



## **TERMS OF REFERENCE**

**Position Title:** Climate Lead

**Duration:** 1 Year

**Reports to:** Programs Manager

**Location:** Kampala, Uganda

**Start date:** Immediately

### **1. About The Green Africa Youth Organization (GAYO)**

GAYO is a youth-led gender-balanced Non-Governmental Organization (NGO) that advocates for environmental sustainability and community development. Founded in 2014, GAYO is dedicated to raising awareness, educating and building the capacity of different stakeholders to adopt sustainable environmental practices that satisfy the needs of the present generation without compromising the ability of future generations to have a good quality of life. To achieve its objective, GAYO works with various institutions and multiple levels of governance to implement climate change, circular economy and disaster risk reduction projects within communities.

Visit our website for more information: [www.greenafricayouth.org](http://www.greenafricayouth.org)

### **2. Position Description**

As part of the Green Africa Youth Organization's aim to expand across other African countries, we have established the GAYO in Uganda office to advance the mission of researching to provide solutions to pressing environmental issues through youth empowerment and public education. "The primary responsibility of this role is to coordinate and support climate engagement with young people in Uganda. This portfolio will entail engaging stakeholders within regions in Uganda and working with project officers to deliver project goals. Uganda, similar to other countries in sub-Saharan Africa, faces the impacts of climate change, notwithstanding, youth are progressively demonstrating their leadership in tackling the climate crisis however, they possess limited resources and capacity to do so separately. GAYO seeks to bring on board a Climate Officer to implement our vision of strengthening climate engagement and youth



movements at the national level in Uganda to influence climate policies, as well as scaling youth-led climate action. The Climate Lead would report directly to the GAYO Uganda National Director.

GAYO is inspired by the potential of this office to spur multilevel partnerships and collaborations, influence policies, build collective strength for climate change locally and regionally, and create a scalable and replicable model for other African Countries.

### **3. Position Role and Responsibilities.**

#### **3.1. Stakeholder engagement.**

- Work closely with the Programmes Manager and YCC coordinator to deliver the implementation of the project activities in accordance with the project objectives.
- Support fundraising and resource mobilization efforts for effective implementation of activities and growth of the organization.
- Lead climate projects in Uganda; oversee youth engagement programs and climate policy agendas.
- Be responsible for the coordination and management of climate related capacity-building events in Uganda.
- Deliver project presentations, training, workshops and seminars where required to facilitate climate change awareness creation.
- Oversee the collection of climate change adaptation, resilience in Uganda while creating and maintaining the database for ongoing and pipeline project stakeholders.
- Establish, maintain and improve mutual and beneficial relationships with relevant governmental and non-governmental agencies and other project stakeholders.
- Serve as a representative of the organization at high level meetings and forums relating to all projects and GAYO's work.
- Support resource mobilization efforts including proposal writing and building partnerships.



### **3.2. Fundraising**

- Lead team in writing of grant proposals to secure funding for climate programs.
- Identify and research potential donors, including individuals, foundations, and corporations that can finance organization activities.
- Initiate and develop partnerships with stakeholders to pave the way for securing funds and in-kind resources for the organization.

### **3.3. Project planning and coordination.**

- Coordinate the provision of GAYO's support to youth-led climate initiatives and organizations while creating and maintaining partnerships to deliver on the overall objectives of GAYO in Uganda.
- Coordinating, conceptualizing and designing research programs.
- Support the GAYO Eco Club scale up in other universities and regions.
- Enhance the effective communication of GAYO's role in strengthening youth engagement in national and sub-national climate policy engagement to relevant stakeholders.
- Support YCC programs especially implementation youth working groups activities.

### **3.4. M&E Support.**

- Provide support with project baseline and end-line assessments to ensure proper project data collection, monitoring and documentation.
- Lead the development and implementation of communications and visibility plans for all activities, while proactively coordinating with partners.
- Submission of bi-weekly report to the Uganda Country Manager

## **4. Qualifications.**

Applicants to this role should have a bachelor's degree in Environmental Management, Geography, Forestry or related field. Candidates with a masters degree in a related field have an added advantage.

## **5. Required skills**

The ideal candidate is someone who has the following qualities;

- Must have at least 2 years of experience in Projects related to climate change
- Prior experience working with Civil Society Organizations (CSO) at the national, regional and international levels including evidence-based experience working with development partners, local government and other relevant stakeholders.
- Existing theoretical and practical knowledge of national, regional and international climate change policy processes. This includes familiarity with the National Adaptation Plan, Nationally Determined Contributions, National Climate Change Policy, Paris Agreement, AU / EAC and UNFCCC processes, etc.
- Personal organization, ability to manage workload, and take initiative.
- Good communication skills, planning and coordination & reporting, and expectation management.
- Familiarity with virtual working tools including Zoom, Teams, Google Docs, and Microsoft Office suite.
- Detailed-oriented and an ability to work with low supervision.

## **6. Outputs/deliverables**

- Ensuring the outputs related to assigned projects are delivered and activities are implemented in a timely and efficient manner.
- Timely submission of the projects (monthly progress update), quarterly and annual reports to the line manager. Ensuring documents capture approaches, good practices, lessons learnt and results.
- Number of grant proposals written and volumes of funds secured to drive growth and activities of the organization.
- A maintained stakeholders database for Uganda including community, partnerships, and project funders.
- The number of Eco Clubs Chapters established and functioning effectively within Universities.
- Number of MOU signed with local government and strategic partnerships with



ministries established.

- Constant contribution to teamwork.

## **7. Terms and Conditions**

- The Contract is for one year
- Working hours: 40 hours per week (Full time)
- Working language: English
- The Climate Lead will receive a monthly net salary of 1,500,000 Ugandan Shilling

## **8. How to apply**

Please apply via [this link](#) by uploading application documents including your application documents including your CV and a cover letter all merged into 1 pdf document not more than 5MB size.

## **9. Equal Opportunity and Employment Policy**

GAYOs' hiring policy is geared to ensure that the organization hires employees without regard to their race, color, religion, tribe, citizenship, age, gender, marital status, socio-economic background or sexual orientation. GAYO's policy is that applicants for employment and career progression are considered solely based on their relevant qualifications and competencies.

**Please note that applications received after the deadline cannot be considered.**

GAYO will only contact applicants shortlisted for this position. If you do not receive any feedback from GAYO a week after your application, it means you were not successful in this particular position. However, we would recommend regularly checking our website or social media channels for opportunities we continually make available.

**Application Deadline:** February, 17/02/2025.