



# AFRICAN CONSERVATION TILLAGE NETWORK

## Terms of reference for Dairy Herd Assessment and Management Consultant

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### 1.0 Introduction

The African Conservation Tillage Network (ACT) in partnership with the New Ngorika Milk Producers Ltd (NNMPL) in Ngorika Location, Mirangine Sub-County of Nyandarua County, in Kenya is implementing a Conservation Agriculture (CA) and Fodder Production demonstrations and Feeding trials funded by Inuka Africa MFI Ltd under the Climate Smart Agriculture initiative supported by Finance Innovation for Climate Change Fund (FICCF) of the UK Department for International Development (DFID).

One of the objectives of the program is to address priority technical needs that will strengthen efficiency, productivity and resilience in agriculture and thus improve the small scale dairy producers' incomes and livelihoods. The initiative aims to support the scaling up/out of innovative private sector investments in agricultural adaptation/ resilience and low carbon interventions and services in the high agricultural production zones of Kenya.

Inuka Africa has contracted ACT to disseminate fodder production and feeding knowledge and information to the target farmers to improve their efficiency in management of their dairy herds. These include dairy feed production, feeding and nutrition, breed selection and upgrading, herd size dynamics, housing and herd health. ACT is working with 10 lead farmers where the demonstration sites for fodder production are being established.

### 2.0 The objective

The main objective of this assignment is to facilitate targeted farmers to improve the efficiency in management of their dairy herds. More specifically to enable farmers to:

- a) Upgrade dairy herd to a more efficient, more productive, more resilient mix.
- b) Improve dairy housing and biosecurity to improve herd health and disease control, considering the changing climatic conditions.
- c) Develop and implement:
  - Efficient, high quality, low emission (more convertible) dairy feed production, feeding and nutrition plans that can spread and manage feedstocks all year round.
  - Weather responsive dairy disease control plan compatible with seasonal weather calendar.
  - Lactation plan for their dairy herds to take advantage of seasonal fluctuations in milk supply.

### 3.0 Scope, duration and tasks of the Assignment

The assignment will involve but not limited to assessment of the dairy herd for the 10 lead farmers to determine their breed purity, health status, housing and the management level and recommendations for improvement. The assignment will be for a period of three weeks. Specific tasks will include:

1. Assess management standards being applied by each of the 10 farmers and recommend the necessary improvement to enable the farmer realize higher milk production from the herd
2. Assess the feeding levels and make recommendations that can enable each of the farmers to develop and implement more efficient, low emission dairy feeding and nutrition plans, including but not limited to:
  - a) More convertible, less grassy, low emission feeds
  - b) feed formulation skills using local feed stocks
  - c) Appropriate dairy cow watering regimes for increased milk yield
3. Facilitate farmers to
  - a) Plan for and adopt sustainable intensification of dairy systems (zero-or-semi-zero grazing systems and/or improved farm structures)
  - b) Advise on selection of suitable cows for better feed conversion and increased milk yield
  - c) Develop a calendar for disease control and bio-security practices in dairy systems
  - d) develop a reproduction/calving/lactation plan for a stable milk supply all year round
  - e) Make recommendations for improvement to maximize dairy cow water supply and intake across the seasons for maximum milk production
4. Recommendations to potential animal feed laboratories for testing of quality fodder as well as the dairy meal.
5. Select and recommend on the best two cows for each lead farmer that will be used for feeding trials including actions necessary to prepare the cows for the feeding trials

#### **4.0 Deliverables**

- Select two best cows from each of the farmers' herd to be used for the feeding trials
- Guidelines for the management of the selected cows to maximize milk production
- A rain-fed dairy lactation plan per farmer
- Recommendations for adequate and climate-smart fodder production for farmer's own use per cow
- A seasonal disease control calendar for each farmer covering Foot and Mouth disease, LSD, Anthrax and Black Quarter, BVPP/CBPP
- Recommendations on the disease control/management actions to be taken for the selected animals for health improvement
- Reports of the activities carried out and recommendations (per activity/tasks above), incorporating lessons learnt and the best way forward

#### **5.0 Qualification & Competencies**

The incumbent should have at least a University degree/advanced Diploma in veterinary medicine, animal production, animal health or related field. A clear understanding of cattle registration with Kenya Livestock Breeders Organization (KLBO) is an added advantage. Proven experience in extension service provision with extra knowledge on breeding feeding and nutrition. Good writing and communication skills

#### **6.0 Evaluation criteria**

The Proposal for this contract will be evaluated according to the following criteria:

- Completeness in complying with all elements laid out in the assignment
- Consultant's capacity, past performance and relevant services undertaken in delivering similar contracts

- Strong familiarity with scope of work
- Quality of technical proposal
- Methodological approach
- Work plan and Budget

## **7.0 Application procedure:**

To apply for this consultancy, the consultant should submit the following:

- A technical and financial proposal for undertaking the assignment.
- Current Curriculum Vitae/ resume of the consultant who will undertake the task
- Firm profile, registration and other relevant statutory documents (if a company)
- Submit three reference letters from past clients/employers

All interested consultants or consultancy companies are asked to submit their proposals and work plans by close of business **8<sup>th</sup> April 2016 at 1700 Hours EAT** to the Executive Secretary, ACT, and email address: [hr@act-africa.org](mailto:hr@act-africa.org)

*ACT is an equal opportunity employer and believes that diversity promotes excellence in its operations. Only the short listed candidates will be contacted. ACT reserves the right to determine the structure of the tender process without prior notice and liability to compensate any party.*