



Volunteers Engaged in Gender Responsive Technical Solutions (VETS) VOLUNTEER PLACEMENT DESCRIPTION 2020 - 2027

PART A: PLACEMENT OVERVIEW			
<i>Summary, for recruitment purposes</i>			
Job Title	Integrated Animal Health Specialist		
Country	Ghana		
Partner Organization	SEND GHANA		
Placement location	Capital city	X	Comments: Volunteer would be based in Tamale but work in communities within Tamale and other districts
	Mid-sized town	X	
	Rural town/village	X	
	Various		
Duration (Months)	Between 6 and 12 months		
Start date	April 2021		
Pre-departure Training Date/s	<Filled in by VWB/VSF staff based on partner start date request>		
Eligibility requirements	Open to Ghanaian Citizens and Permanent Residents of Ghana only.		
Language Requirements	<u>Essential:</u> English language <u>Desirable:</u> Please mention if the volunteer will need to work with a local translator for some of their duties: Volunteer will be supported with translation during community level activities		
Academic Qualifications	<u>Essential:</u> Bachelor's degree in veterinary pathology/ microbiology or related field <u>Desirable:</u> Degree in Veterinary Medicine		
Professional Background / Skills	<u>Essential:</u> <ul style="list-style-type: none"> • Experience in poultry feed industry, poultry value chain, poultry production and health management, • Experience in small ruminant production, value chain development and animal health management, • Ability to train farmers in disease control and feed management 		



	<ul style="list-style-type: none"> • Veterinary students willing to learn practical experiences on a poultry farm, • Skills in veterinary pathology laboratory investigations, • Diagnostic capacity in poultry and small ruminant diseases, in Anthrax, rabies and brucellosis • Proposal design, formulation and organizational management • Effective cross-cultural communication skills • Commitment to the principles of volunteer cooperation and familiarity with participatory approaches to development, including the promotion of gender equality, good governance and environmental sustainability <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • Previous international work / volunteer experience in COUNTRY or other developing country
<p>Placement goal and objectives (preliminary)</p>	<p>Overall Goal:</p> <p>To increase the income and resiliency levels of small holder farmers through the adoption of improved veterinary practices in poultry and small ruminant production and health management</p> <p>Objectives:</p> <ul style="list-style-type: none"> • To increase the knowledge and skills of small holder farmers in poultry and small ruminant production and health management • To enhance the capacity of beneficiary communities to control and manage zoonotic diseases • To increase the awareness and adoption of one health approaches and practices within project beneficiary communities <p>Potential Objectives:</p> <ol style="list-style-type: none"> 1. To conduct diagnoses of zoonotic diseases (anthrax, rabies and brucellosis) 2. To work with the veterinary pathologist at the School of Veterinary Medicine and Animal Research Institute in designing a veterinary pathology laboratory 3. To design and develop handouts for farmers in poultry and small ruminant diseases, PPR, anthrax, brucellosis <p>All volunteers are expected to promote gender equality, environmental sustainability and good governance within their placement responsibilities.</p>
<p>Volunteer Terms and Conditions</p>	
<p>VWB/VSF covers most of the costs of being an overseas volunteer, including:</p> <ul style="list-style-type: none"> • Travel and accommodation for the pre-departure training course in Ottawa 	



- Return airfare to placement country
- Visa/permit costs
- The cost of required vaccinations, anti-malarial medication, and overseas emergency travel health insurance
- A monthly living allowance (MLA) that will be paid into the volunteer's bank account in Canada. The MLA is designed to be sufficient to cover simple housing, basic food requirements, and other typical monthly living expenses.

Fundraising

VWB/VSF encourages each volunteer to raise funds towards the organization's operations.

About Veterinarians Without Borders

In the global south, more than 90 per cent of food animals are raised by subsistence farmers yet these small-scale livestock producers, the majority of whom are women, have very limited access to quality and affordable animal health services. Aside from the risks associated with the loss of valuable livestock who provide important protein and/or income for poor households, zoonotic diseases that can be passed from animals to humans offer a very real threat to human health on a wider scale.

Veterinarians without Borders/Vétérinaires sans frontières (VWB/VSF) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB/VSF works nationally and internationally to train animal health workers, increase food security, and improve animal & public health. VWB/VSF provides overseas volunteer placements for veterinarians and other animal & public health professionals.

About the Project: Volunteers Engaged in Gender Responsive Technical Solutions (VETS)

Livestock production is an important livelihood activity in many rural households in developing countries. It often contributes to multiple economic objectives and is an important source of nutritious food, income and climate resilience (Ilukor, 2017). However, animal diseases continue to be a threat to livestock production in most developing countries. An outbreak of disease can mean the difference between sufficient food and food insecurity; having a secure income and losing key household assets; and even between eating healthy or contaminated food (FAO, 2011). Epidemic diseases, such as peste des petits ruminants (PPR) and contagious caprine pleuropneumonia (CCPP), have led to the deaths of many animals, while other diseases, including foot-and-mouth disease (FMD) and brucellosis, affect animal growth and milk production (McDermott, Grace & Zinsstag, 2013). In developing countries, more than 90% of food animals are raised by small and subsistence farmers (FAO, 2014). These small-scale livestock producers the majority of whom are women, have very limited access to animal health services and remain extremely vulnerable as they lack the necessary support to prevent, or cure diseases in their livestock, leading to a loss of their livelihoods and keeping them in the cycle of poverty.

Agriculture is an important engine of growth and poverty reduction. The sector is underperforming in part because women, who are often a crucial resource in agriculture and the rural economy, face constraints that reduce their productivity (FAO, 2018). Although women comprise about 43 percent of the agricultural labor force globally and in developing countries, 1 in 3 have no control over major household purchases such as livestock, limiting their influence over decision making and financial planning (ILO, 2016).

For fifteen years, Veterinarians Without Borders has been sending Canadian Veterinarians and Vet students to poor communities around the world to help increase the knowledge and skills of small-scale farmers to keep their cows, chickens, goats, pigs, guinea fowl and other livestock healthy, well-fed and housed



securely. Volunteers Engaged in gender Responsive Technical Solutions (VETS), a project funded through the Volunteer-Cooperation Program at Global Affairs Canada, will allow VWB/VSF to substantially increase the number of Canadian volunteers it is able to send overseas. Over the next seven years (2020-2027), 190 Canadian volunteers will work with local organizations and community partners in Ghana, Kenya, Senegal, Lao PDR, Cambodia, and Vietnam to help create integrated animal health systems that will increase the livelihoods and household nutrition of small scale farmers.

PART B: DETAILED PLACEMENT DESCRIPTION

Part B is for volunteer applicants to review prior to being confirmed in the placement.

PARTNER INFORMATION

Name of partner organization	SEND GHANA		
Address of partner	Country	Ghana	
	State/Province/Region	Northern Region	
	City/town/village	Tamale	
	Street or postal address	RC House Number 8, Rice City Gumani, P.O. Box TL 341	
Partner Website (if applicable)	www.sendwestafrica.org		
Name of Placement Supervisor	Mumuni Mohammed	Job Title of Placement Supervisor	Regional Program Manger
Phone	+233-244091148	Email(s)	mumuni@sendwestafrica.org
Partner Organization's goals and objectives	<p>The goal is to promote good governance and equality of men and women in Ghana.</p> <p>The specific objectives include:</p> <ul style="list-style-type: none"> • To promote Social Accountability at all levels of governance in national, sector and district assembly budgets to maximize poverty reduction • To Improve the livelihood security situation of resource poor communities • To maximize the impact of social protection policy and programmes on the poor • To improve Farming Technologies for Small-scale Food Crop Farmers • To advance ICT for governance and poverty reduction • To build community resilience to mitigate climate change • To maximize the impact of SADA on Poverty Reduction in Northern Ghana • To establish a unit for providing technical services to other organizations in the use of PM&E 		
Other organizations and/or collaborators involved	<ul style="list-style-type: none"> • Veterinary college • Department of Agric • District Assemblies 		



Beneficiaries: Who is expected to ultimately benefit?	<ul style="list-style-type: none"> • Smallholder farmers • Veterinary college • Department of Agric • District Assemblies
Please insert here any relevant reports or publications from the partner organization that would be useful for volunteer applicants to review in advance.	
PRELIMINARY JOB DESCRIPTION	
Overall goal and specific objectives of the volunteer placement	<p>Placement Overall Goal:</p> <p>To assist poultry and ruminant farmers associations to increase incomes through improved feed formulation, housing, diagnoses and control of diseases in poultry and livestock, assist in the control of anthrax, <i>peste des petits ruminants</i> and rabies in rural communities, build capacity in veterinary pathology laboratory, conduct capacity building for women.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. To train small holder and large commercial farmers in the following areas: <ul style="list-style-type: none"> • Feed formulation and management of feed • How to diagnose and control poultry diseases • Biosecurity measures on farms • Business management of livestock production 2. To train vet technicians in lab poultry diseases 3. To build the diagnostic capacity of veterinary laboratory 4. To conduct diagnoses of zoonotic diseases (anthrax, rabies and brucellosis) 5. To work with the veterinary pathologist at the Veterinary college in designing a veterinary pathology laboratory 6. To design and develop handouts for farmers in poultry and small ruminant diseases, PPR, anthrax, brucellosis
Cross-cutting theme #1: Gender Equality	<p>It is a VETS project requirement that all placements will include a focus on promoting gender equality in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote gender equality through their work:</p> <p>Support in the implementation of SENDs Gender policy and Gender Equality Action guide by ensuring that all activity planning, implementation, monitoring and reporting is gender sensitive</p>
Cross-cutting theme #2: Environmental Sustainability	<p>It is a VETS project requirement that all placements will include a focus on promoting environmental sustainability in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote environmental sustainability through their work:</p>

	Support in the promotion of One Health approach and practices as well as enhancing the resiliency levels of communities
Cross-cutting theme #3: Good Governance	It is a VETS project requirement that all placements will include a focus on promoting good governance in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote good governance through their work: Ensuring that activity implementation is subjected to SENDs principles of transparency, accountability and equity
Describe some of specific activities, including training or workshops, that the volunteers will be expected to undertake during their placement.	<ul style="list-style-type: none"> • Train farmers on animal feeding, housing and health management • Train smallholder farmers on feed formulation • Train smallholder farmers on biosecurity • Vaccinate poultry against poultry diseases • Vaccinate small ruminants against petits des petits ruminants • Vaccinate ruminants against anthrax • Conduct diagnoses of poultry diseases • Assist in producing training manuals for farmers • Conduct laboratory diagnoses for Anthrax, Rabies and brucellosis • Conduct la investigation on Newcastle and Gumboro, coccidiosis, salmonellosis • Train Veterinary technicians on disease control measures • Train Veterinary personnel on the use of epidemiological tools (GPS) and other devices • Train Veterinary personnel on the use of ICT in data capture and analysis • Train Veterinary personnel on sample-taken techniques •
How will the volunteers' work contribute to the overall goals of the partner?	The volunteer's work will help to expand the focus of the organisations food security interventions to include animal production. The training of women and men smallholder farmers in communities on good animal production and health practices for sustainable incomes and food security in tandem with the organisation's goals
Who will be supervising the work of the volunteer? Who will the volunteer be working alongside at the partner organization (i.e. counterpart)?	Within the organisation, the Regional Program Manager would supervise the volunteer's work. The volunteer will work directly alongside field and project officers
What orientation will the volunteer receive at the start of their placement?	At the start of the placement the volunteer will undergo an orientation when he/she arrives in Tamale/Accra. The orientation will involve the work of the partner organisation, targets and location. The volunteer will also be oriented on the culture of Ghana and the project districts. The period will also be used to discuss and develop a comprehensive work plan for the volunteer during his stay in the organisation.



What are the working hours expected to be for the volunteer?	Working hours are from Monday to Friday 8:00 am – 5:00pm local time. This includes an hour of lunch break
What space, equipment and other resources are available to support the volunteer's work?	When travelling the volunteer will be provided with a vehicle to and from the destination with a driver to support operations. An office space and a desk will be allocated to the volunteer on arrival.
Is there a computer available for the volunteer? Internet access?	The volunteer will have access to internet within the office environment
LOGISTICAL INFORMATION	
Insert Country Briefing Information here:	
What type of visa will the volunteer be working under? Will there be a need to leave the country during the placement to renew the visa?	Entry visa. The volunteer will not have to travel outside to get visa renewed but will have to get a renewal at the immigration office at the regional office every 3 months of stay. The organization will provide a letter of support requesting for a renewal of visa.
Is travel required for the volunteer to complete their work? If so, what is the mode of transportation? Has it been secured?	The volunteer will be supported with a vehicle for movements connected to his/ her assignment.
What is the environment / area like where the volunteer will be living and working? How far from an urban centre is it, what local shopping or transport is available?	The volunteer will live in Tamale, the Northern Regional Capital and work in project beneficiary districts. He/she will travel to beneficiary communities during field work.
What hotel/guest house will the volunteer stay at upon arrival? Please provide the hotel details (name, address) and nightly rate.	There are a number of guesthouse options available to the volunteer upon arrival. Details would be provided when completing the volunteer arrival form.
What arrangements / options are there for the volunteer's	The volunteer will have to rent an apartment/guesthouse in Tamale. The organisation could support in this direction. However it is important to note that these types of accommodation may not come furnished. The volunteer may have

housing? Has a guesthouse been secured?	to purchase basic furniture and household items which he/she can sell off after his/her assignment. On the other hand, where the volunteer, finds an already furnished apartment, the cost will be higher. The other option is to rent a space within a guest house which has basic facilities. This will however be at a higher cost but convenient and comfortable.
Will there be other international volunteers with you during the volunteer's placement?	
HEALTH AND SECURITY	
Are there any particular health risks in the placement area that the volunteer should be aware of and prepared for in advance?	There are incidences of malaria infections. Malaria is listed among the top ten diseases in the area. Volunteer can purchase treated mosquito nets and other repellents as mitigation measures upon arrival in the area. Volunteers could also protect themselves against Mosquito by taking anti malaria tablets
What recommended health care facilities are available at / close to the placement location?	There are a number of hospitals and health facilities in the placement location including a teaching hospital for referral cases and some private health facilities.
Are there any security risks in the placement area that the volunteer should be aware of in advance?	The project location has a history of isolated chieftaincy and ethnic conflicts . However, the project has adequate response mechanism in place to protect staff and its operations
Are there any special considerations for female or male volunteers to be aware of in relation to risks of sexual harassment or gender-based violence?	There are no special considerations that volunteers need to be aware when it comes to Gender based violence in these communities. However, they often get excited when they encounter people of different skin colour (whites). They will follow and call out to them, which can sometimes be embarrassing. It is also common to hear some men in the communities refer to a woman visitor as their wife. This is not to be taken with a negative connotation. However, we will advise that caution be taken with such people. There are however, cultural and religious sensitivities to be aware of while living in the communities with regards to sexual gender relations. These would be discussed during the orientation
VOLUNTEER PREPARATION	
Are there any particular technical areas that are important for the volunteer to research/prepare for prior to their placement?	<ol style="list-style-type: none"> 1. Tropical poultry and livestock management and diseases 2. Poultry feed formulation and production technologies 3. Ghana's agricultural sector policies 4. Food security situation in Ghana 5. One Health Approach and Practices
What personal attributes are needed by the volunteer to be	<ol style="list-style-type: none"> 1. Respect and polite 2. Honest 3. Attentive and observant



<p>culturally sensitive in the local community and work effectively in the partner organization?</p>	<ol style="list-style-type: none"> 4. Open minded 5. Trust worthy 6. Confident 7. Proactive 8. Resilient 9. Adaptability
<p>What are the typical gender dynamics in the community and organization where the volunteer will be working? Are there any special considerations to be aware of for male or female volunteers (aside from any security issues noted above)?</p>	<p>Community</p> <ul style="list-style-type: none"> • Women not very comfortable expressing their opinions during discussions with men counterparts • Women often are comfortable sitting together in a gathering • Gender division of labor is still imbalanced against women • Male dominance in decision making <p>Organization</p> <ul style="list-style-type: none"> • Very gender sensitive and aware • Encourages Active women participation
<p>Any other important information or preparations or issues that need to be considered in advance?</p>	
<p>REPORTING REQUIREMENTS</p>	
<p>The volunteer is expected to comply fully with VWB/VSF's planning and monitoring requirements of the VETS project as listed here:</p>	<ol style="list-style-type: none"> 1. Preparation of a workplan in collaboration with the placement supervisor 2. Monthly summary of activities including beneficiaries reached 3. Quarterly Report on placement results 4. Communication pieces to be used by VWB/VSF to highlight volunteer and partnership impact 5. Participation in the Annual Partnership Review
<p>Are there any other reporting needs for this specific placement?</p>	

Once a volunteer has been confirmed in this placement, they will receive the following to review:

- **Volunteer Placement Agreement**, to be signed by the volunteer, VWB/VSF and the partner in advance of departure



- The **VWB/VSF Volunteer Handbook**, which contains additional logistical information of relevance to the volunteer