



TERMS OF REFERENCE FOR NATIONAL CONSULTANT(S)

GENERAL INFORMATION

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| Title | Bootcamp training of entrepreneurs in Djibouti and South Sudan. |
| Location | Djibouti and Juba (South Sudan) |
| Type of Consultant | National (individual); South Sudan and Djibouti respectively |
| Duration (working days) | 10 working days for each country. |

1. BACKGROUND

The Intergovernmental Authority on Development (IGAD) in Eastern Africa was created in 1996 to supersede the Intergovernmental Authority on Drought and Development (IGADD) which was founded in 1986 to mitigate the effects of the recurring severe droughts and other natural disasters that resulted in widespread famine, ecological degradation and economic hardship in the region.

With the new emerging political and socio-economic challenges, the assembly of Heads of State and Government, meeting in Addis Ababa in April 1995, resolved to revitalize IGADD and expand areas of cooperation among Member States. The new and revitalized IGAD was launched during the 5th Summit of the IGAD Assembly of Heads of State and Government held on 25th-26th November 1996 in Djibouti. The Summit endorsed the decision to enhance regional cooperation in three priority areas namely; food security and environmental protection, economic cooperation, regional integration and social development peace and security.

IGAD's work is executed through different divisions and specialized institutions that are assigned respective mandates. This includes the IGAD Centre for Pastoral Areas and Livestock Development (ICPALD) which is mandated with complementing efforts of IGAD member states to sustainably generate wealth and employment through livestock and complementary livelihood resources development in arid and semi-arid areas of the IGAD region. ICPALD interventions are organized into three areas namely; (i) Livestock development (ii) Drylands development through drylands agriculture and alternative livelihoods and (iii) Socio-economic policy and marketing.

Please visit www.igad.int for more information about the history of IGAD, its member states, areas of work through the different divisions and specialized institutions.

1.1. ENTREPRENEURSHIP AND INNOVATION DEVELOPMENT FOR FRAGILITY REDUCTION (EIDFR) PROJECT

IGAD region has a population of 292 million (60% youth), where youth is defined as ages 15 and 35 according to the African Youth Charter (2006). In recognition of the opportunities and challenges the high youth population presents, IGAD developed a Youth Policy (2023) that provides a framework for designing and implementing effective youth engagement strategies internally and by the member states. The policy outlines thirteen priority areas of youth engagement, including **Education and Skills Development, Sustainable Livelihoods and Co-generation of decent work, Agriculture, and Environment and Climate Change.**

Aligned with the above, the EIDFR Project was launched in March 2024 and is expected to run until December 2025. It is funded by the African Development Bank (AfDB) and executed by the Intergovernmental Authority on Development (IGAD).

The project seeks to strengthen institutional capacity for entrepreneurship, innovation development, and job creation in South Sudan and Djibouti while putting on hold the focus on Sudan due to prevailing violent conflicts. The project aims at bringing together learning institutions (university and TVET level), the private sector, and respective governments to;

- (i) Strengthen E&I at institutional, national and regional levels. This involves supporting the respective incubation centers at the Universities of Djibouti and Juba through additional equipment and expansion/renovation of premises to host incubatees.
- (ii) Stimulate employment opportunities for youth by supporting and promoting the establishment of start-ups led by young entrepreneurs. This will involve a multi-stage competitive and equitable process of selecting innovations through national calls for application in the focal countries, training, mentorship, and seed fund awards to 20 finalists per country. Eligible applicants will be youths (country-specific definition) with innovative ideas with the potential to improve the adaptive capacities of local communities to the effects of climate change like drought and floods and generate jobs, especially for women and other youth while reducing fragility.
- (iii) Facilitating an enabling entrepreneurial ecosystem by training 500 stakeholders per target country composed of policy makers and students/researchers using the training of trainers (ToT) approach. Anchored in the respective centers, relevant policies will be reviewed, and private sector working groups (PWG) established to spearhead dialogues and solutions for institutional and market constraints to youth-led entrepreneurial development in respective countries.

Through National Calls for Innovations, youth innovators will be selected through a three-stage process as follows;

- Stage 1: Screening and selection of 40 best ideas per target county
- Stage 2: Bootcamp training and selecting 30 best ideas per country from above (stage 1)
- Stage 3: Six-month incubation of above pool (stage 2) and selection of 20 best ideas for seed fund award

Through seed fund award, training and mentorship of the above enterprises, the project will contribute to the creation of at least 100 direct jobs and 400 indirect jobs per focal country with an inclination toward women (40%) and climate adaptation (50%).

2. PURPOSE OF THE ASSIGNMENT

ICPALD seeks to engage Individual National Consultants to conduct 5-day Bootcamps in Djibouti and South Sudan respectively. The assignment seeks to equip youth innovators with entrepreneurial mindset and relevant skills to successfully launch and grow their businesses.

The Bootcamp will be provided to about 40 youth innovators per focal country to enable them to refine their ideas and pitch during the second-stage selection.

3. SCOPE OF WORK

Under supervision of the respective National Focal Persons (NFP) in Djibouti/South Sudan and overall guidance of the Project Coordinator, the consultant shall undertake the following tasks;

- (i) Develop a curriculum for Bootcamp training that includes but is not limited to the following;
 - Introduction to entrepreneurship-*characteristics of successful entrepreneurs.*
 - Identifying opportunities-*Idea generation, market research, identifying unmet needs.*
 - Business models and value proposition-*creating a business model canvas and defining a unique value proposition.*
 - Costing and Budgeting.
 - Legal considerations-*legal structure guiding business in the country i.e. Djibouti or South Sudan.*
 - Funding-*Funding options, pitching and attracting investors.*
- (ii) Train the trainers using a combination of lectures/discussions/presentations/case studies.
- (iii) Conduct pre- and post-evaluation of the trainees.
- (iv) Compile and submit a training report to ICPALD.

4. DELIVERABLES

Outlined below are the key deliverables and indicative deadlines

- (i) Submission of the inception report within 5 days upon signing contract
- (ii) Development of the Bootcamp training curriculum in assigned country within 10 days upon signing contract
- (iii) Training of 40 youth innovators in assigned country within 20 days upon signing contract
- (iv) Submission of the training report for assigned country within 5 days after the Bootcamp.

5. DURATION OF THE ASSIGNMENT

The assignment is expected to take 10 working days broken down as follows:

| Main task | No. working days |
|--|------------------|
| 1. Submission of the inception report | 1 |
| 2. Submission of a satisfactory Bootcamp curriculum in assigned country | 2 |
| 3. Bootcamp training for an average of 40 youth innovators in assigned country | 5 |
| 4. Submission of a satisfactory Bootcamp training report for assigned country | 2 |
| Total number of working days (per assigned country) | 10 |

6. KEY QUALIFICATION AND EXPERIENCE

- At least a master's degree in Entrepreneurship, Business Administration, Agriculture Economics or economics etc.
- Minimum 5 years of experience related to entrepreneurship training, business development services (BDS), working with start-ups etc.

- Proven experience of undertaking similar assignments in the target countries-regional experience and exposure will be an added advantage.
- Qualified women are encouraged to apply.

7. PREPARATION AND SUBMISSION OF EXPRESSION OF INTEREST

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| Language | Applications shall be made in the English and French Language for South Sudan and Djibouti respectively. |
| Documents | This call for expression is open to Individual Consultants ONLY. Therefore, submission shall include an application letter and resume (max 6 pages) highlighting key qualifications and experience relevant to the assignment. |

8. PAYMENT-PROFESSIONAL FEES

Payment will be made in tranches as follows;

- 20% upon submission of the inception report including training curriculum
- 80% upon submission of satisfactory final training report

9. TAXES

The consultant will be responsible for remitting his/her taxes.

10. INSURANCE COVER

The consultant will be responsible for his/her insurance.