



COMPREHENSIVE AGRICULTURE AND RURAL DEVELOPMENT FACILITY (CARD-F)

Date: _____

Reference No: _____

VA Number: CARD-F-HRT-18-18
Position: Commercial Layer Farms Consultant
Organization: CARD-F
Duty Station: (Herat, Kandahar and Balkh Provinces)
Duration: Short Term
No of Positions: 1
Sex: Male/Female
Nationality: Afghan / International
Fees : Negotiable
Announcement Date: 20th June 2018
Closing Date: 30th June 2018

Background

Comprehensive Agriculture and Rural Development – Facility (CARD-F) is an Agriculture Development Programme which aims to increase employment, income and business opportunities primarily targeting rural masses through the design, facilitation and implementation of commercially viable value chains supplemented with rural infrastructure projects in the target provinces of Afghanistan. CARD-F provides needs-based services and support to create and sustain licit businesses in rural communities by providing alternative livelihood opportunities. As a model of cross-ministry collaboration, CARD-F works under the patronage of an Inter-Ministerial Committee (IMC) that consists of the Ministry of Agriculture and Livestock, the Ministry of Rural Rehabilitation and Development, the Ministry of Counter Narcotics and the Ministry of Finance. The IMC is led by the Ministry of Counter Narcotics.

Funded by the British and Danish government, CARD-F seeks to diminish poppy cultivation and empowers rural communities and strengthens their economic standing through Economic Development Packages (EDP), especially customized packages to support critical value chains, identify bottlenecks and provide solutions. EDPs are implemented through implementing partners and direct implementation unit of CARD-F. The Facility supports development of agricultural growth opportunities and complementary investments such as infrastructure, processing and marketing.

Information about the Assignment:



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CARD-F, through private sector, has established 13 commercial layer farms in total (two in Kandahar, four in Balkh, and seven in Herat), this list of these farms are given in a table under Beneficiary list. Given the high operational costs of the first four months, before the hens start producing eggs, the risks are relatively higher than other poultry farms (i.e. broiler farms). In addition, some of the CARD-F supported layer farms were affected by outbreaks/diseases in the laying period of hens which caused estimated significant losses to the investors. Some of these entrepreneurs also have technical and capacity problems which result into high cost of production as well as technical management of farms both of which can result in lower profitability. This is further exacerbating when outbreaks of diseases take place. Thus, most of these facilities are under stress and reluctant to re-functionalize in order to capture the market opportunities. CARD-F has realized that part of the problem lies; lacking the capacity and know-how to operate effectively therefore CARD-F has planned to extend its soft and technical support to these target commercial layer farms by deploying experts for short term (Maximum 72 working days) to provide on-job trainings, oversight technical support by overseeing the practices, guiding them by developing management tools, conducting trails and equip them with overall management skills and techniques so that these farmers operate at maximum capacity with higher production, lower mortality and lower cost which will result into higher profitability.

Duties and Responsibilities:

This is a short-term (max three months) assignment and deployment is largely in presence at sites (Herat, Kandahar and Balkh Provinces of Afghanistan). The following terms of references are expected to be delivered;

Commercial Layer Farms:

- The layer expert is responsible to refresh the layer farm workers/farmers knowledge in layer management in order to ensure production of cost competitive, high quality, disease free table eggs
- Train the staff/workers in all aspects of farm management from pre delivery up to depletion of the layers



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- Train the Farm supervisor/technical staff in maintaining of high standard of bio security
- Properly calibrate/operate the cage equipment (feeder, drinkers, light system, egg collection, storage and ventilators);
- Responsible for carrying out of layer production, health, bio-security, husbandry and poultry welfare practices
- Train farm workers in terms of feeding, watering, vaccination, weight control, and lighting schedule
- Train the layer farm workers/supervisors in order to build their capacity in layer poultry husbandry duties such as temperature control, proper laying, medicating, humidification, environmental management (e.g. ventilation) and proper debarking, practices
- Generally guide the target beneficiaries on disease identification and early preventive methods
- Guide staff on disinfection, quarantine and other preventive measures to ensure healthy environment is established for commercial layer farming
- Guide staff on developing mechanisms to be carried out during weather extremes (very hot or cold)
- Train staff on maintaining disease free layer flocks; achieve high production with quality standards and targets as established for the farm
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- Conduct trails and test on sites for layer management and bio-security issues
- Mentor farmer / workers on achieving Health and Safety Targets as Standard SOPs

Target Beneficiaries:

The total list of CARD-F supported commercial layers and beneficiaries are given in table below:

S.No	Provinces	Target Commercial Layer Farms	Expected Trainees/Audience for Practical Trainings at sites
1	Herat	7 Commercial Layer Farms	Entrepreneurs/Investors,



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		(each with 10K Pullet Capacity)	Technical Staff and Farmers/workers (Minimum 28 Trainees for All Layers)
2	Kandahar	2 Commercial Layer Farms (Each with 10K Pullet Capacity)	Entrepreneurs/Investors, Technical Staff and Farmers/workers (Minimum 8 Trainees for these layer farms)
3	Balkh	4 Commercial Layer Farms(one with 10K Pullet, three with 5K Pullet Capacity)	Entrepreneurs/Investors, Technical Staff and Farmers/workers (Minimum 16 Trainees)

Expected Output:

The incumbent must produce the following output for this assignment.

- Trained Entrepreneur and his/her staff on the Layers management, maintenance and supervision
- Technical and Management Staff of layer farms trained on biosecurity management
- Assisted Entrepreneurs and his/her staff to identify common and specific diseases in poultry in specific to layer farming and its prevention methods
- Trails and Tests conducted to practically train staff on commercial layer management
- Checklist and Farm Operations Manual/Guides developed for operations of commercial layer
- A report developed; briefing CARD-F on the assignment delivery and recommendations to both CARD-F and Entrepreneur

Fees

- Please mention the daily fees that you wish to charge for the assignment. Please ensure the quoted fees is inclusive of all costs inclusive but not limited to traveling, food, VISA, residence etc.



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Availability

- Timing of initiating the assignment is important therefore, the incumbent is required to mention the earliest possible date that he/she is able to start the assignment

Reporting line

- CARD-F Grantee or his/her designated staff, CARD-F Programme Development Director/ Deputy Program Development Director and/or Senior Poultry Specialist

Timeline

- Conduct an intensive theoretical training for about 7 days in Herat for all target audience/entrepreneurs including some key staff of CARD-F as a cluster
- Maximum 5 working days for each Layer (4 days one site and one day for drafting brief report and debriefing on assignment)
- The training may be given by one expert or group of experts at the same time; targeting each layer farm at a time traveling to all target sites
- The schedule maybe proposed by the consultant/consultancy however the overall delivery of this entire assignment is expected to be end September 2018 and shall not exceed the timeline
- A maximum number of working days required to deliver this assignment is 72 days (7 days for intensive theoretical training in Kabul for entire cluster, 5 days technical on-job training plus support per layer X 13 sites = 65 days); this may be reduced if some sites could be clustered like Layer Farms in Herat and Balkh Provinces.

Qualifications

- **Education and General Experience:**
 - Master's degree in Poultry Management, Animal Husbandry, Livestock with 5 years of experience related to Commercial Layer Farming with reputable agencies/suppliers like feed suppliers to commercial layer farms, DoCs supplier to commercial layer farms and has worked in mentoring and oversight management for commercial layer farms and/or
 - Bachelor Degree in Poultry Management, Animal Husbandry or Livestock with 7 years of experience related to Commercial Layer Farming with reputable
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agencies/suppliers like feed suppliers to commercial layer farms, DoCs supplier to commercial layer farms and has worked in mentoring and oversight management for commercial layer farms and/or

- High School Degree with more than 15 years of demonstrated related to Commercial Layer Farming with reputable agencies/suppliers like feed suppliers to commercial layer farms, DoCs supplier to commercial layer farms and has worked in mentoring and oversight management for commercial layer farms

- **Demonstrated Specific Experience:**

- Demonstrated experience with evidence is required on management of commercial poultry farms (Layer Farms in specific) , biosecurity and training technical staff on poultry management, feeding and operations; should have completed or oversighted at least three flocks of commercial layer farms

Note: Only applicants who meet these requirements will be considered.

Submission Guideline:

Please read the submission steps in order to have a successful application.

- You should apply through job application portal by clicking the below link.
- <http://www.cardf.gov.af/job-application-portal>
- If the above link does not open on click then please copy and paste the URL into web browser address bar.
- Please specify the vacancy number as 'CARD-F-HRT-18-18'
- Once you complete the job application portal form you will be able to attach your CV and one page cover letter.
- Please do not attach any other documents.

PLEASE NOTE:

1. Applications received after the deadline will not be considered.
2. Only short listed candidates will be contacted.