

Terms of Reference (TOR)

Youth Entrepreneurial Development Specialist

Background

The Smallholder Agribusiness and Resilience Project (SARP) is co-funded by the International Fund for Agricultural Development (IFAD) and the Government of Sri Lanka. It aims to contribute to reduce poverty among small-scale farmers and increase food security and nutrition in dry zones by building resilience and enabling rural households to access markets in geographies affected by climate change. The project is focused in select hotspots in Vauniya, Mannar, Puttlam, Kurunegala and Mathale districts aligned across the Deduru oya, Mee oya and Malwathu Oya river basins.

Scope of work:

The Youth Entrepreneurship Development Specialist will provide technical support and build capacity of youth in SARP implementing areas in close collaboration with stakeholders, private sector, and all related parties, to deliver Women and Youth Entrepreneurship Projects. Under the overall guidance of the Project Director and the head of value chain the youth entrepreneurial development specialist shall deliver following tasks but not limited to

- Develop a youth strategy for SARP
- Drive towards to reach the 20% youth beneficiary target from the total beneficiary target.
Attract more youth to agri-business

Youth entrepreneurship support and resilience

- Build the capacity of youth entrepreneurs in agri-business management, financial management, marketing, and customer care skills.
- Support youth entrepreneurs to design and implement business plans that are key to their business growth.
- Connect youth led businesses to established entrepreneurs and Business Development Service providers relevant to their enterprises for mentorship and coaching.
- With project team support the Youth entrepreneurs and SMEs to form a network for sharing best practices; enhancing visibility, engagement and reputation with private sector companies.

Linkages

- Strengthen linkages with various market actors, including creating apprenticeship opportunities with prospective employers, and/or business opportunities with the private sector for youth etc.
- Support with linkages with appropriate research agencies and leaders in innovations and related technology.

Internal Reporting

- Submit activity and monthly plans and reports Program Specialist.
- Document and share success and case stories, best practices and lessons learnt.
- Provide input into quarterly and annual donor reports as needed.
- Participate in project planning and review meetings.
- Jointly with other value chain team identify and share areas of good practice.
- Any other duties assigned by the project director

Education Qualifications

- Bachelor's degree in Agriculture, business administration or any other related field, e.g. Entrepreneurship, youth engagement development, programme management filed with 10 years of experience working in youth entrepreneurship development, innovations and inclusive skills development, youth engagement and employability programming in livelihoods/youth employment including significant experience in private sector engagements at managerial level
- or
- Master's degree in Agriculture, business administration or related filed with 7 years of experience working in youth entrepreneurship development, innovations and inclusive skills development, youth engagement and employability programming in livelihoods/youth employment including significant experience in private sector engagements at managerial level.
 - Experience in micro, small and medium entrepreneur development.
 - Working together – successfully works with culturally diverse teams and develops others' team-working skills.
 - Communication and influencing – inspires others by advocating plans and ideas; maintaining a wide, influential network; coaching.
 - Striving for excellence – leads initiatives to improve agribusiness approaches and practices; is a role model for continuous learning and improvement.

- Managing Resources – Organizes own work to meet objectives; clarifies accountability or roles; seeks ways to create value for money in implementation of activities.
- Developing People – is a role model for coaching, mentoring and developing others.
- Delivering Results – effectively working with others to ensure timely, high-quality results. Excellent oral and written skills; excellent drafting, formulation, reporting skills.
- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet;
- Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development;
- Fluency in Sinhala and English. Ability to communicate with Tamil will be distinct advantage
- Excellent oral and written skills; excellent drafting, formulation, reporting skills;
- Ability to work and adapt professionally and effectively in a challenging environment;
- Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines;

Location and period of execution

The Youth Entrepreneurial Development Specialist will be based in Project Management Unit at Colombo with field visits as may be required.

Duration of services

Duration of service is 24 person months (Fulltime basis). Initially, the contract will be assigned for a period of twelve (12) months and its extension will be based upon performance evaluation.