

ABOUT THE ROLE

Job title	Positive Youth Development Lead
Location	Addis Ababa, Ethiopia
Salary	USD 30,000 per annum
Preferred start date	July 2021
Length of contract	5 years
Visa requirements	Must have the right to work in Ethiopia
Reports to	Chief of Party but will be technically backstopped by the Restless Development team based both in Uganda and US
Expected travel	National travel

KEY PRIORITIES

1. Programme-wide:

- Provide technical assistance in formulation of IYA governance structure to ensure it incorporates youth leadership and that youth voice is central in decision-making and ongoing reflections on implementation and adaptations
- Provide overall technical assistance to the consortium to ensure the programming principles of authentic youth engagement, inclusive leadership and demand-driven activities are reflected across all interventions
- Support youth-led formative research, working with universities, to ensure all aspects of the program are informed by and responsive to youth interests (e.g. economic opportunities)
- Ensure that USAID's Positive Youth Development (PYD) approaches are integrated into activity design and implementation.

2. Technical Assistance to youth-led programming:

- Support key youth-serving institutions (e.g. Youth Federation, Youth associations) to increase capacities and transform processes to enhance the voice and role of youth
- Provide technical expertise in approaches for mobilizing youth into new or existing Youth Groups and Youth Networks that results in democratic representation of youth across target areas while ensuring it becomes a sustainable youth-led fund
- Provide technical assistance in the establishment of the Youth Empowerment Fund to ensure policies and processes for fund management are driven by demand from youth in target areas
- Work with Youth Federation/national youth network to increase youth engagement and representation in monitoring government accountability (including for key services such as health and labor market services)
- Provide technical assistance to government institutions, traditional leaders, local public officials and political representatives to facilitate ways for youth to be represented and engaged in decision-making and policy development
- Work with youth in higher education institutions to support youth-led research into economic opportunities
- Provide technical assistance to ensure vocational and entrepreneurship training providers and financial service providers apply approaches that are youth-friendly and are responding to the needs of youth
- Provide technical assistance to ensure health services and financial services are designed with youth participation in order to be responsive to their needs and to be youth-friendly

For more information on Restless Development's mission, values and work, please visit:
www.restlessdevelopment.org.

ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with [our Values](#).

Values	Behaviours	What we expect of the Positive Youth Development Lead
 HEART We are who we serve. We are brave.	Values-led	Embeds a values-led culture across a number of programmes and/or teams by empowering Managers to uphold appropriate Values-led behaviour within their individual teams.
	Innovation	Fosters a climate of innovation and continual improvement across a number of programmes and/or teams. Empowers Managers to promote change and resolve issues within their individual teams.
 HEAD We are 100% professional. We prove that young people can	Delivers Quality	Takes full accountability for performance and value-for-money across a number of programmes and/or teams. Ensures effective collaboration to deliver quality and overcome challenges against strategic goals.
	Decision Making	Confidently makes decisions which may affect multiple programmes and/or teams; taking measured risks when necessary. Empowers and supports managers to consider the bigger picture when faced with difficult decisions or when weighing up measured risks.
 VOICE We generate leaders. We are proud to carry the banner for youth-led development.	Leadership	Plays a key role in strategy development and is accountable for the performance of multiple programmes and/or teams. Inspires and supports others to take on a leadership role.
	People Development	Drives their own personal development, committing to new challenges which build capacity and cross-team collaboration for the organisation. Supports Managers to fulfil their potential through effective performance management, mentoring and other opportunities for growth.
 HANDS We are in it together. We listen and learn.	Effective Communication	Builds consensus and commitment amongst staff and major national partners. Confidently anticipates and responds to challenge or resistance. Coaches others to communicate strategically.
	Collaboration	Is a role model for collaboration across multiple programmes and/or teams, and with major national partners. Cultivates national and regional partnerships

SKILLS AND EXPERIENCE

Essential	<ul style="list-style-type: none"> • Experience in USAID-funded activities on Positive Youth Development (PYD) is strongly preferred. • Demonstrated ability to implement youth-led and youth-focussed programming in partnership with NGOs, local organizations and government affiliated initiatives. • Experience with USAID rules, regulations and reporting requirements is strongly preferred. • Excellent verbal and written communication skills in English. • Ethiopian Nationals given preference
Desirable	<ul style="list-style-type: none"> • Bachelors or MA/S or equivalent in social or political science, international development, management or public administration, business administration or other relevant field related to youth programming.

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Restless Development is an Equal Opportunities employer and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

WHAT WE DO FOR YOU

Remuneration

We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations.

Values and Culture

At Restless Development, we're proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and our global achievements with monthly Values Champions and an annual Values Day.

Work-life Balance

It goes without saying that we work hard, at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, maternity, paternity or adoption leave, and other leave allowances.

Professional Development

Restless Development is proud to be an employer who recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through:

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on-the-job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

Travel and Medical Insurance

We provide medical insurance to staff and two dependents. When travelling abroad with work, all staff will be covered by Restless Development's travel insurance.

KEY DATES

- Please send a completed application form and CV to ugandajobs@restlessdevelopment.org by **5:00 PM on Friday 14th May, 2021**.

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