

Consultant, Youth Education & Training Technical & Coordination Support

TERMS OF REFERENCE

General Expertise: Youth Education & Training for displacement affected youth, including sector recognised research with and for youth not in education, employment or training / online community management / engagement with the Global Compact for Young People in Humanitarian Action / learning & strategy workshop facilitation.

Department/Office: NRC Education Core Competency / Head Office

Contract Duration: 9 working weeks (45 days) over a period of 6 months;

Working Modality: Remote with in-country workshops as required.

Start Date: September 2025

BACKGROUND

NRC's Education in Emergencies, work aims to support all displacement-affected children and youth to enjoy quality, safe and inclusive learning opportunities relevant to their psychosocial, emotional and cognitive development and needs. Our Youth Education & Training (YET) programme support displacement affected youth become active and engaged members of their community and supported to choose their transition into education pathways or livelihood opportunities, improving their overall wellbeing.

NRC's 2025 Programme Refocus, reviewed the Education Core Competency and concluded that it had 'a strong position in the sector. Consistent support from both humanitarian and development donors. Our programming in Education in Emergencies (EiE), youth skills development, and psychosocial support has become a recognised area of added value in the sector. Education will remain a pillar of NRC's response, contributing to protection, social inclusion, and future self-reliance. NRC will continue to build on its strong reputation, flagship projects, and strategic partnerships in this area. There are two areas we would like to develop further: 1) We would like to continue to support formal education with the objective to facilitate the integration of displaced children and young people into formal education, and 2) We would like to develop a strategy to grow youth education, which today is a small pillar of the NRC Education portfolio, but an important niche for NRC in the education in emergencies sector.'

In 2024 NRC YET programme supported over 80,000 displacement affected young people in 25 countries. In countries such as Syria, South Sudan, Ethiopia and Myanmar the YE programme consistently achieves 90% completion rates of vocational skills training, with 60% of participants gaining new job opportunities of which 80% increase their income. These youth graduates report an improved ability to meet their families' basic needs and improvements in their own self-worth, all contributing to the improved [wellbeing of displacement affected youth](#). In Ethiopia, refugee youth graduates have also received residency permits, offering durable solutions to refugee youth living in camps. In 2020, NRC co-developed and launched the [IASC Guidelines on Working with and for Young People in Humanitarian and Protracted Crises](#) with UNICEF. This outlines the need for the meaningful participation of youth, throughout all stages of the humanitarian programme cycle, across all sectors – including Education. NRC currently has two on-going global programmes, the NORAD funded Better Education & Livelihood Pathways programme, implemented in

Ethiopia, El Salvador, Honduras, Myanmar, Niger and Palestine, as well as the POWER Displaced Youth Skills programme in East Africa, with Uganda, Sudan and Ethiopia.

DUTIES AND RESPONSIBILITIES

The consultant will provide displaced youth education technical and coordination support. Key responsibilities include:

1. Global Youth Education & Training Learning Exchange and Scale-up Strategy Workshop

- a. Co-facilitate the planning, consultation process and workshop in Uganda between the 13th & 17th October in Uganda, consisting of two days learning on the two global initiatives, one day youth and local partner consultation and two days strategic discussions on future programmatic focus and scale up strategies.
- b. Consolidate available NRC tools and resources into an updated Youth Education & Training Programme Toolkit, based on the decisions taken in the workshop regarding the programmatic focus in the draft YET scale-up strategy.

2. Global Compact for Young People in Humanitarian Action (Youth Compact)

- a. Support the design of a Youth Compact community of practice approach for consideration during the annual meeting at the end October / start of November.
- b. Develop a quarterly Youth Compact Newsletter template and the first two editions in November and February.

EXPECTED OUTCOMES

By the end of the consultancy, the following key deliverables will be achieved:

1. Global Youth Education and Training Workshop conducted, resulting in a draft scale up strategy to be presented for approval to NRC senior management.
2. NRC YET resources and tools consolidated in an updated YET toolkit to support country offices to deliver on the programmatic direction of the draft scale-up strategy.
3. Youth Compact Newsletter Template endorsed by compact members and first two newsletters disseminated.
4. The Youth Compact has a design for an improved way of working based on an appropriate community of practice design.

CONSULTANT SPECIFICATIONS

- **Work Experience:** At least 10 years in Education in Emergencies (EiE) with a focus on displaced youth.
- **Education:** Postgraduate qualification in EiE and/or displaced youth education.

Required Experience

- Previous experience working with NRC and in-depth knowledge of NRC Youth Education & Training Programme.
- A record of developing sector recognised research and learning products on displaced youth education, engagement and livelihood pathways.

- Experience of delivering Youth Compact activities at a country level and engagement with its multi-stakeholder members (UN, INGO, Donors, youth-led organisations).
- A proven track record of co-facilitating multi-stakeholder strategy consultations and workshops with teams at a county and head office levels focused on displaced youth education.

Desirable Experience

- Ability to speak English plus one other language used by NRC (eg. Arabic, French, Spanish).
- Ability to work remotely while managing global coordination efforts across multiple time zones (eg, US, Europe & Asia)

Deployment and Flexibility

- Willingness to deploy for 1 country visits for in-person workshop in Uganda during October 13th and 17th.

APPLICATION INSTRUCTIONS

Applications should include the following:

- CV and cover letter with at least two samples of previous work undertaken and led by the service provider.
- A proposed budget detailing service provision fees. All budgets and final quotations should be made in PDF files.
- Submission by Friday 29th August 2025 at 17:00 CET.
- Submission emailed to craig.dean@nrc.no , NRC's Global Youth Education & Training Specialist.

Evaluation Criteria

Offers from providers will be evaluated by the following criteria:

- Overall proven expertise and experience of the applicant, with a particular focus on the applicant's CV/previous experience - 70%
- Pricing - 30 %