



“Youth ignite change project”

Terms of Reference for Business Coaches and Mentors in Gulu and Arua districts

(volunteer positions)

EXPRESSION OF INTEREST

November 2017

Introduction

International Foundation for Recovery and Development (IFRAD) is an entrepreneurship development, private sector organizing and business ecosystem facilitator. IFRAD employs a private-sector-led approach to development which emphasizes building and strengthening of capacities for both informal and formal private sector to; a) organize, b) build wealth and c) exercise active citizenship. IFRADs model increases opportunities for the informal private sector to organize and increase their contribution to both rural and urban economies.

Mission: At IFRAD, our mission is to work with enterprising people and communities, creating a conducive environment for asset-building, wealth creation and democratic engagement.

Vision: The efforts of IFRAD are built towards achieving fully developed and thriving communities that are able to independently grow and sustain themselves and their resources, thus envisioning; “Economically enterprising and peaceful communities”.

With very systematic interventions at micro (sub county), meso (district) and macro (national) levels, IFRAD empowers extremely vulnerable and marginalized children, youth and women with the necessary tools to become self-sustaining, reduce vulnerabilities and take charge of their lives and those of their families.

IFRAD targets children, adolescents, youth and women as priority strategic investment cleavages as a result of the current demographic construct, economic disadvantages, as well as the likely long-term investment advantages the target groups offer.

Background

In September 2017, Oxfam Novib entered into a partnership with International Foundation for Recovery and Development (IFRAD) to implement the Youth Ignite Change project in Gulu and Arua districts. The Youth Ignite change project is part of the broader Oxfam/Irish Aid PGII implementation across 5 countries in Sub Saharan Africa.

The broader goals of the PGII grant are two; i) participation, civil society space and local capacity are strengthened and widened impacting positively on good governance and human rights, as well as ii) long term, sustainable, positive impact on the lives of poor and marginalised people achieved at scale.

In Uganda, the PGII program is being implemented with two key objectives:

- 1. Increased women’s and youth economic empowerment**
- 2. Achieving Greater Gender Equality**

Whereas both objectives are inter-linked, IFRAD’s activities are designed to mainly respond to *Objective 1: Increased women’s and youth economic empowerment.*

2. Objectives of the assignment

The overall objective of the assignment is to provide day-to-day business coaching and mentoring to selected groups of young women and youth to run successful businesses.

3. Purpose and statement of work

International Foundational for Recovery and Development (IFRAD) seeks to contract qualified business mentors and coaches to facilitate the achievement of the objective listed above. The assignment will last between 2-3 months based on unique group capacity development plans.

This process is intended to provide day to day business advisory services and support to group businesses to achieve their objectives as stated in their unique group capacity building plans.

4. Scope of the assignment

Specifically, this engagement aims at;

- a) Delivering tailored business mentoring sessions on a weekly basis to the selected groups.
- b) Completing the business mentorship check-list and report about each group visit conducted on a weekly basis and updating the business group file
- c) Provide day to day business advisory services to group businesses following their capacity development plans (from the visioning exercise) and propelling the groups to growth
- d) Support access to finance and market linkages in the sub county for beneficiary products
- e) Progressively link youth groups to local government programs in the sub county
- f) Support each business group to develop a business plan and implement it

5. Management of the responsibility

The business coach/mentor will work under the overall supervision of **IFRAD Program Associate**. IFRAD will provide all necessary guidance as well as administrative and logistical support to the business coach/mentor in fulfilling the above tasks.

6. Geographical scope

In Arua district, the volunteer positions are in Dadamu and Oluko sub counties while for Gulu district, the volunteer positions are in Bungatira and Patiko sub counties.

7. Candidate profile

The assignment will be undertaken by a local business coach/mentor with the following skills, experiences and qualifications:

- ❖ A tertiary school student completing an entrepreneurship or business related course.
- ❖ Proven experience in business training or facilitating groups
- ❖ Excellent ability to communicate in English both written and spoken, and to work in a team
- ❖ Familiar with youth the local language (Lugbara for Arua and Luo for Acholi)
- ❖ Ability to manage and deliver high-quality work on tight deadlines

8. Implementation Arrangements

The business coach/mentor will work under supervision of the **IFRAD Program Associate** while regularly consulting and informing the project management team on the progress of the assignment.

Expression of Interest Guidelines

All interested parties should respond to this Expression of Interest Notice by making your application to the following address. Applications must be addressed to 'The Program Director, IFRAD' or be HAND DELIVERED to:

International Foundation for Recovery and Development

Plot 1447, Block 216, Buye, Ntinda

P. O. Box 4143, Kampala

Tel: +256 414699534

Email: ifraduganda@gmail.com / info@ifrad.org

Deadline for applications: 22nd November, 2017

This expression of interest can also be found at www.ifrad.org