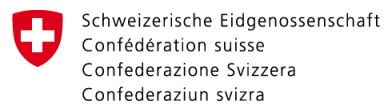


## **Terms of reference:**

**Immersion of young professionals through twelve (12) month internships with local initiatives selected as part of the call for project proposals on the promotion of youth employment in local milk value chains in West Africa and Chad**



October 2022

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## 1. Background and rationale

ECOWAP's vision in the 2025 Strategic Policy Framework is "A modern, sustainable, inclusive, competitive agriculture that ensures decent jobs, food and nutrition security and food sovereignty". The fact is that a large majority of young people still do not have access to decent, well-paid jobs. In the city, the secondary and tertiary sectors are struggling to absorb not only young people from the countryside, drained of its workforce, but also urban youth, who are heavily affected by unemployment, resulting in the attraction of uncontrolled emigration for these young people and for jihadist groups, which seriously threaten social peace in the region.

To reverse this trend, ECOWAS adopted in 2019 a strategy to support the employability of young people in the agro-sylvo-pastoral and fisheries sector in order to combat rural exodus and uncontrolled emigration. This strategy has been translated into a priority investment programme which is now benefiting from the implementation of the PRAOP3 programme funded by the Swiss Cooperation.

The specific objective of the program is to improve the access of young people (men and women) to decent and well-paid jobs in the local milk value chains in the targeted areas through initiatives led by ECOWAS, States, socio-professional agricultural organizations and the private sector; it is structured in three components:

- **Component 1.** Promoting technical and economic models for strengthening the employability of young people in the local milk value chain
- **Component 2.** Creating an enabling environment for the development of local milk value chains
- **Component 3.** Strengthening ECOWAP's operational and strategic steering capacities

In order to contribute to the immersion of young graduates, ECOWAS, with the support of Swiss Cooperation, is undertaking a young professionals programme in each country with the projects that will be selected in component 1. This Young Professionals Programme targets talented and high-potential young professionals who are passionate about the agricultural sector in order to provide them with career opportunities.

## 2. Programme description

It is a 12-month programme with local initiatives selected in the framework of the call for project proposals on the promotion of youth employment in local milk value chains in West Africa and Chad. It covers three themes, namely: i) the "Promotion of job-creating initiatives for young people to improve dairy and livestock feed production", ii) the "Promotion of job-creating initiatives for young people (men and women) in the collection, processing and distribution of local dairy products and specific equipment", and iii) the "Promotion of innovations in service provision and collective financial and non-financial enterprises that create jobs for young people".

Young people concerned are graduates of engineering schools and universities in order to allow them not only to immerse themselves in the agricultural sector but also to have knowledge of ECOWAS and its institutions. The participants will perform their internship within the structures bearing the projects of the calls for proposals under the supervision of the NAIP-FSN Focal Point and the Head of the ECOWAS Country Office for a period of six months, renewable once only for the year 2023.

### **3. Duties and Responsibilities**

Under the responsibility of the project leaders, the interns will carry out the following tasks:

- contribute to the monitoring, evaluation and implementation of projects in the countries;
- contribute to the production of briefing notes by providing the necessary data;
- contribute to the preparation of reports of project coordination meetings;
- Setting up databases on potential partners (national NGOs, NGO federations, umbrella organizations);
- participate with the RAAF in the daily monitoring of field projects under implementation;
- contribute to the drafting of technical reports on the implementation of the various project activities in the country and their reporting to the national technical structures;
- carry out any other activity requested by ECOWAS.

### **4. Qualifications / Experience/Skills**

The professional intern must hold a Master degree or equivalent related to the agro-sylvo-pastoral and fisheries sector and meet the following requirements:

- Be a national of an ECOWAS member country and Chad;
- Be no more than 32 years of age on the date of launch of the call for applications.
- Ability to work effectively in a team and to adapt to a multicultural environment.
- Demonstrate strong analytical skills; be results-oriented, entrepreneurial and demonstrate problem-solving abilities.
- Have strong business management skills and a spirit of innovation
- Proficiency in the ECOWAS working languages (English and/or French/Portuguese).
- Ability to work in a digital environment and to keep up with changing technology.
- Be willing to settle down near the headquarters of the selected project promoters.

### **5. Language**

Fluency in one of the three ECOWAS working languages (English, French, Portuguese) is required. Good linguistic knowledge (written and oral) of a second working language of the Commission would be an asset.

### **6. Location, Duration and start of the assignment**

The internship will take place within the project structures of the calls for proposals in ECOWAS Member States under the supervision of the PNIASAN Focal Point and the Head of the ECOWAS Country Office. The duration of the internship is six (6) months renewable once for the year 2023. The internship is scheduled to start between January and March 2023.