agribusiness or CSA]* country project description (the latter to be provide via an email).

K. KEY CONTACTS

To express interest in this assignment, please email the CRS Baltimore contact listed below. For additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

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<tr><th>Host Organization (Primary contact)</th><th>Host Organization (Secondary contact)</th></tr>
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