



YOUTH ENGAGEMENT OFFICER - (EYE-C) PROGRAM

ROLE SUMMARY:	<p>The Youth Engagement Officer oversees youth training models, labor groups, vocational partnerships, and entrepreneurship support.</p> <p>The Youth Engagement Officer provides strategic and technical leadership for youth skilling and employment initiatives within the agricultural sector, with a strong emphasis on gender equity. This pivotal role is dedicated to empowering, engaging, and integrating young people, especially disadvantaged young women, into agribusiness through inclusive pathways and support for training models, labour groups, vocational partnerships, and entrepreneurship.</p> <p>Key responsibilities include implementing initiatives that build both technical and life skills, connecting youth to essential resources and economic opportunities, and fostering their active involvement in the EYE-C Project's agricultural development. The Officer collaborates closely with various specialists to design culturally appropriate engagement approaches and strengthen stakeholder capacity to adopt inclusive policies and practices that enhance youth participation and leadership.</p>
REPORTS TO:	Gender, Safeguarding & Inclusion Specialist
SUPERVISES:	n/a

SCOPE OF RESPONSIBILITIES

Area of Responsibility	Action Steps	Success Criteria/Measures
Support Strategic Leadership and Technical Guidance for disadvantaged young women. <i>Support the development and integration of youth enterprise and innovation strategies into EYE-C's program framework and operational plans.</i>	Support the development and implementation of youth-centred strategies and initiatives by identifying innovative youth engagement models suited to diverse youth groups, ensuring, integration into the coffee VC	<ul style="list-style-type: none"> • Innovative youth centred and inclusion engagement strategy in guides program implementation. • Evidence of co-created, gender-responsive youth skilling and employment strategies • Implementation informed by work plans. • Staff clarity on youth engagement, including women, girls, and individuals with disability. • Innovation initiatives rolled out for youth engagement and participation in leadership. • Inclusive skilling and employment strategies are effective.
	Collaborate closely other staff, and EYE -C consortium partners to ensure that youth perspectives influence project design and delivery	
	Review and contribute to annual work plans, emphasizing the youth components of technical activities and operations, and engage with project leadership and technical experts on youth priorities.	
	Provide training, mentorship, and re-orientation to staff on the Youth Engagement Strategy to ensure consistent understanding and application across all clusters.	
	Oversee EYE-C participation in national visibility events such as International Youth Day and Women's Days within the region.	
	Develop inclusive skilling and employment strategies tailored to the needs of disadvantaged young women.	
Support regional teams and the Gender specialist with training, tools, and quality assurance.	Design and deliver training sessions for regional teams and implementing partners on youth skilling, employment pathways, and gender-responsive programming.	<ul style="list-style-type: none"> • Training curricula are market-aligned, gender-sensitive, and accessible to disadvantaged young women (e.g., flexible schedules, local languages). • Youth leaders in communities champion mindset change and decent job creation. • Regional teams and implementing partners report increased capacity to deliver youth centric and gender-transformative skilling programs. • Consistency in community outreach
	Engage youth leaders and champions to mobilize community participation, promote mindset change to strengthen youth engagement and employment in the coffee VC and build project ownership among youth.	
	Conduct capacity-building workshops for project staff, contractors, and partners to enhance skills in meaningful youth engagement and ensure youth-sensitive approaches are integrated throughout project activities.	
	Support and monitor the application of youth mobilization and engagement guidelines across project clusters to maintain consistency in community outreach efforts.	

	<p>Track policy discussions and reforms in the agricultural market system, updating the consortium on opportunities to increase youth influence and participation in government programs at various levels.</p> <p>Facilitate youth groups' networking and collaboration for sharing, information, innovations, and experiences through youth-sensitive forums.</p> <p>Facilitate peer learning, coaching, and mentorship opportunities across regions.</p>	<ul style="list-style-type: none"> Youth influence and participation in Government programs increased. Youth networks are actively used for sharing information, experience, innovations
<p>Youth Capacity building and mentorship.</p> <p><i>Participate in designing training materials ensuring focus and appeal to the youth for their participation, development, growth and sustainability of their businesses in the coffee value chain.</i></p>	<p>Develop and implement youth capacity-building strategies aligned with organizational goals.</p> <p>Identify skill gaps and training needs among youth in target communities.</p> <p>Design mentorship frameworks that pair youth with experienced professionals or community leaders.</p> <p>Organize and facilitate workshops, bootcamps, and training sessions on life skills, entrepreneurship, leadership, and employability.</p> <p>Collaborate with technical experts to deliver vocational and digital skills training.</p> <p>Promote peer-to-peer learning and youth-led initiatives.</p> <p>Recruit, train, and support mentors and mentees.</p> <p>Match mentors with youth based on interests, goals, and expertise.</p> <p>Monitor mentorship relationships and provide ongoing support to ensure effectiveness.</p>	<ul style="list-style-type: none"> At least 80% of targeted youth actively participate in training and mentorship activities. Increased youth-led initiatives or participation in community development projects. 70% of youth starting income-generating activities within 6–12 months. Positive feedback from at least 85% of mentees and mentors on the quality and relevance of mentorship. Representation of marginalized groups (e.g., young women, youth with disabilities, rural youth) in all activities. Local youth organizations or networks demonstrate improved capacity to lead and sustain youth development initiatives.
<p>Consortium Partnership & Coordination</p>	<p>Facilitate the establishment of strategic partnerships with other consortium members and district governments to implement a unified youth engagement strategy.</p>	<ul style="list-style-type: none"> Strong, trust-based relationships established with all consortium partners and key external stakeholders.

	<p>Support alignment between consortium partner youth engagement strategies and EYE-C's youth initiatives to foster market-relevant interventions, improve access to finance, and strengthen enterprise linkages for youth.</p> <p>Coordinate with private sector actors, BDS providers to embed youth priorities into business models and co-creation workshops aimed at value chain development.</p> <p>Collaborate with regional and district stakeholders in co-designing youth empowerment interventions that leverage local strengths and align with the economic realities of the agribusiness sector.</p>	<ul style="list-style-type: none"> • Regular and inclusive coordination meetings held with documented action points and follow-ups. • Consortium activities are implemented on time and within scope, with minimal delays or conflicts. • All partners adhere to agreed workplans, budgets, and reporting timelines. • Risks are identified early, and mitigation measures are implemented effectively.
<p>Enterprise Development and Incubation</p> <p><i>Support the development, growth, and sustainability of youth-led enterprises from ideation to scale.</i></p>	<p>Support and coordinate with the Program technical Leads to ensure youth interventions i.e. incubation pipelines, coaching programs, and technical assistance for youth businesses are well understood and cascaded.</p> <p>Organize youth innovation competitions and recognize high-potential innovations.</p> <p>Support creation of agri-tech and digital platforms to enhance enterprise growth.</p>	<ul style="list-style-type: none"> • Youth with profitable businesses • Decent jobs created
<p>Monitoring, Evaluation, and Learning</p> <p><i>Track progress, capture learnings, and contribute to program improvement through data and evidence.</i></p>	<p>Develop M & E tools to track youth engagement process and impact.</p> <p>Track progress against project targets, providing timely updates and reports to country program and project teams, highlighting achievements, gaps, and recommendations related to youth engagement.</p> <p>Support the documentation of success stories, lessons learned, and adaptive strategies based on field experiences.</p> <p>Work with the MEL officers to ensure accurate data collection, analysis, and reporting; compile performance reports (monthly, quarterly, and ad-hoc) and participate in reflective learning sessions.</p>	<ul style="list-style-type: none"> • M & E tools developed to track youth engagement and impact • Periodic monitoring and evaluation of youth owned/led projects and any issues address

	Collaborate with the communications team to identify and showcase youth voices and success stories through digital and traditional media outlets.	
	Ensure cost-effective use of project resources and flag any variances or inefficiencies.	
Knowledge management	Capture and integrate lessons learned to improve Youth engagement outcomes.	<ul style="list-style-type: none"> Lessons, best practices and success stories documented and disseminated. learned well documented
	Facilitate the documentation and reporting of best practices and lessons learned, with a focus on youth, Agri hubs, farmer organizations, private sector actors, and development partners.	
	Stay current with agribusiness trends and innovations to inform and enhance training, knowledge-sharing, and partner capacity-building initiatives.	

And any other duties as requested by the **Gender, Safeguarding & Inclusion Specialist**

REQUIREMENTS OF THE ROLE

Qualifications	Competency	Level 1 Standard	Level 2 Specialist	Level 3 Team Leader	Level 4 Leadership
<ul style="list-style-type: none"> Bachelor's degree in Youth Development, Gender, Development Economics, Social Sciences, Education, Gender Studies, Development Studies, or related field. Master's degree is an added advantage. 	Ownership & Initiative		√		
	Learning & Adaptability		√		

<ul style="list-style-type: none"> • Minimum 5 years of experience in youth development, skilling, or employment programs. • Demonstrated experience in gender mainstreaming and working with marginalized youth, especially young women. • Strong facilitation, coordination, and communication skills. • Familiarity with the Mastercard Foundation's Youth programming is an added advantage. <p>Experience</p> <ul style="list-style-type: none"> • 3+ years of relevant thematic experience. • Strong understanding of rural development, youth engagement, and private sector dynamics. <p>Technical Skills & Knowledge</p> <ul style="list-style-type: none"> • Program Design & Implementation • Training & Facilitation • Gender & Social Inclusion • Monitoring, Evaluation & Learning (MEL) • Stakeholder Engagement • Project Management (Work Planning & Coordination, Budgeting & Resource Allocation and Reporting & Documentation). 	Situational Awareness & Thinking		√		
	Execution & Drive for Results		√		
	Understanding Others & Team Collaboration		√		
	Communicating & influencing		√		

SIGNATURES

Name of Job Holder:	Signature(s):	Date:		Name of Supervisor:	Signature(s):	Date: