

## **PATHWAY 1 AND PATHWAY 2 CONSULTANTS –USAID YOUTH EMPOWERMENT -ACTIVITY**

**Position Location:** South Sudan

**Project Name:** USAID Youth Empowerment Activity

**Anticipated Start Date:** June



### **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.

### Consultancy Description

The pathway 1 and pathway 2 consultants will work as part of a senior team on the anticipated USAID-Youth Empowerment Activity Central Equatoria project in Juba -South Sudan that will seek to increase economic self-reliance for youth in South Sudan leading to increased incomes.

S/he will provide oversight of key activities related to pathway1 and Pathway 2. The consultant's management and technical knowledge will ensure the delivery of high-quality programming. The consultant will provide programmatic and technical support to activities that engage South Sudan youth in learning and empowerment opportunities, prepare pathways to future work and community leadership, and strengthen youth-serving organizations as well as government agency collaboration.

The Consultants will work closely with the training and Basic Education specialists alongside support of the Deputy Chief of Party to oversee all programmatic aspects, ensuring that the training objectives and strategy are met on time and within annual plan.

### Terms of Reference (ToT) for pathway 1 and pathway 2 Consultant - Juba.

The USAID Youth Empowerment Activity will support two pathways of youth. Pathway 1 youth will receive literacy and numeracy training. This will provide out-of-school youth with foundational literacy and numeracy skills essential for everyday life and necessary to re-enter the formal school system, access technical skills training, improve livelihood opportunities and engagement in the world of work, or start their businesses. Pathway 2 curriculum targets youth aged 15-29 who had attended a certain level of education, know how to read, and write in English to undergo Youth Empowerment Activity trainings on work ready Now (WRN) and be your own Boss (BYOB) to realize their potential.

### Objectives and scope of work

- 1) To Strengthen the capacity of national and local youth-led and youth-serving organizations to support greater youth-responsive services in CES, Juba County in selected Payams and boma levels.
- 2) To establish a Youth Corps Service Model, led by youth leaders who support their peers in developing functional literacy, numeracy, and soft and life skills, thereby promoting social cohesion, and reinforcing mentorship within and across communities.



- 3) To build stakeholder engagement that strengthens enabling environments, reinforces local ownership, and ensures sustainability of best practices.
- 4) To Integrate gender equity and social inclusion in all interventions to create supportive, enabling, and transformative environments for diverse youth populations to achieve their potential.
- 5) Ensure that targeted Youth group age 15-29 have increased economic self-reliance and resilience through a range of sustainable opportunities, tools, and support systems that enable them to improve their livelihoods and increase their abilities to contribute as both economically- and socially- productive and engaged family and community members.
- 6) To improve knowledge, skills, and attitudes that strengthen youth abilities to earn a sustainable livelihood, increase their incomes, and practice healthy behaviors as productive members of society. Youth Empowerment Activity will include Literacy and Numeracy, and entrepreneurship as critical focus areas. In addition, the enabling environment that supports youth livelihoods development in South Sudan will be improved.

## Deliverables.

- 1) The consultant will be providing technical support to the team in development of or adaptation of materials to advance educational approaches related to functional literacy, numeracy, and safe skills.
- 2) Work with EDC technical staff on the essential component of literacy, soft skills, and wellbeing program.
- 3) To coordinate and collaborate with different key stakeholders including government counter parts and local partners. Humanitarian organization and development organization across Youth activity.
- 4) Oversees delivery of the core curriculum, manages trainers, ensures the quality of training and learning materials. Apply best practices in learner-centered approach.
- 5) Develop dynamic in-person learning experiences in collaboration with the program team.
- 6) Guide lead facilitators on the full package of USAID Youth Empowerment Activity services through both formal and informal training techniques.
- 7) Develops, plans, organizes, and facilitates pathway 1 and pathway 2 Training of lead facilitators workshops, (TOT) training on the USAID Youth Empowerment Activity curriculum, i.e. (Pathway 1 and pathway 2)
- 8) Ensure approaches that promote gender equality, youth engagement, and social inclusion are integrated into programming and effectively implemented; regularly identify and apply learning, refining approaches as needed to close gender gaps, involve youth in decision making, and promote inclusion across USAID Youth Empowerment Activity activities.
- 9) Take lead in the implementation of technical training for youth participants in the activity.
- 10) Provide technical support and guidance to the relevant youths.



- 11) Provide inputs into the development and revision of courses, materials, and training processes.
- 12) Maintain regular communication with the project team and COP.
- 13) Manage key functions of the project to meet donor expectations in terms of timely and quality results and budget.
- 14) Assisting in ensuring coordination between program, M&E, finance, and operations leads.
- 15) Collaborating to ensure EDC program quality standards are adhered to per MEL policy and procedures.
- 16) Maintain relationships with key staff of consortium partner organizations in regard to area of responsibility.

## Methodology.

- 1) The consultant will strictly follow the workplan and the time schedule agreed with EDC in undertaking the contract assignment.
- 2) An appropriate methodology will have to be determined by the consultant in consultations with EDC technical team.
- 3) The consultant will work in close collaboration with the EDC team in the Juba office.
- 4) The consultant will undertake the collection of all the required data/ information from various situations including government departments, line ministries, private sector, and other relevant sources.
- 5) EDC will facilitate the collection of the data/information with the required official letter to easily access the in situation on behalf of EDC.
- 6) The consultant will undertake reviews, assessment, and judgement of the data/information in close consultation with EDC M&E team.
- 7) The consultant will facilitate presentation and coordination of the stakeholders' workshops/ consultations as per organized work schedule.

## Period of the Assignment

The duration of the assignment is for an initial period of 4 months beginning July to October 2023 subject to negotiations with the successful candidate). Subject to consultants' satisfactory performance of the assignment, the Contract would be extended only for at most another 1-month period (based on the unit rates included in the original signed contract). During this period, the consultant will work closely with EDC Youth Empowerment Activity Program team, the technical team and from time to time submit and share the progress of Youth Empowerment Activity activities report as agreed in TOR.

## Duty Station

The consultant will be based in the EDC office in Juba located at AFEX River camp Compound.



## Qualification

The pathway 1 and 2 consultants shall have at a minimum of the following qualifications:

### Education:

Bachelor's Degree or foreign equivalent in Education, Social Development, Early child Adult Education, community, or development studies, Public or Business Administration, other social sciences, or a similar relevant field.

Master's in education or equivalent years of experience added advantage.

### Skills and Experience:

- A minimum of Seven years of progressively consultancy experience on training youth, design, delivery, in technical-vocational training, early grade reading and writing or another pedagogically oriented specialty, youth or early adult education, youth development activities and facilitation skills preferably in international organization, or business in professional setting or with a development partner managing youth development projects.
- Strong experience working in, early youth or adult education, livelihoods, youth entrepreneurship, youth support and business development.
- Specialized consultancy training in non-formal education or Youth Empowerment program will be of advantage.
- Extensive experience in developing and managing training programs working in the field of education or youth activities.
- Must have training or facilitation experience in using active teaching and learning methodologies for adults and youth.
- Experience working in alternative education or out of school youth programs highly desired.
- Ability to work effectively with diverse stakeholders at County and state level.
- At least two years of experience working in a developing context, experience working in South Sudan and/or the Esst African region strongly preferred.
- A minimum of five years of progressive supervisory work experience providing direct supervision of technical/professional and support staff responsible for complex programs.
- A high level of technical and analytical skills directly related to the work of the proposed project, and excellent writing skills.
- Recognized technical experience and qualifications in youth workforce development and livelihoods sector, including youth integration (Positive Youth Development principles) and gender transformation.
- Solid analytical and communication skills.
- Demonstrated facilitation and presentation skills.
- Able to work independently and in a team environment.



- Excellent people skills at all levels, cultural sensitivity, and the ability to work in a multicultural work environment.
- Working knowledge of MS Word, MS Excel and preparing effective power point presentations.
- Willingness to work and travel in all project areas.

## General Information

- All posts will be advertised on an equal opportunity basis and qualified people are encouraged to apply.
- Terms and Conditions of this consultancy may change based on operational and programme needs.
- Employment will be on full-time basis, and the contract will be for 4 months subject to performance review, operational and programme needs with a possibility of renewal.
- The performance criteria that will be used to assess the performance of the consultant at regular intervals and based upon which the contract may be continued or terminated is the effectiveness, efficiency, and quality of delivering on the Scope of Services, Duties and Responsibilities and Deliverables of the assignment.

### Language:

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

### Application Instructions:

**Job closing date: June 5, 2023**

To apply, Applicants are encouraged select the consultant title either pathway 1 or Pathway 2 and to visit the [Careers Page](https://go.edc.org/SouthSudanJobs) at: <https://go.edc.org/SouthSudanJobs>

Only if technical difficulties occur, applicants may send their resumes to: [YEAREruitment@edc.org](mailto:YEAREruitment@edc.org) listing "Job Title- either Pathway 1 or Pathway 2 Consultant 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.*

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***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.***

