

Terms of Reference

Individual In-field Training Support Consultants Youth Employment (YEE) Phase II Project

Purpose	Implementation acceleration support	Manager	Cloffas Nyagumbo
Responsible	Consultant	Timeline	August to December 2025
Sector	Agri-food/ Energy/ Other emerging sectors	Target districts	Murewa
Project	YEE Phase II	Duration days	5 months

1. Background

SNV Zimbabwe, with funding from the Swiss Agency for Development and Cooperation (SDC) and the Embassy of Sweden, is implementing Phase II of the Youth Employment and Entrepreneurship (YEE) Project. The project seeks to improve the livelihoods and future prospects of 13,000 out-of-school youths (with at least 50% being young women) by creating 'green' employment and entrepreneurial opportunities in the agri-food, renewable energy, and other emerging sectors across 10 districts in Zimbabwe.

Due to delays in contracting with one of the donors, the project is currently lagging behind. To accelerate implementation, SNV intends to engage individual consultants to serve as **In-field Training Support Consultants**. These consultants will work closely with the existing Local Service Providers (LSPs) and play a critical role in supporting on-the-ground project acceleration.

2. Purpose of the Assignment

The individual consultants- preferably localized- will be deployed to a selected district to support respective LSPs in implementing the YEE Phase II programme. They will provide support to the day-to-day implementation of project activities at district level that include project awareness, youth mobilization, opportunity identification, soft and technical skills training, mentorship and coaching, coordination, documentation, and reporting support. With a majority of LSPs in Phase 2 being new partnerships which are locally based and have a strong youth focus, additional support will go a long way in supporting the assigned LSP in YEE roll-out in line with their contractual targets.

4. Scope of Work for the consultant

- Support mobilization facilitation of basic life skills trainings
- Facilitate/ Conduct technical skills through different channels that include internship and on-the-job, demonstration sites, partnership with private companies or TVETs etc.

- Facilitate/ Conduct youth savings and lending (YSAL) trainings including formation or integration of youth into savings groups.
- Assist with the selection, training and onboarding of youth champions and mentors.
- Document best practices, success stories, and lessons learnt at the district level.
- Monitor and track progress of LSP activity plans and support preparation of reports.
- Maintain a physical presence in the district to provide timely, responsive support to the LSP.

5. Expected Deliverables

- Youth trained in Basic life skills and youth training registers uploaded (and approved in LogAlto) in line with agreed monthly targets with the SNV Coordinators
- Youth trained on various technical skills in line with their aspirations and available opportunities in line with agreed monthly targets with the SNV Coordinators. Youth training registers uploaded (and approved in LogAlto)
- Youth trained in Youth Savings and Lending schemes (YSALs) + supported to form YSALs + youth training registers uploaded (and approved in LogAlto) in line with agreed monthly targets with the SNV Coordinators
- District youth champions and mentors select and trained in line with agreed monthly targets with the SNV Coordinators
- Documentation of at least 5 success stories over the engagement period.
- Weekly field activity reports.
- Inputs into LSP monthly and bimonthly reports submitted to SNV.

6. Consultant Profile

- Degree or diploma in agriculture, development studies, youth development, entrepreneurship, or related field.
- Minimum 3 years of experience working with youth or community development projects, preferably in rural districts.
- Familiarity with the target district and/or physical presence in the target district is an added advantage.
- Strong coordination and facilitation skills with community actors and government structures.
- Proven ability to work independently with limited supervision.
- Strong communication and reporting skills (oral and written).
- Fluency in English and local languages spoken in the district of deployment.