

**Inter-American Development Bank  
Technical Cooperation Program (Trust Fund Financing)**

**TC/FUNDS BRIEF  
(GY-T1024)**

**I. GENERAL INFORMATION**

<b>TC Project Title:</b>	Enhancing Youth Leadership in Indigenous Communities
<b>Trust Fund:</b>	Social Inclusion Trust Fund
<b>Beneficiary Country:</b>	Guyana
<b>Executing Agency:</b>	Pro-Natura UK in collaboration with the North Rupununi District Development Board (NRDDB)
<b>Estimated Total Amount to be financed (US\$):</b>	US\$100,000
Amount financed by Social Inclusion Trust Fund:	US\$ 80,000
Amount financed by local counterpart or other sources:	US\$ 20,000
<b>Team Members:</b>	Kristyna Bishop (Project Team Leader), Eri Watanabe (RE3/SO3), Julio Norori (COF/CGY), Alexandra Ortega (RE3/SO3) and Mónica Lugo (LEG).
<b>Execution Deadline:</b>	24 months after approval date
<b>Disbursement Deadline:</b>	30 months after approval date

**II. BACKGROUND**

- 2.1 The 1999 Household Survey indicates that the poverty rate in Guyana is 35%, the highest rate in the English-speaking Caribbean. Poverty is most pronounced amongst the Indigenous population, which totals approximately 58,000 inhabitants living in 140 communities. Geographical isolation and the high cost of transportation in particular have marginalized these communities from many of the benefits of Guyana's poverty reduction strategy and, despite some progress, Indigenous peoples are still considered to be "the poorest and most neglected stratum of Guyanese society".
- 2.2 As in other countries, Guyanese youth are heavily impacted by the effects of poverty and the social and economic exclusion that often accompanies it. The majority lack confidence in the future as a result of what they perceive to be a lack of opportunity both in terms of personal growth and financial stability. As an example, Guyana has one of the largest "brain drains" in the region with many reports indicating that there are more Guyanese living abroad than living in Guyana, most of them migrating in their early twenties. This group is especially vulnerable to violence and abuse, both in the home and among their peers, and has inadequate access to education, primary and mental health care and other basic social services. Some youth may

engage in negative behaviours such as gang membership, drug and alcohol abuse and teenage sex that often result in high levels of school drop outs and unemployment that further reinforces their exclusion.

- 2.3 Indigenous youth are even more profoundly affected as they face additional challenges relating to social discrimination and geographical isolation. As few opportunities exist in their own communities, many Indigenous youth migrate to the urban areas where they often face increased discrimination and social marginalization. In 2004, the Committee on the Rights of the Child issued Concluding Observations on Guyana in which it stated its concern about, "the living conditions of Amerindian children with regard to the full enjoyment of all rights enshrined in the Convention, especially the degradation of their natural environment and the fact that they are not taught in their own languages." It recommended that Guyana, "take all necessary measures to protect Amerindian children against discrimination and to guarantee their enjoyment of all rights recognized in the Convention, [and] ... that the current revision of the *Amerindian Act* reflect the provisions and principles of the Convention on the Rights of the Child."
- 2.4 However, as a direct result of the structure and social organization associated with Indigenous communities, Indigenous youth hold great promise for the future as leaders and social entrepreneurs. Generally, youth are given increased responsibility earlier than their non-Indigenous counterparts and are incorporated into the decision making structures at relatively young ages. They often participate in the political life of the community but are often excluded from economic and revenue generating activities due to lack of capacity and/or opportunity.

### III. OBJECTIVES

- 3.1 This project will build upon the existing social and cultural framework outlined above by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The intention is to assist Indigenous youth to meet their personal aspirations and goals while remaining in their villages and communities. The project will emphasize strong leadership, accountability and social responsibility with a focus on environmental management and food security.

### IV. DESCRIPTION

- 4.1 This technical cooperation will finance the following activities:
- a) **Component 1: Regional Youth Forums.** Two three-day regional youth forums will be held under the leadership and with the participation of youth from all communities in Region 9. The purpose of the first forum will be to allow Indigenous youth to discuss existing challenges in terms of democratic participation and economic opportunities and to develop a proposal for how to respond. A forum planning committee will be formed with representation of technical experts, community leaders, elders and with strong youth participation. Youth representatives will have primary responsibility for planning and implementing the forum. The outcomes of the first regional youth forum will serve as primary inputs for the training and mentoring programs outlined in Component 2. A second Youth Forum at the end of the project will provide input for the final project evaluation as outlined below.

- b) **Component II. Leadership Mentoring and Training.** A pilot leadership mentoring and training program will be developed with a strong emphasis on accountability and social responsibility. An initial group of no less than 32 Indigenous youth will be selected to take part in the 24 month leadership mentoring and training project and they will work closely with Indigenous leaders and Elders as well as the staff of the Bina Hill Institute/NRDDB. They will receive leadership training and capacity building in entrepreneurial and management skills as well as other areas identified in the Regional Youth Forum and will implement a "learning by doing" methodology which will test these skills through the implementation of several food security and related projects. As an example, a minimum of four fish ponds and four gardens (food staples and traditional medicines) will be designed, developed and implemented by the pilot project participants with the guidance of community leaders and Elders. Participants will be placed in key management roles in a team assigned to a particular project (maximum 4 per team). Projects will be identified by the communities with a focus on food security and will be based in one or more villages as determined by the Toshaos. Each team will also have a mentor to assist the team with project implementation. Within each team, the leadership role will rotate and the team will meet once per week to discuss issues and assist with problem solving. The pilot project participants will be required to develop a proposal for how to equitably distribute the produce grown as part of the project and present it to the village councils and Executing Agency for approval. Each project team will also be required to manage the project finances including a small discretionary fund for unforeseen expenses.
- c) **Component III. Monitoring and Evaluation.** An innovative monitoring and evaluation system will be introduced on a pilot basis as part of this project. Participants in the pilot leadership and mentoring program will be assessed by a panel consisting of Elders, members of the community and representatives from the Executing Agency. They will use a joint assessment methodology that will allow for input from the participant regarding their perceptions of their own performance during the entire project as well as input from the community regarding the impact of the project in addition to traditional methods of evaluation for agricultural projects such as crop yields. A baseline will be developed at the start of the project in order to identify potential challenges and the activities outlined during the first Regional Youth Forum.

## V. JUSTIFICATION

- 5.1 The Bank has been a key partner in Guyana's participation in the enhanced Highly Indebted Poor Countries initiative (HIPC). The Bank provided technical support for the development of the country's poverty reduction strategy (PRS) and is supporting several initiatives identified as priorities in the PRS, the implementation of which is a completion point requirement. In particular, the PRS highlights the need for community development activities in the hinterland in order to provide opportunities for Indigenous peoples in the wider economy and the Bank's assistance in this area in particular has been requested by the Government of Guyana.
- 5.2 In addition, the proposed program is in accordance with the Bank's Country Strategy, which includes social development and equity (including support for youth-at-risk) as one of the four principal areas of strategic focus. The program is also consistent with the Bank's strategic shift to support smaller operations with a higher technical assistance component.

- 5.3 Lastly, youth hold the most promise for the future as the young people of today will be the leaders of the public and private sectors, teachers, parents and consumers in the near future, playing important roles in the context of national development. Representing 50% of the developing country population, young people are a unique challenge for policy makers. In order to fully participate and contribute to national development agendas, youth need education, training and other tools that are contemporary, innovative and reflect changing trends in society. They need to be engaged and feel that their participation is valued. Many countries are also starting to recognize that the same energy and enthusiasm that make young people such valuable human capital can also be used in negative ways that can have a profound effect on the social and economic stability of a country.

## VI. BUDGET

Activity	SITF	Counterpart
<i>Component 1</i> Regional Youth Forums	12,000	5,000
<i>Component 2</i> Leadership Mentoring and Training	60,000	10,000
<i>Component 3</i> Monitoring and Evaluation	3,000	3,000
<i>Administration</i>	5,000	2,000
<b>Total</b>	<b>80,000</b>	<b>20,000</b>

## VII. EXECUTING MECHANISM

- 7.1 The Executing Agency for this project will be ProNatura UK in collaboration with the North Rupununi District Development Board (NRDDB).
- 7.2 Pro-Natura UK is affiliated with Pro-Natura International, an environmental development NGO created in 1986 in Brazil. Pro-Natura's mission is to provide innovative solutions to poverty reduction that will assist with alleviating the social, economic and environmental challenges facing rural communities. Pro-Natura UK is a registered non-profit organization based in the United Kingdom that is governed by an independent Board of Trustees. Pro-Natura UK will be the primary executing agency for this project with both technical and administrative responsibility.
- 7.3 The North Rupununi District Development Board (NRDDB) was established in 1996 as an Amerindian community based organization composed of elected village leaders and other community representatives in the North Rupununi (Region 9). The organization was established primarily to facilitate a formal link between the Amerindian communities in Region 9, government agencies and Iwokrama. However, the role of NRDDB has since expanded and the new mission statement includes representing and negotiating on behalf of communities to secure the preservation of indigenous culture, flow of economic benefits to the communities and the sustainable utilization of community natural resources. Recently, NRDDB established the Bina Hill Institute as the implementing arm for many of its community based programs.

### VIII. RESPONSIBILITY IN THE BANK

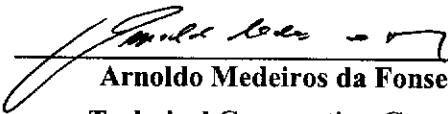
- 8.1 Technical supervision for this project will rest with RE3/SO3. Administrative and disbursement responsibility will rest with COF/CGY. The project team leader for the technical aspects of this operation is Kristyna Bishop, Social Development Specialist, phone (202) 623-3420; fax (202) 623-3173; E-mail: [kristynab@iadb.org](mailto:kristynab@iadb.org).

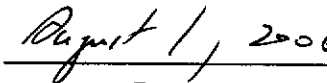
### IX. RECOMMENDATION

- 9.1 Kristyna Bishop (RE3/SO3) designated team leader for the project of reference, recommends the approval of this technical cooperation and the use of resources from the Social Inclusion Trust Fund totalling up to \$80,000 in order to finance the corresponding technical cooperation.

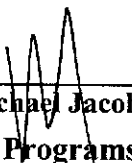
### X. CERTIFICATION

- 10.1 I certify that this operation was approved for financing by the Technical Committee of the Social Inclusion Trust Fund on January 26, 2006. Also, I certify that resources from the Social Inclusion Trust Fund are available for up to \$80,000 in order to finance the activities described and budgeted in this document. The commitment and disbursement of these resources shall be made only by the Bank in US dollars. The same currency shall be used to stipulate the remuneration and payments to consultants, except that local consultants working in their own borrowing member country shall have their remuneration defined and paid in the currency of that country. No resources of the Fund shall be made available to cover amounts greater than the amount certified herein above for the implementation of this operation. Amounts greater than the certified amount may arise from commitments on contracts denominated in a currency other than the Fund currency, resulting in currency exchange rate differences, for which the Fund is not at risk.

  
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Arnaldo Medeiros da Fonseca Jr., Chief  
Technical Cooperation Coordination Unit

  
\_\_\_\_\_  
August 1, 2006  
Date

### XI. APPROVAL

  
\_\_\_\_\_  
Michael Jacobs, Chief  
Social Programs Division 3

2 Aug '06  
\_\_\_\_\_  
Date

## GY-T1024 - Tentative Detailed Budget

			Sub-Total	Local Counterpart	TOTAL
<b>Component I      Youth Forums</b>					
Forum Coordinator	30	days	100		3.000
Training Instructor	15	days	100	1.500	1.500
Participation of Youth Leaders	2 trips each			3.250	3.250
Logistics & Communication				5.350	7.350
Evaluation and report x 2 forums	20	days	95	1.900	1.900
<b>Total - Component I</b>			<b>12.000</b>	<b>5.000</b>	<b>17.000</b>
<b>Component II      Leadership Training Programme</b>					
Project Coordinator	24	months	579	13.896	15.896
International Consultant - Leadership training	17	days	297	5.049	5.049
National Consultants - Food security (2)	24 x 2	months	400	19.200	19.200
National Consultant/ Laws of Guyana/Governance	9	days	180	1.620	1.620
Youth Team Project Leaders (2)	24 x 2	months	180/month	8.640	8.640
Supplies + Equipment	24	months	450	10.800	18.800
<b>Totals - Component II</b>			<b>59.205</b>	<b>10.000</b>	<b>69.205</b>
<b>Component III      Monitoring and Evaluation</b>					
International Consultant - Monitoring and Evaluation	20	days	200	2.000	4.000
Local Travel and Per Diem for International Consultant	2	trips	250	500	500
Dissemination and Distribution of Mid-term and Final Reports	2	reports	750	500	1.500
<b>Total - Component III</b>			<b>3.000</b>	<b>3.000</b>	<b>6.000</b>
<b>Project Administration</b>					
Financial reporting				4.000	6.000
Contingencies				1.795	1.795
<b>Totals - Administrative costs</b>				<b>5.795</b>	<b>7.795</b>
<b>Grant Totals</b>				<b>80.000</b>	<b>100.000</b>

## GUYANA

### ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES GY-T1024

#### Project Coordinator

#### TERMS OF REFERENCE

##### I. BACKGROUND

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

##### II. CONSULTANCY OBJECTIVE

- 2.1 The objective of this consultancy is to provide overall project coordination and ensure that the benefits and impacts of the project are equitably shared by the members of the Macushi communities. In addition, the Project Coordinator will have primary responsibility for project implementation, project monitoring and ensuring sustainability of the lessons learned and results of the activities financed by the project. The Project Coordinator will be further responsible for working the various consultants financed by this project as well as staff of the executing agency and the NRDDDB to ensure the cultural relevance and appropriateness of each activity and intervention.

##### III. CHARACTERISTICS OF CONSULTANCY

- 3.1 **Type of consultancy:** Individual/local.
- 3.2 **Starting date and duration:** 24 months with starting date to be determined once consultant is selected.
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Guyana.

### 3.4 Qualifications:

- i) Bachelor's degree in social science, humanities or equivalent work experience;
- ii) Some experience managing training programs or projects with a strong background in youth and participatory methodologies;
- iii) Excellent leadership, interpersonal and writing skills; and
- iv) Familiarity with Region 9, the Macushi people and culture and Guyanese culture is highly desirable.

## IV. ACTIVITIES

- 4.1 In order to achieve the objectives, the consultant will be responsible for the following activities:
- a. Develop a work plan and timeline for implementation within 8 weeks of signature of contract.
  - b. Develop and implement a communications strategy to assist with effective and coherent implementation of the project activities and to provide transparency between and among the project participants, local communities, local organizations, consultants and the executing agency.
  - c. Administer the implementation of the project, which includes financial reporting, regulating use and maintenance of project equipment and vehicles as well as overall project monitoring and evaluation. The Project Coordinator will attend all meetings relating to the project and will assist with problem solving and conflict resolution as required.
  - d. Supervise the activities and monitor the progress of other consultants hired under GY-T1024. The Project Coordinator will be responsible for reviewing deliverables and submitting them for payment where applicable.
  - e. Provide guidance to the Youth Leaders in designing, planning, implementing and monitoring the food security projects in collaboration with the Food Security Consultants.
  - f. Draft annual report that includes status report of all activities, financial report, work plan for next phase and outcomes of completed activities. This report will also include analysis of lessons learned and recommendations for future sustainability of the activities.

## **V. REPORTS**

5.1 Reports will be submitted as follows:

- i) A detailed work plan that includes a timeline and schedule of all activities to be completed will be submitted no more than eight weeks after signing the contract. The approval of the work plan by Pro-Natura UK will be required for continuation of the consultancy.
- ii) Quarterly activity reports including financial statements will be submitted to Pro-Natura UK.
- iii) Annual reports as outlined in 4.1 (f) will be submitted to Pro-Natura UK for approval.

## **VI. COORDINATION**

6.1 The Project Coordinator will report directly to Pro-Natura UK and Bina Hill. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

## GUYANA

### ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES GY-T1024

#### Forum Coordinator

#### TERMS OF REFERENCE

##### I. BACKGROUND

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

##### II. CONSULTANCY OBJECTIVE (S)

- 2.1 The objective of this consultancy is to provide logistical and administrative support for the Regional Youth Forums to be financed under this project.

##### III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 **Type of consultancy:** Individual/local
- 3.2 **Starting date and duration:** 30 non-consecutive working days. Exact starting date to be determined once consultant has been selected.
- 3.3 **Place of work:** Bina Hill Institute/ NRDDDB, Region 9, Guyana
- 3.4 **Qualifications:**
  - a. Experience with organizing, planning and executing large meetings that involve complicated logistics.

- b. Familiarity with the Guyanese context including travel arrangements that include boat, bus and air travel as well as local arrangements for food preparation and accommodation.
- c. Strong interpersonal and communication skills.
- d. Background in financial accounting would be considered an asset.

#### **IV. ACTIVITIES**

- 4.1 The consultant will be responsible for the following activities:
  - a. Develop an initial proposal for the Regional Youth Forum that includes possible locations, budget and logistics.
  - b. Once proposal is approved by the Project Coordinator, the consultant will prepare a work plan and timeline for execution.
  - c. Prepare and send invitations to Forum participants identified by the executing agency and make their travel arrangements.
  - d. Secure location for the Forum and make all logistical arrangements including catering and accommodation.
  - e. Work with Forum Training Instructor to ensure that adequate training materials are available prior to the Forum.
  - f. Provide brief budget report on the actual costs of the Forum to the Project Coordinator for use in both the project activity reports and the annual report.

#### **V. REPORTS**

- 5.1 The consultant will only be responsible for a brief budget report but will assist the Forum Training Instructor with any other reports as appropriate.

#### **VI. COORDINATION**

- 6.1 This consultant will report directly to the Project Coordinator. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

## GUYANA

**ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES  
GY-T1024**

**Leadership Training Instructor**

**TERMS OF REFERENCE**

**I. BACKGROUND**

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura International and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

**II. CONSULTANCY OBJECTIVE**

- 2.1 The objective of this consultancy is to provide technical assistance in the areas of leadership development and capacity building for the Regional Youth Forums and Component II of the project. This training will be characterized by participatory methodologies and will include the development of materials for future training.

**III. CHARACTERISTICS OF THE CONSULTANCY**

- 3.1 **Type of consultancy:** Individual, national
- 3.2 **Starting date and duration:** 32 non-consecutive working days. Exact starting date to be determined once consultant has been selected.<sup>1</sup>
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana
- 3.4 **Qualifications:**
  - a. BA or advanced degree in Social Science, Education or other relevant field;

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<sup>1</sup> Budget is split between Component I – Youth Forums and Component II – Leadership Training.

- b. Some experience with youth leadership training, education or capacity building activities;
- c. Demonstrated skill and experience in leading workshops using participatory methods;
- d. Strong communication and writing skills; and
- e. Familiarity with Guyana and Macushi culture is highly desirable.

#### **IV. ACTIVITIES**

- 4.1 The consultant will be responsible for the following activities:
- a. Develop a work plan and timeline for execution of activities related to this consultancy and submit for approval by the Project Coordinator;
  - b. Prepare materials for the Regional Youth Forum and leadership training workshops;
  - c. Prepare, lead and evaluate two Regional Youth Forums (one for purpose of final evaluation) and no less than three youth leadership workshops under Component II of the project. This activity will include working with the youth participants to evaluate their own skills and aptitudes as well as provide guidance regarding how to integrate these skills into the work of the project;
  - d. Prepare and submit for approval a short written report for each of the Youth Forums and the leadership workshops. These reports will be used as input for the Project Coordinator's project activity report as well as the annual report for the project;
  - e. Provide a short document outlining recommendations for the sustainability of the leadership training workshops. These recommendations will be based on the outcomes of the Youth Forums and the workshops undertaken as part of this project as well as the observations of the consultant.

#### **V. REPORTS**

- 5.1 Reports will be submitted as follows:
- i) Within four weeks of signature of the contract, the consultant will prepare and submit a detailed work plan and timeline for execution for all activities. The approval of the work plan by the Project Coordinator will be required for continuation of the consultancy.

- ii) A short written report for each of the Youth Forums and the leadership workshops will be submitted within one week of the event by the consultant to the Project Coordinator for approval.
- iii) A final report and recommendations for the sustainability of the leadership training workshops will be submitted by the consultant to the Project Coordinator within one month of the final Youth Forum.

## **VI. COORDINATION**

- 6.1 The work of the consultant will be coordinated by the Project Coordinator. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

**GUYANA****Enhancing Youth Leadership in Indigenous Communities  
GY-T1024****Selection of Youth Participants****TERMS OF REFERENCE****I. BACKGROUND**

- 1.2 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and the Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.3 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forums; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation

**II. METHODOLOGY**

- 2.1 The North Rupununi District Development Board (NRDDB), with the assistance of Pro-Natura UK, will be responsible for the selection of up to 100 youth who will participate in the two Regional Youth Forums to be financed by GY-T1024. In addition, an initial group of no less than 32 youth will be selected to take part in the 24 month leadership mentoring and training project outlined in Component II of the TC Brief.
- 2.2 Both activities will use the following methodology to identify potential candidates:
- a) Published advertisement will be posted in each village within one month of the approval of the project. The advertisement will provide details regarding the Regional Youth Forums and the Leadership Mentoring and Training program and will be posted for no less than one month;
  - b) Potential candidates will be identified either by submitting their own name, nomination by the Elders and leaders of each village and/or nomination by the Staff of the Bina Hill Training Institute/NRDDB;
  - c) A short list of candidates will be drafted and posted in each community at the end of the identification period or within two months of approval of the project.

- 2.3 Both activities will use the following criteria to select the participants:
- a) Willingness and demonstrated capacity to participate in the above activities;
  - b) Ability to read and write as deemed necessary for the activities;
  - c) For the Leadership Mentoring and Training program, physical fitness including the ability to lift heavy objects and equipment will be essential.
- 2.4 All efforts will be made to ensure gender balance and equitable geographical representation.

### **III. APPEALS**

- 3.1 Any dispute regarding the selection process will be resolved by the Regional Chairman of Region 9.

## GUYANA

### ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES GY-T1024

#### Youth Team Leaders

#### TERMS OF REFERENCE

##### I. BACKGROUND

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

##### II. CONSULTANCY OBJECTIVE

- 2.1 The objective of this consultancy is to assist the Project Coordinator with administering and implementing the project and provide leadership and mentoring for other project participants. These positions will also facilitate and promote a constructive relationship between the various consultants, project staff, executing agency and community members.
- 2.2 While the primary responsibilities relate to activities under Component II, the Youth Leaders may also be called upon to assist with other project activities such as the Youth Forums and Monitoring and Evaluation.

##### III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 **Type of consultancy:** Individual/national.
- 3.2 **Starting date and duration:** One year with possibility of renewal for second year. Exact starting date will be determined once consultants have been selected.
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana.

**3.4 Qualifications:**

- a. Some secondary school or vocational training;
- b. Demonstrated personal integrity and responsibility as supported by the local community;
- c. Some experience with planning and managing projects;
- d. Some experience working with and supervising youth or children;
- e. An interest in the natural environment and some experience working on projects relating to natural resource conservation and management; and
- f. Ability to work with computers and other communication equipment would be considered an asset.

**IV. ACTIVITIES**

**4.1** In order to achieve the objectives, the consultant(s) will be responsible for the following activities:

- a. Participate in all meetings relating to project planning and implementation and develop a communication strategy for transmitting this information to the project participants;
- b. In collaboration with other consultants hired under this project, work with project participants to design, plan and implement the agricultural projects (fish ponds, community gardens);
- c. Provide team building and leadership training when required for project participants;
- d. Actively participate in the project monitoring and evaluation activities. In particular, assist project participants to evaluate their own performance and project activities;
- e. Act as a focal point and liaison between project participants and various consultants, project staff, executing agency and community members; and
- f. Assist with other project related tasks as required.

**V. REPORTS**

**5.1** The Youth Leaders will submit weekly activity reports to the Project Coordinator.

## **VI. COORDINATION**

- 6.1 The Youth Leaders will report directly to the Project Coordinator. The Executing Agency will be responsible for contracting the consultants, accepting deliverables and approving payment.

## GUYANA

**ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES  
GY-T1024**

**Food Security Consultant – Animal Sources**

**TERMS OF REFERENCE**

**I. BACKGROUND**

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

**II. CONSULTANCY OBJECTIVE (S)**

- 2.1 The objective of this consultancy is to provide technical assistance in the area of animal food security for the project. This work will be completed within a framework of strong participation by and knowledge transfer among the project participants. All efforts will be made to ensure the sustainability of this work through the development of training manuals, protocols and other activities as appropriate.

**III. CHARACTERISTICS OF THE CONSULTANCY**

- 3.1 **Type of consultancy:** Individual /national.
- 3.2 **Starting date and duration:** One full year with possible extension. Exact starting date to be determined once consultant selected.
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana.
- 3.4 **Qualifications:**
  - a. Advanced degree (s) in animal ecology or related field;

- b. Demonstrated ability to plan and design research projects focused on animal food sources specifically and food security in general;
- c. Experience working with Indigenous peoples using participatory methodologies;
- d. Some experience working with young people in data collection, analysis/assessment and project management or planning; and
- e. Fluency in English is required.

#### IV. ACTIVITIES

4.1 The consultant will be responsible for the following activities:

- a. Conduct initial assessment to determine status of main wild animal food sources that constitute the primary Amerindian diet. This assessment will include field work and consultation with the local community;
- b. Conduct initial assessment to determine the status of domestic animal food sources and explore the possibility of increasing this source of protein in the Amerindian diet;
- c. Using information gathered in a) and b), develop and begin implementing a community based management process for both wild and domestic animal food sources in collaboration with the project participants, Bina Hill, NRDDDB and other beneficiaries;
- d. Develop youth training program to include project participants and other stakeholders where appropriate in all project activities as well as overall management of the pilot projects to be supported by this project;
- e. Consult directly and on a regular basis with community leaders, project participants, Bina Hill, NRDDDB and other beneficiaries regarding the development and status of the various project activities;
- f. Document the methodologies followed and progress achieved during the course of the consultancy in a format to be agreed with the Executing Agency and the Project Coordinator. This report will include all data collected as well as the management plans finalized with the input of the project participants and relevant communities.

#### V. REPORTS

5.1 The consultant will be responsible for the following reports:

- a. A communication and general workplan will be drafted and agreed between the consultant and the Project Coordinator within 8 weeks of signature of the contract. Acceptance of this workplan will be necessary for the continuation of the consultancy.
- b. Quarterly activity reports that include status of deliverables and training activities.
- c. Annual activity report that summarizes all deliverables completed during the year.
- d. Final report that summarizes the methodologies followed and progress achieved during the course of the consultancy in a format to be agreed with the Executing Agency and the Project Coordinator. This report will include all data collected as well as the management plans finalized with the input of the project participants and relevant communities.

## **VI. COORDINATION**

- 6.1 The work of this consultant will be coordinated by the Project Coordinator. Coordination of this work with other work financed by this project will be facilitated by the Bina Hill Institute, NRDDDB and the Executing Agency. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

## GUYANA

### ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES GY-T1024

#### Food Security Consultant – Aquaculture (2)

#### TERMS OF REFERENCE

##### I. BACKGROUND

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

##### II. CONSULTANCY OBJECTIVES

- 2.1 The objective of this consultancy is to provide technical assistance in the area of aquaculture for the project. This work will be completed within a framework of strong participation by and knowledge transfer among the project participants. All efforts will be made to ensure the sustainability of this work through the development of training manuals, protocols and other activities as appropriate.

##### III. CHARACTERISTICS OF THE CONSULTANCY

- 3.1 **Type of consultancy:** Individual /national.
- 3.2 **Starting date and duration:** One full year with possible extension. Exact starting date to be determined once consultant selected.
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana.
- 3.4 **Qualifications:**
  - a. Advanced degree (s) and/or experience in fish ecology, fish management planning and the development of ecologically integrated fish ponds;

- b. Demonstrated ability to plan and design research projects focused on aquaculture and food security in general;
- c. Experience working with Indigenous peoples using participatory methodologies;
- d. Some experience with fish stock measuring, water quality, on-going monitoring of fish stocks, planning and establishment of fish ponds and project management; and
- e. Fluency in English is required.

#### **IV. ACTIVITIES**

4.1 The consultant will be responsible for the following activities:

- a. Conduct initial assessment to determine status of various fish species that are part of the Amerindian diet as well as the health and quantity of existing fish stocks. This assessment will include field work and consultation with the local community;
- b. Plan and establish at least 4 ecologically sound fish ponds as outlined in the TC Brief;
- c. Work with project participants, local communities and the Project Coordinator to develop and implement a management plan for each of the fish ponds. This will include a management plan for 2 key fish species as well as overall management of day to day operations;
- d. Develop training program to include project participants and other stakeholders where appropriate in all project activities as well as overall project management of the pilots to be supported by this consultancy;
- e. Consult directly and on a regular basis with community leaders, project participants, Bina Hill, NRDDDB and other beneficiaries regarding the development and status of the various project activities; and
- f. Document the methodologies followed and progress achieved during the course of the consultancy in a format to be agreed with the Executing Agency and the Project Coordinator. This report will include all data collected as well as the management plans finalized with the input of the project participants and relevant communities.

#### **V. REPORTS**

5.1 The consultant will be responsible for the following reports:

- a. A communication and general work plan will be drafted and agreed between the consultant and the Project Coordinator within 8 weeks of signature of the contract. Acceptance of this work plan will be necessary for the continuation of the consultancy.
- b. Quarterly activity reports that include status of deliverables and training activities.
- c. Annual activity report that summarizes all deliverables completed during the year.
- d. Final report that summarizes the methodologies followed and progress achieved during the course of the consultancy in a format to be agreed with the Executing Agency and the Project Coordinator. This report will include all data collected as well as the management plans finalized with the input of the project participants and relevant communities.

## **VI. COORDINATION**

- 6.1 The work of this consultant will be coordinated by the Project Coordinator. Coordination of this work with other work financed by this project will be facilitated by the Bina Hill Institute, NRDDDB and the Executing Agency. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

## **GUYANA**

### **ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES GY-T1024**

#### **Laws of Guyana Consultant**

#### **TERMS OF REFERENCE**

##### **I. BACKGROUND**

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura UK and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

##### **II. CONSULTANCY OBJECTIVE**

- 2.1 The objective of this consultancy is to provide basic legal education as part of the leadership training component of the project. The purpose is to enable Indigenous youths to view the law as a tool that can be used to protect their environment and to improve their lives and teach skills that would allow the youth to more fully participate in the democratic processes of government.

##### **III. CHARACTERISTICS OF THE CONSULTANCY**

- 3.1 **Type of consultancy:** Individual, national.
- 3.2 **Starting date and duration:** 9 non-consecutive working days. Exact dates of work to be determined after consultant is selected.
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana.

**3.4 Qualifications:**

- a. LL.B. or JD from accredited legal institution;
- b. Knowledge of International and Guyanese law and an understanding of the application of the law in the social context of Guyana;
- c. Experience in teaching law to non-lawyers including production of easy to understand legal materials; and
- d. Some experience working with Indigenous peoples would be considered an asset.

**IV. ACTIVITIES**

- a. Prepare workshop materials and review them with executing agency and Project Coordinator.
- b. Conduct legal education workshops and provide guidance regarding how this information could be used both within the context of the project activities as well as to assist with the governance of Indigenous communities. These workshops will also include modules on good governance and citizenship.
- c. Prepare and submit a report on the results of the workshops and recommendations for next steps. The report will include a list of participants, agenda, summary of the discussion and any materials produced.

**V. REPORTS**

- 5.1 The workshop report and the materials produced by the consultant will be used by the executing agency as input for the project activity and final reports.

**VI. COORDINATION**

- 6.1 This consultant will report to the Project Coordinator. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.

## GUYANA

**ENHANCING YOUTH LEADERSHIP IN INDIGENOUS COMMUNITIES  
GY-T1024**

**Monitoring and Evaluation Consultant**

**TERMS OF REFERENCE**

**I. BACKGROUND**

- 1.1 Recognizing that Indigenous youth hold great promise for the future as leaders and social entrepreneurs, the IDB in collaboration with Pro-Natura International and Bina Hill Institute, an arm of the North Rupununi District Development Board, have developed a technical cooperation project to be financed by the IDB's Social Inclusion Trust Fund.
- 1.2 The project, *Enhancing Youth Leadership in Indigenous Communities* (GY-T1024), will build upon the existing social and cultural framework by improving leadership skills and building capacity of Indigenous youth in North Rupununi in Region 9. The project has three components which include: (1) Regional Youth Forum; (2) Leadership Mentoring and Training; and (3) Monitoring and Evaluation.

**II. CONSULTANCY OBJECTIVE (S)**

- 2.1 The objective of this consultancy is to provide technical assistance in the area of monitoring and evaluation for the project. In addition to on-going monitoring of project implementation, this consultancy will also support the development of a community based evaluation methodology that will include project participants, Elders, community members, executing agency staff and other stakeholders as well as provide recommendations for future sustainability.

**III. CHARACTERISTICS OF THE CONSULTANCY**

- 3.1 **Type of consultancy:** International, individual.
- 3.2 **Starting date and duration:** 40 non-consecutive working days with starting date to be determined once consultant is selected.<sup>1</sup>
- 3.3 **Place of work:** Bina Hill Institute/NRDDDB, Region 9, Annai, Guyana.
- 3.4 **Qualifications:**

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<sup>1</sup> Budget is split between Component I – Youth Forums and Component III – Monitoring and Evaluation.

- a. Advanced degree in Social Sciences or equivalent work experience in a related field;
- b. Minimum 8 years experience with project monitoring and evaluation methodologies and some background in community based evaluation processes;
- c. Demonstrated skill and previous experience leading workshops and evaluation sessions using participatory methodologies. Specific experience with Indigenous or rural people is highly desirable;
- d. Excellent analytical and writing skills; and
- e. Familiarity with Guyanese and Macushi culture is highly desirable.

#### **IV. ACTIVITIES**

- 4.1 The consultant will be responsible for the following activities:
  - a. Develop a monitoring and evaluation methodology and plan and submit it for approval by the Project Coordinator and the Executing Agency.
  - b. Review activity reports submitted and assist with resolving bottlenecks or delays that might affect project implementation.
  - c. Attend Regional Youth Forums and other project related meetings when possible.
  - d. Design, plan and lead the evaluation component of the 2<sup>nd</sup> Regional Youth Forum and submit a short report on the workshops including summary of the discussion and observations regarding the process for approval by the Project Coordinator and the Executing Agency.
  - e. Draft all project reports identified in the TC Brief and as requested by the IDB. These reports will be based primarily on the activity reports submitted by the various consultants and input from the Project Coordinator. Project reports will also include lessons learned and recommendations for project sustainability.

#### **V. REPORTS**

- 5.1 Reports will be submitted as follows:
  - i) A monitoring and evaluation methodology and plan will be drafted and submitted for approval within 4 weeks of contract signature.

- ii) A short report for each of the Youth Forums will be submitted within two weeks of the event by the consultant to the Project Coordinator for approval.
- iii) Project reports as identified in the project documents and as requested by the IDB. These will be agreed with the IDB at the start of the consultancy and will be reflected in the monitoring and evaluation methodology and plan submitted by the consultant.

## **VI. COORDINATION**

- 6.2 The work of this consultant will be coordinated by the Executing Agency. The Executing Agency will be responsible for contracting the consultant, accepting deliverables and approving payment.