

## Terms of Reference: Agroecology Community Solutions Interns/Fellows Background



The **"Building Women & Youth-led Network Alliances for Agroecology and Organic Agriculture Programme"** is a collaborative initiative between the [Young Professionals for Agricultural Development \(YPARD\)](#), [Participatory Ecological Land Use Management \(PELUM\) Kenya](#), [African Green Store Network \(AGSN\)](#), and the [Knowledge Centre for Organic Agriculture and Agroecology \(KCOA\)](#). Funded by the [Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH \(GIZ\)](#).

The programme aims to strengthen alliances among these networks to engage youth and women in agroecology and organic agriculture. It focuses on;

- capacity building
- Knowledge management
- Entrepreneurship
- Market linkages
- Advocacy to promote sustainable agrifood systems in Africa.

As part of **Activity 2: Entrepreneurship and Market Linkages: Community Solutions Internships & Fellowships**, six (6) interns/fellows will be recruited to implement Community Solutions Projects addressing local needs in agroecology and organic agriculture. These projects may involve establishing or scaling small and medium enterprises (SMEs) or community-based initiatives.

Interns (currently in formal education) and fellows (post-education) will receive stipends (EUR 200 per month for a period of 10 month), mentorship, and access to KCOA knowledge products and networks to support their professional development and project success. The program emphasizes gender-transformative approaches, youth leadership, and sustainable agrifood systems transformation.

## Objectives of the Internship/Fellowship

- Implement Community Solutions Projects that address local agrifood system challenges using agroecology and organic agriculture principles.
- Enhance technical and professional skills in areas such as agroecological practices, entrepreneurship, market linkages, and advocacy.
- Engage with KCOA, PELUM Kenya, AGSN, and YPARD networks to foster knowledge exchange, networking, and peer-to-peer learning.
- Contribute to the KCOA Digital Knowledge Platform by producing youth-led case studies and success stories.
- Promote youth and women's leadership in sustainable agrifood systems, aligning with the program's gender-transformative goals.

## Scope of Work and Responsibilities

Interns/fellows will be based in their respective communities, working on Community Solutions Projects that address local needs (e.g., sustainable farming, agribusiness development, or community resilience). They will be onboarded as KCOA multipliers and connected to partners such as GIZ, PELUM Kenya, AGSN, IFAD, FAO, UNDP, and EIT Food. Supervision will be provided digitally by the YPARD Global team, with potential in-person support from local partners (e.g., PELUM Kenya, AGSN).

### Key responsibilities include:

- **Project Development and Implementation:** Design and execute a Community Solutions Project, either creating a new SME or scaling an existing one, focused on agroecology or organic agriculture. Projects must align with local needs and KCOA principles (e.g., biodiversity, low-input systems, soil health).
- **Mentorship Engagement:** Participate in regular (1-2 hours bi-monthly) virtual mentorship sessions with an assigned mentor (matched based on project focus). Collaborate on setting and achieving project milestones and personal development goals.
- **Knowledge Utilization and Contribution:** Use KCOA knowledge products (e.g., manuals, videos, case studies) to inform project activities. Produce an end-report documenting project outcomes, lessons learned, and impacts, to be uploaded as a youth-leadership case study on the KCOA Platform.
- **Networking and Events:** Attend relevant program events (e.g., AWOLA Regional Networking Forum, YALTA Youth Congress, YPARD Cafes, or AGSN workshops) to share experiences, build networks, and promote agroecology. Facilitate connections to local KCOA partners where possible.
- **Advocacy and Awareness:** Advocate for agroecology and organic agriculture within local communities, using tools like the YALTA Digital Story Map or local media to highlight project impacts.

- **Monitoring and Reporting:** Submit monthly progress updates to the program coordinator and mentor. Complete a final end-report (template provided) by the end of the internship/fellowship period.

## Duration and Timeline

- **Duration:** 10 months (September 2025–June 2026), aligned with project implementation.
- **Total Commitment:** Approximately 12-16 hours/month, balancing project work, mentorship, and program activities as well as your other assignments (flexible scheduling).

## Benefits & Support

- Participants will receive a modest monthly stipend of 200 EUR to support living expenses.
- Up to EUR 1,000 will be provided as direct financial support to help boost or kick-start their Community Solutions Projects.
- Approved expenses such as data, internet, airtime, and travel (both national and international) will be covered upon prior authorization.
- Financial support for attending at least one relevant program event, including costs related to travel, accommodation, and registration—for example, the AWOLA Regional Forum, YALTA Youth Congress, or AGSN workshops.
- To facilitate their work, each participant will be provided with a laptop and phone.
- Access to KCOA knowledge products, mentorship opportunities, and network linkages through partner organizations such as PELUM Kenya, AGSN, and YPARD.
- Technical support from YPARD will be available throughout project implementation.

## Eligibility Criteria

- **Age:** This programme welcomes applications from young people aged 18 to 35 who currently have an active community solutions project or a project idea that can be brought to reality during the program.
- **Education: Interns** must be enrolled in a formal education program such as university or vocational training in fields related to agriculture, agribusiness, environmental science, or similar disciplines. **Fellows** must have completed formal education and aim to advance their careers in agroecology or organic agriculture.
- **Interest:** Candidates should demonstrate a genuine interest in agroecology, organic agriculture, or sustainable agrifood systems. While prior experience in community projects, agribusiness, or advocacy is beneficial, it is not mandatory.

- **Location:** Applicants must reside in Africa, preferably within KCOA network countries, including Kenya, Uganda, Nigeria, Cameroon, Benin, or other Sub-Saharan African nations.
- **Language and skills:** Basic project management and communication skills are required, along with the ability to work independently and collaboratively in low-resource settings. Familiarity with digital tools such as Zoom, Google Meet, Teams and the KCOA Digital Platform is advantageous. Proficiency in English and/or French is required, and knowledge of local languages is considered an asset. Candidates must commit to the full program duration and have reliable internet access to facilitate virtual mentorship and supervision.
- **Inclusivity:** The program strongly encourages applications from women, youth from marginalized communities including Indigenous peoples, rural populations, or persons with disabilities and those facing systemic barriers such as limited access to land, finance, or markets.

## Deliverables

- Within the first month, submit a detailed Community Solutions Project plan developed in collaboration with your mentor. Provide monthly progress updates—either brief reports or check-ins to the YPARD Project coordinator and mentor.
- Actively participate in at least 80% of program events (e.g., AWOLA Forum, YALTA Congress, YPARD Cafes, and Farm Days Out).
- At the end of the program, submit a final report (using the YPARD template) documenting project outcomes, challenges, lessons learned, and impacts, and upload it to the KCOA Platform as a youth-leadership case study.

## Application Process & Contact Information

Interested candidates must submit their applications, as outlined in the Call for Expression of Interest, via email to **[tadeo.ajuna@ypard.net](mailto:tadeo.ajuna@ypard.net)** by **30th August 2025**. Only shortlisted candidates will be contacted and invited for virtual interviews by mid-September 2025.

For any inquiries, please contact the Project Coordinator at **[tadeo.ajuna@ypard.net](mailto:tadeo.ajuna@ypard.net)**.