



Small Business Development Officer—USAID- Youth Empowerment Activity (YEA)

Position Location: Juba- South Sudan

Project Name: USAID Youth Empowerment Activity

Anticipated Start Date: ASAP

EDUCATION DEVELOPMENT CENTER (EDC)

Education Development Center (EDC) is a global nonprofit organization that advances lasting solutions to improve education, promote health, and expand economic opportunity, with a focus on vulnerable and under-served populations. Since 1958, we have been a leader in designing, implementing, and evaluating powerful and innovative programs in more than 80 countries around the world.

EDC promotes equity and access to high quality education and health services and products that contribute to thriving communities where people from diverse backgrounds learn, live, and work together. We support an inclusive workplace culture that embraces many perspectives and broadens our understanding of the communities we serve, enhancing and enriching our work.

EDC is committed to equity, diversity, and inclusion in the workplace.

We are looking for candidates who share EDC's commitment and understand the importance of cultural responsiveness in today's context.

Project Description

The USAID South Sudan Youth Empowerment Activity supports South Sudanese youth and communities to develop, promote and strengthen the skills and assets of youth, and to create an enabling environment for the youth to be productive and positively contribute to their communities. The purpose of this activity is to support and empower at-risk out-of-school youth ages 15-29 with focus on developing the basic education and foundational skills of youth, strengthening employment skills for improved livelihoods, and supporting the creation of an enabling environment for improved youth productivity. Gain the necessary skills they need to lead productive lives, gain employment, and positively contribute to their communities with the following intended results:

- Improved youth access to functional literacy, numeracy, soft and life skills
- Increase youth entrepreneurial, employment, and vocational opportunities.
- Increase behavior changes among youth to make positive adolescent reproductive health choices.
- Improve social cohesion among youth and their communities.

USAID/South Sudan also envisions that Youth Empowerment Activity will adapt and/or pilot a Youth Corps Service model as a modality to creatively achieve the activity's stated goal and integrated objectives. Unemployed South Sudanese youth who are graduates from high school and universities, and non-graduates of exceptional demonstrated ability, will be mobilized, trained, coached, and mentored to become Youth Corps Service



members. They will deliver specific Youth Empowerment Activity -prescribed activities to disadvantaged targeted youth beneficiaries and their communities.

The activity will help leverage youth for the youth's benefit, build a sense of belonging and solidarity, and help to promote peace. The Activity is implemented through a consortium led by EDC and comprised of at least 7 national and international NGOs. It supports service delivery via over 100 community-based organizations and entities.

Position Description

Support Youth Graduates

The primary function of this position will be to support youth graduates supported to start and GROW their small business [micro, small]. These are youth with existing or new livelihood activities. Youth that have received the Work Ready Now (WRN) and Be your Own Boss (BYOB) training.

Small business means micro, very small, and maybe businesses or livelihoods activities done by one youth, two youth together, or even a small group of youth.

The **Small Business Development Officer** will provide support to the Pathway 1 and 2 trainers who are providing the GROW Youth Livelihoods Post Training Support for Pathway 1 and Pathway 2 youth graduates. These trainers remain in contact with and provide support to youth for three months.

The **Small Business Development Officer** will also provide support to the agriculture trainers [Community Based Agriculture Extension workers] to assist them to help youth improve their agriculture activities and instill a mindset of farming as a business and profit oriented agricultural activities.

Graduate youth could need some of the following support.

- Post Training support to start and grow their businesses.
- The activity is based on the methodology provided in Be your Own Boss BYOB.
- Assist with proper planning, proper business ideas, business growth support.
- Support could include access to finance; savings groups, marketing, finding new customers.
- It could include value chain links, value addition, product diversification.
- It might involve creating local links to support agencies; to finance institutions, other partners.
- There will be a strong focus on young woman.
- It could include the EDC mentorship component for adolescent girls and young women [AGYW]

Support to Existing Micro and Small Businesses

A secondary function could be support to existing micro and small businesses in the local community the Pathway 1 and Pathway 2 youth are drawn from. This support would include business management and capacity building. It could use the EDC GROW Youth Business curriculum.



The value of this support could include:

- To create employment opportunity for graduate youth.
- To link into youth businesses into a broader value chain.
- Expanding a market by buying from our youth businesses.
- Spaces for our technical TVET youth to get experience, and jobs.

Specific Roles and Responsibilities

- Support to Pathway 1 and 2 trainers, YSLOs, Anchor Organizations to improve the support provided to graduate youth.
- Support to agriculture trainers to improve support for agriculture as a business.
- Strengthen the post training youth business development model embedded in GROW Youth Livelihoods Post Training Support and Group Accompaniment
- Oversee implementation of specific youth related livelihood and business plans and activities at Youth Empowerment Activity community sites.
- Develop mechanisms to improve youth access to finance, including support for the implementation of Group Savings activities, as well as finance from institutions and other projects.
- Support to identify opportunities and gaps in relevant [including agricultural] value chains as potential niches for youth entrepreneurship or employment.
- Support the analysis of new opportunities in climate smart agriculture and environmentally friendly green and blue skills for graduate youth.
- Identify opportunities to work with and build links to existing micro, small and medium business, through a capacity building strategy.
- Conduct dissemination workshops to Youth Empowerment Activity –(YEA) local partners on agriculture and livelihoods opportunities that inform training design and delivery, youth employment and micro-enterprise development.
- Assess leverages opportunities amongst USAID Economic Growth Activities and other Development Partners'; thereafter develop linkages that benefit Youth Empowerment Activity –(YEA) local partners and youth.
- Establish and maintain sound relationships and work effectively and creatively with Youth Empowerment Activity -YEA consortium and private sector partners.
- Work with consortium members and implementing partners to document results and lessons learned during implementation of project activities.
- Prepare inputs to and conduct reviews of technical reports.

Timelines and Activities

December 2023- January 2024.

Recruitment, Program onboarding, exposure to EDC programs [BYOB, GROW Youth Livelihoods], field visits to YEA training and meet trainers [especially Pathway 2], review progress of Cohort 1 youth especially Pathway 2, develop models for working with graduate youth, develop models for working in Juba,



engage with agriculture curriculum processes, develop agriculture improvement models.

February 2024 March 2024.

Begin to test business development models in target sites, engage with youth, conduct some improvement trainings, Engage with agriculture trainer process.

Duty Station:

The **Small Business Development Officer** will be based in the EDC office in Juba Central Equatoria state and operating at the various Juba counties.

Qualification:

The **Small Business Development Officer** shall have at a minimum of the following qualifications:

Education:

Bachelor's degree or Diploma in Agriculture or agricultural economics, Economics, agribusiness, cooperatives development or other relevant fields.

Skills and Experience:

- At least six years of demonstrated experience managing and implementing development activities related to youth workforce and employment development programs.
- Demonstrated experience in designing and conducting market assessment, supporting entrepreneurship and micro-enterprise development, economic growth.
- Understand and experience of small business development.
- At least 3 years' experience in livelihoods, and/or technical-vocational/workforce development programs.
- Strong and practical experience in business development training, coaching for small businesses related to youth empowerment.
- Very good understanding of the financial climate, betting procedures for startup kits and business sustainability strategies
- Ability to work independently and interface as a Youth Empowerment Activity – (YEA) representative with the private sector, local business communities, and micro-small-medium enterprise champions.
- Strong experience working in, youth livelihoods, youth entrepreneurship, youth support and business development.
- Experience facilitating trainings to disseminate information.
- Ability to manage multiple tasks while attending to details, follow through and efficiency.
- Strong interpersonal skills and ability to work under pressure.
- Experience working with a USAID-funded project is a plus.



Languages

- Fluency in English is required. Working knowledge of local dialect(s)

Application Instructions:

Job closing date: October 24, 2023

To apply, Applicants are encouraged to visit the [Careers Page](https://go.edc.org/SouthSudanJobs) at: <https://go.edc.org/SouthSudanJobs> listing "Job Title- Small Business Development Officer, USAID Youth Empowerment Activity -South Sudan" in the Subject Line

Only if technical difficulties occur, applicants may send their resumes to: YEAREcruitment@edc.org listing "Job Title- Small Business Development Officer, USAID Youth Empowerment Activity -South Sudan" in the Subject Line.

Applications will be progressively reviewed as they are received.

Due to the volume of applications submitted, only finalists will be notified. No phone calls, please.

EDC is committed to enhancing the diversity of its workforce and ensuring an equitable and highly inclusive work environment. EDC is a smoke-free workplace, and offers a supportive work environment, competitive salary, and excellent benefits. Women, minorities, and individuals with disabilities are encouraged to apply.

