

Terms of Reference
Vegetable Sector Extension Advice and Training Provision
GROW Liberia

Reports to: Senior Intervention Manager (SIM) for Vegetables, GROW

Also involved: Team Leader, Monitoring & Results Measurement Manager, Market Development Specialist

Primary Location: Montserrado, Bong, Nimba and Margibi Counties

Consultancy duration: 5 Months

Start date: October 2017

The Programme:

GROW is a Sida-funded market development initiative utilising the 'Making Markets Work for the Poor' (M4P) approach to facilitate sustainable, pro-poor economic growth and stability across Liberia. Currently working in the oil palm, rubber, vegetable and cocoa sectors, the programme seeks to contribute to sustainable peace and poverty reduction through inclusive and integrated economic development in Liberia. Its objective is substantially increased incomes and employment opportunities for a large number of poor women, men and youth, created through agricultural market system change.

The focus of GROW's work in the vegetable sector is on increasing local production of high-quality exotic vegetables. GROW envisions this happening through forward contracts between farmers, traders, and buyers, combined with organized inputs supply, extension, and access to formal bank finance.

In view of the above, GROW is working with the Monrovia Vegetable Sellers Association (MVSA) to deliver a Trader Growth Programme to enable vegetable traders to improve their management capacity, formalize operations, access finance from banks, and work with a large number of farmers. Additionally, GROW and MVSA want to ensure farmers receive high-quality inputs, extension advice and training, and a secure market for their produce. All these efforts are geared towards ensuring a consistent supply of quality vegetables to meet local demand, thereby leading to increased incomes for farmers.

The Role and responsibilities:

GROW is seeking the services of an extension officer, who will be situated in one of the 4 counties mentioned above based on the concentration of identified farmers, to work with traders partnered with GROW to provide extension advice and training on good agronomical practices in the production of quality vegetables.

The Consultant's responsibilities will include completing the following tasks:

- Understand which crops the contracted farmers are growing for traders, and develop and deliver appropriate, regular on-farm training for farmers, with specific focus on general farm assessment and planning; identification of common pests and diseases and application of corresponding agrochemicals and fertilizers; appropriate agronomic practices for targeted high value vegetables including ensuring adequate crop nutrition.
- Work with Traders to ensure farmers are organized into clusters for easy delivery of specific trainings as may be required from time to time.
- Schedule extension visits, training and supervision in coordination with the farmer clusters/groups.

- Provide advice and adequate information to farmers on the use of superior and certified inputs, including seeds, fertilizers and chemicals to improve crop yields and monitor adoption of these inputs by farmers.
- Maintain a good working and business relationship with farmers and traders through regular communication about their needs, progress and provide feedback to GROW through the SIM for vegetables.
- Develop follow up plans with farmers to verify the application of training acquired and ensure farms are maintained in line with good agricultural practices.
- Gather farmers input needs and provide appropriate technical advice and analysis including feedback to farmers and traders.
- Encourage farmers to keep records of their production, including inputs used and cost, sales, extension training and visits etc.
- Coordinate farm inventory survey to capture farmers' registration, farm size, GPS coordinates and basic baseline data.
- Closely monitor and provide feedback to GROW and suggest corrective actions where needed as it appertains farmers and traders progress and extension services in general.
- Any other duties as may be required from time to time.

Deliverables:

- **Training plan:** clearly outlining topics to be trained on; timing and location of training.
- **Training follow ups plan** - based on feedback from farmers from the training.
- **Weekly report.** clearly outlining activities undertaken, record, of all farm visits, results, and next step

Required Skills, Knowledge and Abilities

- At least an AA or Bachelor's degree in General Agriculture, horticulture agronomy, crop, soil, weed management, agriculture business, or other agriculture science course work or any related discipline but with hands-on experience in horticultural crop management.
- Proficiency on computer skills - mainly Microsoft Office; Excel; email and use of internet. Additional knowledge in systems design and operation management is desirable.
- At least 3 years of hands-on experience in farm diagnosis, able to identify deficiencies in soil nutrients, pests and diseases with ease and able to provide corrective advice; and experience in delivering training to farmers.
- Proven ability to effectively communicate in English – verbal and written.
- Ability to work independently and proceed with objectives with minimum or no supervision.
- Desire to serve farmers in remote areas and others involved in horticulture industry.

Please forward a cover letter expressing your interest in the position, as well as the latest version of your CV to opportunities@growliberia.com. Please write "Vegetable Extension Officer" in the subject line of your email and submit no later than close of business 17th September, 2017