

❖ **Development Instructor – From Communal Farmer to Commercial Farmer**

Job Description - March 2008

Dear Development Instructor!

This job description starts with a general introduction to the program “from Communal Farmer to Commercial Farmer” (C to C) in Humana People to People and an overview of its structure. Then follows a description of your job as a Development Instructor in a C to C project, with practical examples of what the work consists of.

All C to C projects follow a similar structure and organisation, and they all follow the same general guidelines for their activities. However, every C to C project adjusts its activities according to the seasons, the situation in the area and the specific needs of the community.

As a Development Instructor in C to C, you will live and work in a rural community in one of the areas of the project. You will be expected to work independently and to be flexible in your work. Your tasks will vary according to the season, the needs of the project and the funds available while you are there. You will be involved in activities from collecting statistics and writing reports and newsletters, to getting Partnerships for the project, to building rope pumps, establishing model gardens and carrying out a multitude of other practical actions, to training the Extension Workers and mobilising and training the farmers themselves.

Welcome as a Development Instructor in C to C!

1. The C to C program

The program “From Communal Farmer to Commercial Farmer (C to C) started in Zimbabwe in 1995 with training of communal farmers on land at DAPP Zimbabwe’s farms. It was a 5 year program aimed at settling the farmers on their own land after their training.

Since then, several C to C projects have been completed successfully, training resettled farmers in Zimbabwe, and two projects are presently in operation. Another C to C program is also being implemented in Guinea Bissau, run by ADPP Guinea Bissau.

The idea of C to C is to create an opportunity for communal farmers to learn modern commercial farming techniques so they can transform themselves from being subsistence farmers to becoming commercial farmers, maximising their yields. By securing a good farming business, the farmers can get out of poverty. This is done by engaging them in cash crop production and livestock production, making them self-sufficient in terms of food, and enabling them to produce a surplus. In the process, they become contributors to the overall economy of their societies.

Another aim of the training is to educate the farmers in practicing sustainable farming, since this is a prerequisite for the long-term sustainability of their farm and the environment of which they are part.

The C to C projects work to enable the farmers to establish reliable markets for their crops and to secure necessary inputs such as seeds and fertilizer at the lowest possible prices by pooling resources and buying in bulk.



2. Description of the project

The target group

The target group consists of small farmers who have the desire to use commercial methods in their farming, thereby increasing their production and income and improving their living standards.

The activities

The C to C program works with 8 elements which are:

- 1.** Crop production
- 2.** Animal Husbandry
- 3.** Farm Management
- 4.** Horticulture Production
- 5.** Conservation Farming
- 6.** Environment Awareness and Nature Conservation
- 7.** Tillage Management
- 8.** Social Programs: Adult Literacy, Preschools, HIV and AIDS

The C to C program seeks to address the following issues:

The C to C program aims at improving food production. The projects work towards finding long term solutions to food shortages and dependency. The solutions can be found on the grassroots level, with the farmers organising themselves to become the driving force in improving their lives, with increased agricultural output and better market prices as a result.

The program promotes and trains the farmers in a number of ways to increase their yield and enhance their food security: Diversifying the production, thereby making the farmers less dependent on one crop such as maize or rice; improving the storage and processing of

their crops; getting better access to inputs and markets and improving their links to the services of government extension workers and to others providing quality seeds, fertilizers and many other inputs.

The program also provides training in sustainable agriculture: promoting conservation agriculture as a method to obtain higher yields; increasing the farmers' knowledge of simple and modern systems to decrease land degradation and improve soil fertility and water management, and improving the farmers' access to irrigation by introducing low-cost technologies.

The rope pump is one of these technologies. In dry areas, low-cost manual drilling systems are introduced, thus enabling access to water for irrigation in areas where the water table is deeper than 20 meters or in areas where it is unsafe to dig wells.



The C to C projects furthermore promote and train the farmers in improving their environment and thus reduce erosion and nutrient loss and increase water retention in their areas. This includes reducing the tilling of the soil, introducing mulch, establishing contours of vetiver grass and establishing groundwater recharge systems with vetiver grass that prevent water run-off and enables more rainwater to reach underwater aquifers. It also includes drilling recharge holes manually where needed. The project informs the farmers about the negative effects of burning their fields. Another important activity is to promote tree planting and establish tree nurseries.

Another central activity of C to C is to train the farmers in the establishment of vegetable gardens. The farmers learn to grow a variety of vegetables resulting in a more nutritious menu and vegetables for sale. Model gardens are used as a practicing and training ground for adopting new ideas and methods. Low-cost rope pumps are used to secure year-round water supply.

Model plots are also established to demonstrate modern methods. Some of these plots use conservation farming, while others demonstrate inter-cropping and cover crop systems.

The C to C projects emphasize the education and support of both men and women in the program, thereby improving gender equality and promoting good partnerships between the men and women in the families and in the daily running of the family farm.

The C to C projects educate the farmers in realizing that they play an important role in stabilizing the economy of their country through maximising production and becoming skilled at - and proud of - running their farms as enterprises in their own right.

All farmers in C to C undergo training so as to earn a Master Farming Diploma, through this acquiring modern farming skills.

The structure of C to C:

The farmers are organized in clubs of 30-50 members. They meet once a week at the local school; husband and wife. At the weekly meeting they receive lessons and training and prepare themselves for practical tasks and actions during the coming week.

The project has 1 extension worker for every 50 farmers. The extension workers have the responsibility of training and guiding the farmers. The Project Leader has the overall leadership of the project.

Starting up

A C to C project is started up when a Humana People to People Extension Worker presents the idea of the program to the members of a farming community, and those who are interested decide they want to join. The Extension Officer may take advantage of community meetings held by local authorities to present the idea while the community is gathered. Those who want to join are then invited for a founding meeting of the C to C program.

A suggestion for a constitution is presented, discussed and agreed upon, and the farmers begin to enroll.

The Committees

The farmers select two committees who have special responsibilities, the Development Committee and the Marketing and Purchasing Committee:

The Development Committee takes initiatives and organises actions to help the farmers improve their living standards according to their needs. This can include alphabetization campaigns, HIV/AIDS prevention campaigns, establishing and running pre-schools in the community, and much more.

The Marketing and Purchasing Committee organises the farmers around common buying and selling, securing a market for their crops and buying fertilizer and other inputs at the lowest possible price.

The committees meet once a month.

Field visits

The Farmers are visited regularly by the Extension Officers, and if possible also by the Local Government Extension Worker. On these visits, they receive individual help in their fields.

Field days and demonstration days

Field days are held in the dry season. Field days in the crop fields are held in the rainy season. A field day is a day where the farmers get together. On one field day, they visit their best farmers, examine their fields and learn from the best examples. On another field day, they visit each others farms and learn from each others mistakes as well as successes. Demonstration days are arranged to introduce new methods such as Conservation Farming.

Actions in the community

Another aspect of the C to C program is to carry out actions where the farmers and their families improve their living conditions. Actions on hygiene and health are carried out twice a year. These can be malaria prevention actions, cleaning actions in the communities and around the houses, treeplanting actions or HIV/AIDS prevention campaigns.

Events

Two or three times a year, the farmers are invited to participate in special events such as celebrating the year's results and awarding a prize to the rice (or maize) grower of the year, or a day's planning of the approaching planting season - deciding what crops to grow, which input to use and making the budget for all of it.

Workshops

Workshops are organized by the Extension Officers or by groups of farmers interested in a specific subject in which they can learn new techniques. The members of the club visit each others' farms and may also visit larger commercial farms to increase their knowledge.

3. Your Work as a Development Instructor in the Farmers Club Project

As a Development Instructor in a C to C project, you will be working with a broad range of the elements described above. You will be involved in developing different parts of the programme, and your input will benefit the involved farmers.

You will live in a rural community that constitutes one of the areas of the C to C project. You will work closely with the people in the community to make the programme progress. What you develop in your area will be used as a model for other areas to learn from.

Each project has its individual characteristics, but the structures and the programme is the same for all C to C projects. It is important that you act as a team player at the project and that you are prepared to work under the leadership of the Project Leader. Be good at listening. You can learn as much from the project leader, the extension workers and the people at the project as they can learn from you, and the wisdom of everyone can be used for the benefit of all.

4. Examples of tasks

This section illustrates examples of the tasks you will carry out at a C to C project:

Working with the community to promote cooperation and development.

You will work with the people in the community and its key players to promote development. The key players include C to C committee members, village heads, church leaders, schools in the areas and local authorities.

It might involve participating in the weekly meetings in the C to C Clubs where the farmers review their results and analyse their progress, their strengths and their weaknesses. During these meetings, you will listen, learn and contribute, and you may also give lessons and presentations.

It may also involve carrying out campaigns where you involve key persons in the community to give their backing. This could for example be during an HIV/AIDS campaign, a tree-planting action or a campaign to tidy up the village.

Working with the community to increase awareness on Water Efficient Systems and Environmental issues.

Changing rain patterns due to Global Warming are affecting many of the farmers in the C to C projects. It is more necessary than ever to get access to water for irrigation, at least for producing vegetables, all year round, for example by installing low-cost rope pumps. Some technical and practical skills are needed for this, and a lot of training of the farmers.

All the known water saving methods are to be introduced: Planting vetiver grass, tree planting, gully reclamation etc.

As a Development Instructor, you will be building wells and rope pumps. You will organise educative field days. You may be working to get Partnerships to establish tree nurseries and organise actions to plant the trees. You will plan and organise environmental actions in the communities.

Vegetable gardens

The vegetable gardens serve to strengthen the families' - and most often the women's - capacity to improve their families' food security. Through the production of nutritious vegetables and immune boosting herbs, vegetable gardens are a significant contribution towards improving the families' nutritional status, not least those family members who are HIV positive.

As a Development Instructor, you will encourage each family to grow a vegetable garden. One way of doing that is to establish good model

gardens. You will promote the most nutritious vegetables and herbs and secure that the best varieties are used. You will teach the farmers which vitamins and minerals their bodies need and which vegetables they can grow to get them. You will establish compost production. You will organise garden days. Throughout this work, you will work closely with the extension workers at the project.

Model plots

The model plots are selected fields where modern sustainable farming methods such as Conservation Farming, soil erosion protection, cover crops, crop rotation and compost making are practiced. These are methods which the farmers need to adopt in their fields when striving for a more viable farming economy and establishing food security, especially in environments with unstable rain patterns.

You will promote good agricultural practices such as crop diversification, crop rotation, cover crops and inter-cropping, and pot hold planting. You will work to ensure that the best crop varieties are used. You will promote cooperation among the farmers. You will work closely with the extension workers to assist the farmers in implementing good farming practices in their own fields.

Assisting the project leader with administration, communication, information and public relations.

This is an area where you as a Development Instructor can make a big difference, because the skills required for this part of the work at the project most likely are familiar to you - simply because you come from the "developed" part of the world.

One of your tasks in the C to C project will be to write articles for the project's bi-monthly newsletter, make the layout and print it. Another will be to receive visitors and show them around the project, ensuring that donors and partners take with them a good impression and a good understanding of the project.

You will assist in the project's record-keeping, produce statistics and analyse the information gathered, and you will write reports. This is

important in order to assess the work in progress: Is the project on the right track? Where are its shortcomings, and what needs to be improved? The project's statistics, records and reports also constitute the documentation towards donors and Partners, giving them the tools to see and measure the results of their support. You may also be involved in developing the cooperation with government workers and NGO's in the district and work to get Partnerships and funds from local donors.



5. How do you qualify yourself for the position

* You qualify yourself as a Development Instructor by carrying out the program at your DRH School. But here are listed some central elements you should prepare yourself for when choosing a position as a Development Instructor in C to C:

* Become well versed in the practical skills you will be teaching in the C to C project. Learn the 40 Gaia Green World Actions inside out. Learn how to construct a rope pump. If possible, construct a prototype at your school. Practice building a firewood saving stove. Try out making a water purifying system. Learn how a well is dug.

* Learn a lot about sustainable farming and water conservation in the developing world. Find out what a vetiver contour is, and a groundwater recharge system. Learn to drill a recharge hole. Grow a vegetable garden at your school and practice composting, mulching and good farm management. Become good at explaining the benefits of nutritious vegetables, make a series of good posters about the body's need for vitamins and minerals, and learn which immune-boosting herbs are grown in the model gardens.

Visit an organic farm and experience how sustainable farming is practiced in your part of the world. Compare the farmer's circumstances with what you will meet at the C to C project. Practice explaining the principles of conservation farming, inter-cropping and crop cover systems, and try it out at your school if you can, or get a neighbouring farmer to show you. Learn about the importance of planting trees.

* Learn about the consequences of Global Warming in the region where you are going. Prepare a good and down-to-earth presentation about Global Warming, illustrated by posters.

* Train yourself in organizing, leading and carrying out practical actions and solving practical problems.

- * Practice holding courses, workshops and training sessions for adults.
- * Take a stand to how you will keep yourself in good health while you are a Development Instructor, and prepare yourself for this, as this is an important prerequisite for you to be able to do good work and have a good experience as a Development Instructor. Make sure you are fit, so you are well prepared for physical work and lots of walking or bicycling.
- * If you are going to a Portuguese speaking country, it is important that you are diligent in learning Portuguese, since people don't speak English. You may also learn some greetings and phrases in the local language.
- * Practice producing information materials of all kinds, compiling statistics and writing reports. This is an invaluable skill for a Development Instructor at any project.

6. Structures

Your Operation Area

Upon your arrival, the project leader will have worked out where you will live and work according to the situation in the area and the needs of the Farmer's Clubs at that time.

You will be using a bicycle for your transport in the project area and public transport such as buses when travelling to areas more than 20 km away.

Routines

Be prepared to work with a minimum of fixed routines. This means that you organize your day to a wide extent yourself. You plan your week and your month together with your Project Leader or the extension worker you are working with. You have daily, weekly and monthly planning meetings.

The Day structure

Most days, you will work in the field between 8.00 and 17.00 hours. You will often prepare the work for the coming day in the evening, as well as discussing problems and new developments with your Project Leader or the extension worker.

7. What to do next

This booklet is a general project description for a Development Instructor working at a C to C project. Use it to get a general picture of a C to C project and an overview of what your job as a Development Instructor in C to C will be like. Having read this, you can decide whether you would like to be a Development Instructor within C to C, and from here you can qualify yourself for the work within this specific project type and you can prepare yourself for the country you will work in.

Your next step will be to prepare a written presentation of yourself to your Project Leader. You will do this as a part of your preparation for the Midway Meeting three months into the training program. The presentation will be qualified by your team, your teacher and your headmaster, after which you will send it to your Project Leader. Your Project Leader will then send you a Work Plan where you will be presented to your project and the position you will fulfill. You will thus receive your Work Plan approximately 2 months before you leave for the project, giving you time to prepare yourself specifically and get into the details of your position before you leave.

***We wish you the best of luck
with your training!***

**Many greetings from
HUMANA PEOPLE TO PEOPLE**

