



# KCDI Volunteer Profiles 2014



Kasavai Community  
Development Initiative  
February 2014

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## Making farming more efficient

### Background

The income of the people in Kasavai is still mainly generated through farming. However, currently the villagers face several challenges, due to exhaustion of soils, different climate conditions etc. It is believed that the villagers currently don't reach their potential output due to old farming methods and not using variants of crops in the village. Furthermore in 2013 an irrigation system has been installed by the government, but according to the research done by KCDI the villagers are not aware of the potentials such a irrigation scheme might have.

### Terms of Reference

KCDI would like to assess the farming methods used by the villagers in terms of efficiency and potentials for improvement. Furthermore KCDI would like to provide the villagers with someone they can ask for advice on farming. The volunteer shall stay with the villagers in Kasavai and shall be their possible entry point to an improved farming in the village. Out of the volunteer's assessment and advisory work shall be developed a report that shall be published on KCDI's website and further educational material, that can be used within the village even when the volunteer is not around anymore.

Furthermore the volunteer shall assist the governmental project on irrigation by increasing the awareness on the great opportunities opening for the villagers due to that project and how to use the irrigation system to increase the output of agricultural products.

Finally the volunteer will conduct one or several workshops (depending on the duration of stay) to share his/her findings with villagers.



### Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- Student or graduate in any agricultural science
- sensitive to an intercultural environment
- Basic computer
- ability to work autonomous as well as in a team
- duration between 2 and 6 months

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Please send your application, including CV and Cover letter stating your relevant experience to [kasavaicdi@gmail.com](mailto:kasavaicdi@gmail.com). We are looking forward to work with you.

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# Native English Speaker

## Background

In Kenya English is not the native language, therefore KCDI as a community based organization with national staff struggles with the effective presentation of their work in English.

## Terms of References

The volunteer shall go through all the documents published by KCDI and it's website and correct mistakes as well as improve the language so that the language has a professional level that may attract supporters for KCDI. Furthermore the volunteer shall advice KCDI on how to improve its communication to address more support. This task can either be fulfilled from the home country or from within Kenya.



## Profile of the volunteer

- native English- Speaker
- student at university level
- experiences in the field of communication of advantage
- sensitive to an intercultural environment
- experiences with wordpress of advantage
- ability to work autonomous as well as in a team
- 2 month for the revision of all documents (and eventually a long term commitment to assist in the communications in the future)

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## Start-up of a girls club

### Background

One of the girls in Kasavai – Anne Livoi - participated in the Nufaisha Girls programme of MCDF, there the girls were trained on several obstacles they might face during their adolescence and were motivated to do everything to reach their goals. The idea of the programme is that the girls are coming back to their communities and share what they have learned with their peers. We would like to create a platform for Anne to share her experiences with her peers in the village.

### Terms of References

The volunteer will first be placed in Nairobi to explore possible cooperations with MCDF on setting up the girls club in Kasavai. There she will also learn more on the Nufaisha Anne has participated in. Then he or she will go to the village to meet the girls and Anne to explore the possible structure of a girls club in the village. This includes the identification of matrons (women in the village) who will assist in the facilitation of the girls club in the village when the volunteer has left the village. It has to be agreed on the activities such a girls club could do, this can include several things like contributing to the well being of the village. The girls club will next to bringing girls together also facilitate as an entry point for future Nufaisha Programmes in Nairobi and will be a support group for the girls and one of the new partner groups which KCDI will be working with in workshop and other projects. The overall goals of the girls club shall be:

- strengthening self-esteem
- creating future plans
- mentor and motivate girls

### Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- Student or graduate in any field, but preferable social science
- sensitive to an intercultural environment, gender sensitivity
- Basic computer skills
- ability to work autonomous as well as in the team
- duration between 2 and 6 months



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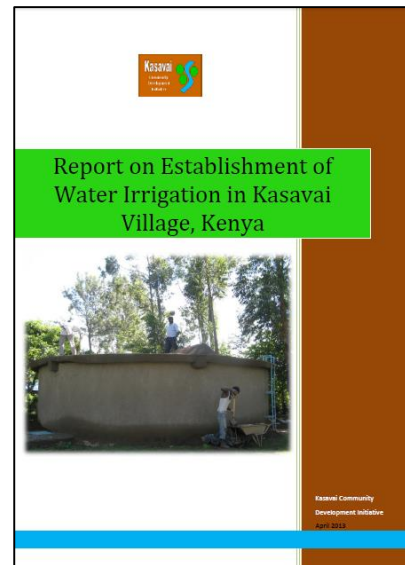
## Proposal writing

### Background

KCDI conducted a baseline study on the new irrigation system in Kasavai village. Currently KCDI is lacking the funds to implement the recommendations made in the baseline study.

### Terms of Reference

KCDI is looking for a volunteer to assist in identifying potential partners for implementing the recommendations made in the baseline study of the irrigation research. This will include internet research on calls for proposals, meeting with other stakeholders and/or linking KCDI up with organizations from abroad. Furthermore the volunteer will write proposals to the possible partners. These shall be developed out of the baseline study.



As this work requires internet and computer work. The intern will be based in Nairobi, in the KCDI partner organization KCYP to be able to do his/her research. Nevertheless the volunteer (if wanted) will have the chance to visit the village and meet with the people there to get inputs for the intended proposals. In addition, the volunteer shall develop a data base with organizations and field of engagement that could be possible partners for KCDI in the future.

### Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- Student or graduate in any field, experience in proposal writing is an additional asset
- sensitive to an intercultural environment, gender sensitivity
- Basic computer skills
- ability to work autonomous as well as in the team
- duration between 2 and 6 months

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## Computer Training

### Background

In 2012 the Upendo Youth Group got donated a computer, that was supposed to enhance the computer skills among the youths in the village. Nevertheless the group never had the capacities to train each other. Furthermore KCDI is about to construct a community resource center that shall include computer facilities and the youth group shall be responsible for the teaching in computer skills to other community members. That is why in March 2013 KCDI decided to conduct a computer training in the village. A volunteer trained in a three week training 6 youths of the community in Word, PowerPoint and Publisher as well as in basic computer and internet functions.



### Terms of Reference

The skills the participants gained have to be followed up and advanced to a level that the participants are able to teach others. There needs to be a repetition on the skills they gained in the past computer Training as well as a further advancement in their skills. Furthermore more people especially young women shall get the chance to gain computer skills.

The volunteer will conduct two computer courses one for beginners and one for the advanced people, who have participated in the first meeting. The computer training will have the same content as the first training for the Beginners and the advance course will be a repetition of the first training with advancements in all programs and also some basic knowledge of Excel.

The volunteer should be aware that the knowledge of computers of the youth is still rudimentary, therefore the volunteer has to start at the scratch with the Beginners and cannot expect too much advancement, therefore lots of patience is the most important skill the volunteer should have.

### Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- A good understanding of MSOffice, Microsoft and Internet
- sensitive to an intercultural environment, gender sensitivity
- ability to work autonomous as well as in the team
- duration between 2 and 6 months

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## **Income generating activities**

### **Background**

Most of the people in the village are still dependent of agriculture as their income generating activities. But due to climate change and large scale production, the income of the small scale producers is not as secure as it used to be in the past. Currently there are not many other income generating opportunities in the village. People have to diversify their businesses to get more stable. There are few small businesses in the village that produce a stable extra income, but not all people are able to start such.

### **Terms of References**

The volunteer shall assess all the income generating activities within the village and shall advice where possible how to use the full potential of these small business. Furthermore, the volunteer shall meet up with different people who are interested in starting a business and help them developed realistic ideas and business plans. Then he/she shall provide the villagers with information on how to get the start capital or assist them in fundraising for the start capital and shall finally help them to put the business plan into action.

All activities shall then be documented in a small report that shall be used as basis for future projects in the income generating sector.

### **Profile of the volunteer**

- fluent in English (written and spoken), basic Kiswahili is an advantage
- student of Business Administration, Management or Economics
- sensitive to an intercultural environment, gender sensitivity
- ability to work autonomous as well as in the team
- duration between 3 and 6 months

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The volunteers are free to combine different Terms of References according to their duration of stay. It is also encouraged that a team of volunteers (two or three volunteers) apply for the positions together.

# Teaching in the Primary School

## Background

Since 2011 KCDI in cooperation with Hope to Kenya is supporting the Kasavai Primary schools. The class rooms were constructed and they were several times supplied with stationaries. Since 2013 KCDI would like to have more impact on the teaching and recreation in the school. The first step was in April 2013, the provision of football goals to the school, which shall be used for recreation between the lessons as well as an after school activity which shall enhance the team spirit within the young children.

## Terms of Reference

There will be various tasks assigned to the volunteers teaching at the school. They shall assist in teaching and shall introduce modern interactive teaching methods at the school. Furthermore they shall assist students with problems in following lessons in class as well as after classes in form of extra tuition. If the volunteer is around during school breaks, he/she shall provide extra tuition for children with special needs.

Next to the role as assistant teacher the volunteer shall also conduct after school or extracurricular activities with the students. This can include but is not limited to art, sport or dance clubs as well as community work like collecting garbage in the village.

Furthermore the volunteer shall bridge KCDI further with the school and shall identify areas for KCDI support and shall submit a report on those to KCDI. He/she may also assist in identifying children with special needs or vulnerable children, that can be incorporated in future projects of KCDI.

It is also possible to work in the nursery school rather than in the Primary School.

## Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- student of Bachelor or Master of Education
- A good understanding of MSOffice, Microsoft and Internet
- sensitive to an intercultural environment, gender sensitivity
- ability to work autonomous as well as in the team
- duration between 2 and 6 months



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# Organizational Development: Fundraising and Communication

## Background:

KCDI is operating since 2011 and is currently in the process of professionalizing its operations. We want to increase our profile and bring KCDI to a stage where it can attract donors and volunteers easier due to its professionalism in its operations. The key areas that were identified that need further organizational development are fundraising and communication.

## Terms of Reference:

**Communication strategy:** The volunteer shall develop a communication strategy that provides useful inputs for internal and external communication as well as effective knowledge management. He/she shall analyse which tools we could use for internal and external communication. He/she shall give guidance on how to use social media more effectively. Currently our facebook page has just 550 Likes and our twitter account just one follower; therefore it shall also provide guidance in how to increase the audience of such platform. Further other social media provider shall be explored and how they could be used for KCDI (e.g. LinkedIn, YouTube etc.). He/she shall also provide input in how to advertise our volunteer positions better and how to address those volunteers appropriately and prepare them for their stay in Kasavai village (e.g. development of a volunteer package). After the development of such a strategy the volunteer will assist in the effective implementation of the strategy. This will also include the review of the KCDI website, to make the language and graphics used more appealing. Further communication materials will be reviewed by the volunteer and strategies for the effective dissemination developed (e.g. through EKT). Further strategies on how to use traditional media like radio or newspapers in national and international press shall be developed and implemented to make us more visible and attractive for volunteers and donors. The volunteer shall assist in the further development of the new video blog on the life of the people in the village (includes filming, development of ideas, covering of special events etc.).

**Fundraising Strategy:** The volunteer shall develop a fundraising strategy for KCDI, which shall explore (but is not limited to) potential partners and donors as well as useful tools for fundraising. A database with respective partners that can easily be up-dated shall be developed. Further the volunteer shall assist in the organizational development of KCDI in a sense, that KCDI is fulfilling the minimal criteria that donors expect before providing funding (e.g. certain organizational policies that need to be developed).

## Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- student of Bachelor or Master of Communication, Organizational Development, Political or Social Science or related field
- Experiences in the field of development, preferable in an African context
- Advanced understanding of MSOffice, Wordpress and Social Media Operation
- sensitive to an intercultural environment, gender sensitivity
- ability to work autonomous as well as in the team
- duration 6 months

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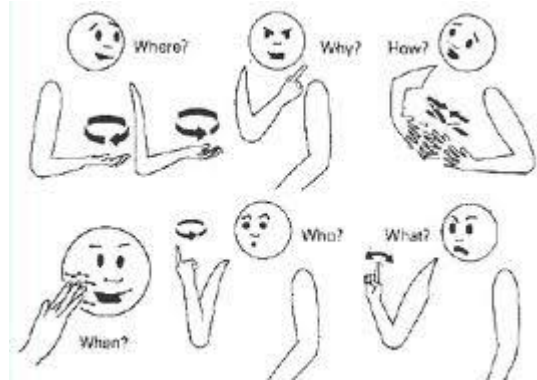
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# Teaching the Sign Language

## Background

KCDI is supporting the deaf and dumb boy Trevor to attend a school for children with special needs. There he is learning the sign language. He is attending the school for three years now and every time he comes home for holidays, the family has great problems to communicate with their son. This affects the child negatively in the sense that he feels rejected. He is still very young so he cannot understand why his family is not able to understand him.



## Terms of Reference

To enable Trevor's family to show his love to their child and to communicate with him in a constructive way, KCDI would like to provide the family with a volunteer that is able to teach them the sign language. The volunteer will live with the family or with another host family. The volunteer shall also assist in making the family understand the dimension of Trevor's disability and that when provided with a conducive environment, Trevor is able to live a quiet normal life in which he is able to take care of himself without depending entirely on his family.

Next to Trevor's family the volunteer shall give the chance to learn the sign language to other people in the village who are interested.

## Profile of the volunteer

- fluent in English (written and spoken), basic Kiswahili is an advantage
- student of Bachelor or Master of Education with knowledge of the sign language
- Experiences in the field of development, preferable in an African context
- sensitive to an intercultural environment, gender sensitivity
- ability to work autonomous as well as in the team
- duration minimum of 2 months

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