



Job Advert - Program Officer - Private Sector Engagement/Employment Officer

The Rural Youth Employment Support (R-YES) project has established a network of private sector companies that provide experiential learning and employment opportunities to youth in agribusiness and its adjacent sectors in Rwanda.

R-YES is a 5-year project (2020-2024) implemented in Rwanda by Kilimo Trust in partnership with Rwanda Youth in Agribusiness Forum (RYAF), Rwanda Polytechnic (RP), and Rwanda TVET Board (RTB) with funding from the International Fund for Agricultural Development (IFAD) and German Federal Ministry for Economic Cooperation and Development (BMZ). Under R-YES project, Integrated Polytechnic Regional Colleges (IPRCs) of RP, TVETs of RTB, and agribusiness companies are centers of experiential learning and employment.

R-YES project targets to create 3,000 new employment opportunities (self and wage employment) for youth in agribusiness and its adjacent sectors). Interventions include identification of skill gaps & vocational training/skills development to address the skills gaps, implementation of work-based learning programmes (internships, apprenticeships, traineeships etc.), and business development (business boot camps, incubation, accelerations etc.) for increased business acumen and enhanced market access.

Kilimo Trust Rwanda with support from IFAD is seeking to hire a Program Officer- Private Sector Engagement/Employment Officer to provide technical support in the implementation of R-YES Project by establishing new and managing existing relationships with private sector companies to create sustainable and decent jobs for the target youth in agribusiness and adjacent sectors.

Job Title: Program Officer - Private Sector Engagement/Employment Officer
Job Grade: KT4
Unit of Service: Rural Youth Employment Support (R-YES) Project
Reports To: Team Leader R-YES Project (Kilimo Trust Rwanda)
Duty Station: Kigali - Rwanda
Employment Category: One Year

<p>Purpose of the Job</p> <ul style="list-style-type: none"> ➤ To mobilize and engage companies to participate in work-based learning programmes and strengthen collaboration and linkages between the industry and education/learning institutions to smoothen the transition of youth from school (including school dropouts) to the world of work and entrepreneurship.
<p>Responsibilities:</p> <ol style="list-style-type: none"> a) Provide technical expertise and advice to the project team and when required to the stakeholders of the project, including relevant government agencies and other key institutions b) Map out key private sector firms (including employers' organizations) and work effectively with the technical colleges to design and implement work-based learning programmes with the aim to absorb supported youth as full-time wage workers by the firms. c) Ensure gender mainstreaming in the design and implementation of apprenticeships and internships programmes, paying particular attention to breaking gender stereotypes in skills

<p>development and the impact and benefits of skills development for women, youth, and people with disabilities.</p> <ul style="list-style-type: none"> d) Take proactive measures to continuously initiate new and innovative partnerships on skills development with wide ranging multilateral and private sector entities and agencies in line with R-YES Project Strategy e) Promote and establish stronger linkages and collaborations between training centers and agribusiness/adjacent sector industry to ensure smooth apprenticeship & internship placements for youth, f) Identify, initiate, and activate public private partnerships with public and private sector partners, including strategically important NGOs and Community Based Organisations in the target regions g) Promote the mainstreaming of green jobs across the project wage employment component and operationalize the linkage between climate change, environmental sustainability, and decent work. h) Conduct close monitoring, assessment and follow up with agribusiness companies, other private sector firms and youth accessing decent jobs. i) Define and share key messages of the project components with all stakeholders and target audiences, ensuring the recognition of and ownership of project work by the Government and private sector partners. j) Identify and document lessons learned and contribute to knowledge management activities to expand and enhance learning on supporting the access of youth to decent work.
<p>Key Performance Indicators - How will we measure success</p> <ul style="list-style-type: none"> a) Number of new partnerships established with agribusiness companies, b) Number of agribusiness companies participating in work-based learning of R-YES project, c) Number of linkages established between training centers/colleges and agribusiness/adjacent sector companies to ensure smooth apprenticeship & internship placements for youth, d) Number of decent jobs created (wage employment, self-employment, green/climate resilient), e) Number of messages published in different media to contribute to knowledge and expand/enhance learning
<p>Competencies Required</p> <ul style="list-style-type: none"> a) Ability to develop clear strategic goals consistent with the Project's objectives, and to design and synthesize employment strategies for programme development b) Demonstrated ability to collaborate and willingness to innovate c) Ability to maintain effectiveness when experiencing major changes in work tasks or environment, and to adjust effectively to work within new work structures, processes, requirements, or cultures. d) Ability to work in a multicultural environment and to demonstrate gender-sensitive and non-discriminatory behaviour and attitudes. e) Proven experience in managing multiple and competing tasks while maintaining quality of deliverables within deadlines. f) Advanced oral and written communication skills in English and Kinyarwanda. g) Partnership building skills h) Ability to take on assignments that require travel to field location
<p>Educational Qualifications and Experience Required</p> <ul style="list-style-type: none"> a) University degree (Minimum Bachelor's degree) in human resources development, skills or training policy, labour economics, labour sociology, or economic development or other related social sciences discipline with demonstrated expertise in skills and lifelong learning. b) At least five (5) years of experience in performing similar tasks. c) Demonstrated experience in private sector engagement and skills development systems and policies

How to Apply

If you are the right candidate, please send your application letter plus the following:

- ✓ An up-to-date CV, highlighting relevant skills and experience (presented in relation to responsibilities and experience areas listed above).
- ✓ Full names and contacts of three referees
- ✓ Copies of Academic Certificate and Transcripts for A' level, Under-Graduate and Post-Graduate qualifications.
- ✓ A statement and proof of current remuneration package.

Please submit your application documents electronically to recruitment@kilimotrust.org

Address your application to the Human Resource Manager, Kilimo Trust.

Deadline for application: 26th August 2022.

Only shortlisted candidates will be contacted