**THE PROJECT TITLE: Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County.**

***FUNDING REQUESTED THROUGH:*** GLOBAL GIVING.

**TO BE IMPLEMENTED BY:**

WOMEN DEVELOPMENT RESPONSE AGENCY (WODEARA).

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**Project’s Executive Summary.**

Population dynamics and the increasing unemployment among the youths combined with climate change effects has resulted into food insecurity, environmental degradation and poverty among vulnerable and underserved communities in general and the young people in particular, thus exposing young people to radicalization by terrorism movement, drug and substance abuse, other and vices.

I Kisumu County Republic of Kenya A Youth Development Approach (YDA), WODERA’s project envisages building the capacity of 2,000 youths to explore a forestation opportunities and agribusiness strategy to engage youths in climate agribusiness, advocacy and action oriented works through implementing adaptation and resilient projects within Kisumu County by planting trees for a forestation and agribusiness. The broad object of the project is to enhance an environment that will directly encourage 2,000 youths within Kisumu County Republic of Kenya to pursue a forestation and agricultural opportunities in the face of climate change for improved livelihoods by creating self employment opportunities, thus increased income and improved livelihoods.

However, the specific objectives of the project are twofold namely; i). To build the technical capacity of participating youths on climate smart forestation and agribusiness. ii). To strengthen the institutional capacity of county adaption committees, local Community Based Youth Organization (CBOs) and organized groups to engage in Climate Change policy and advocacy works and action in a forestation and agribusiness. This will ultimately result into improved income among the youths and their households and youths whose capacity is built to adapt to climate change thereby contributing to increased forest cover, poverty reduction within their communities and engage in gainful employment/economic activity thus increased income among the youths within communities in Kisumu County.

1. **Background and Problem Identification/Statement.**

The world’s economic crunch which had been brought about as a result climate change hence exposing many households, families and communities to unprecedented suffering and deaths; youths and women in Sub-Sahara Africa (Kenya included) are the worst hit by this phenomenon. The Population of youths in Africa is estimated at 200 million with approximately 30 percent of this population ages between 16 – 25 years are found in Kenya (World Bank, 2009). Kenya population is estimated at 39 Million according to population censures 2009 and the youth (ages 15 – 35) constitute close to 43 percent of this population. This figure (percentage) is estimated to increase in the next 10 – 20 years and Kenya youth burgeoning rate stands at 13 percent yearly. With this kind of scenario in play, the government of Kenya may not adequately meet the ever increasing employment demands among the youths, hence the need for this project initiative by WODERA. These population dynamics and the increasing unemployment combined with climate change effects has resulted into food insecurity, environmental degradation, poverty among the young people thus them radicalization by Terrorism Movement(s), drug and substance abuse, other inhumane movements and vices.

Kenya’s increasing youth population has what it takes to drive national economic growth to the next level and help in realization government’s goal of greater economic diversification. The Kenya National Human Development Report (KNHDRR) 2009 acknowledges the youth as a vital resource that can be tapped to drive the wheels of national economic development. The report recognizes that the realization of vision 2030 and the attainment of Post Millennium Development Goal (PMGDs) depend on the degree of the inclusion of youths in the national development agenda. Agriculture in Kenya presents an opportunity for the government to reap from the potential benefits of her growing youth population since it is a critical pillar for sustainable economic growth and development. The primacy of agriculture in Kenya cannot be underestimated. This sector directly accounts for 26 percent of the country’s Gross Domestic Product (GDP) and 27 percent indirectly through associations with manufacturing, distribution and other service related sectors. In addition, agriculture contributes immensely to rural food production, employment, sustainable development and overall rural income.

By opportunities presented by agricultural transformation from subsistence to commercial, progressive reduction of unemployment and poverty levels among the youths will be realized, but the problem lies in the dependency of most Kenyan communities on rain - fed agriculture. Rain – fed agriculture primarily practiced in the rural areas is highly vulnerable to climate change and its associated effects. Characterized by erratic rainfall, draught, flood, dry spell, cold spell, landslides, mudslides, and heat waves, these changes result in decreased arable land per capita, poor management of water and soil, increased rural – urban migration among the youths thereby increasing vulnerability and decreasing the adaptive capacity of communities especially the youths and ecosystems in Kenya’s rural communities.

To cash into the opportunities presented by youth labor force and commercial agriculture there is a dare need to increase investments in climate smart agriculture both in the urban and rural areas that involves food crop diversification, modernized/smart agricultural production, expansion of irrigation programs and explore alternative sources of energy and increase forestation and town flower beautification practices and activities.

WODERA in designing programs aimed at mitigating the effects caused as a result of climate change thus seeks to address the following interrelated and other underlying problems prevalent in rural communities within Republic of Kenya. A baseline survey conducted in some communities in Kisumu County in November 2018 – Feb 2019 revealed myriads of climate change related problems apparent in Kisumu County. The baseline survey further revealed that:

* Lack of an appropriate and wholistic approach to a forestation programs particularly public institutions due lack of policy practice framework and enforcement.

* Ministry of Health (MOH); Food and Nutrition Department in conjunction with Ministry of Environment and Natural Resources in a baseline survey conducted in 2017 discovered that there is high prevalence of lack of information and knowledge about climate change in households in Kisumu County in general and rural communities in particular. Many households do not have basic idea about the dangers associated with climate change and how the same affects food production and unemployment among the youths.

* Lack of appropriate and sustainable forest cover for improved a forestation for job creation hence increased income among the youths.

* Lack of appropriate modern forestation technology and practices.
1. **Project Justification.**

The ever increasing population trend in Kenya not only presents both economic and social opportunities, but also enormous challenges. 80 percent of Kenya’s population is less than 35 years old and with unemployment rate of 12.8 percent this places them at the bottom 40 percent in economic distribution index (Kenya Youth Employment Challenge Study, UNDP2013). This is a downside effort made towards reducing poverty and consequently increasing vulnerability among the youth to withstand effects of climate change and other related shocks in Kenya. However, Kenya’s burgeoning youth population also brings with it enormous opportunities for growth through new ideas and sufficient workforce to power these ideas. The agriculture sector, is among the most vulnerable sectors that climate change is impacting negatively (Schlenker and Lobell, 2010), (Wheeler and Von Braun, 2013, Redden et al. 2014) But with it comes a promising growth curve of about 18 percent of GDP in 2012 up form 7.5 percent recorded in 2011 which presents interesting opportunities for youths to explore to enhance adaptation and resilience to climate change and related shocks on their means of livelihoods (Redden et al. 2014). Though it is Youth Development Approach (YDA), the project envisages building the capacity of 2,000 youths to explore agribusiness opportunities and engage in climate change policy and advocacy works through implementing adaptation projects within Kisumu County. This will ultimately result into improved income and youths whose capacity is built to adapt to climate change thereby contributing to poverty reduction within their communities, hence job creation among the youths within Kisumu County.

1. **Project Objective(s), Expected Results, Outputs and Activities.**

**Overall project’s Objective** The Project: “**Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County*”*** seeks to enhance an environment that will encourage 2,000 youths within Kisumu County, Republic of Kenya to pursue agricultural and a forestation opportunities in the face of climate change for improved livelihoods by creating self employment opportunities.

**Specific Project’s Objectives:**

1. To build the technical capacity of participating youths on climate smart forestation agribusiness.
2. To strengthen the institutional capacity of county adaption committees, local Community Based Youth Organization (CBOs) to engage in climate change policy and advocacy works and action in a forestation.

**Expected Results.**

**Objectives (Result Based)**

**Objective I:**

**Result 1:** Improved land arability.

**Result 2:** Increased forest cover in communities

**Result 3:** Increased income at house level among the youths.

**Objective II:**

**Result 4:** Increased level of awareness on advocacy on climate change bill at the county and community level.

**Result 5:** Enhanced use of climate information and disseminate the same for farm level planning for a forestation through community based groups and organizations.

1. **Activities:**

**Result 1:**

* Onsite demonstration on tree seed and soil treatment.
* Onsite training on bio-mass processing
* Capacity building on Conservation tillage technology, surface water run – off harvesting technology and roof water harvesting technology.
* Onsite training on installation, use and maintenance of solar - powered drip irrigation system.
* Onsite training on soil reclamation technologies.
* Onsite training on installation, use and maintenance of tree nursery for a forestation.

**Result 2:**

* Onsite training on design and layout of micro - farm at house levels.
* Technical support with seed supply (e.g. tree and fruit trees) to reduce desertification.
* Onsite demonstration on high value tree seeds
* Onsite demonstration on production fruit trees.
* Branding of less utilized adaptive tree seeds
* Exchange leanings on Tree Nursery.

 **Result 3:**

* Establishment of start – up Seedlings business by the youths.
* Participatory design of a mechanism to facilitate market linkages (encouraging contact farming, ICT and mobile phone platform, and Memoranda of Understanding (MoUs) to help organize youth groups for predictable and standard supply of Tree Nursery Products.
* Business and Finance skills training among the youths.
* Improved serves to financial institutions.

 **Result 4:**

* Training on observational data relating to climate trends, variability and projections.
* Training on access to climate information generated at local community and international levels.
* Training on the use of scientific information from external sources complemented by the use of indigenous knowledge.
* Onsite workshops on interpretation and use of climate information.
* Bring together policy makers and Community Opinion Leaders (COL) to deliberate on climate change Bill in County Level.

**Result 5:**

* Organize Tree Planting advisory workshops within Sub – County Levels: including strategic partnerships with likeminded partners like Kenya Metrological Services (KMS) Ministry of Agriculture and the extension service actors to forecast, package and disseminate agro weather forecast to targeted households within communities.
* Building data infrastructure that can feed into local tree farmers’ phones through community youth groups and other organized groups.
1. **Expected Outputs.**
* 2,000 trained youths on seed and soil treatment, bio-mass processing and soil reclaiming technologies, conservation tillage technology, surface water sun-off water harvesting technology, and roof water harvesting technology Tree planting.
* 4 solar powered drip irrigation systems installed for tree Nurseries.
* 4 micro climate smart Tree Nurseries established.
* 4 Demonstration Smart Farms (forests) initiated and supported.
* 2,000 Youth family members trained on production of high quality crops, short cycle crops and horticulture varieties, adaptive crops, and established linkages with Kenya Agricultural Research Institute for seed supply.
* 200 households trained on family smart tree farming and its economic values, hence 200 forest planted with at least 2,000 – 2500 trees; resulting into about 500,000 trees.
* 20 start up Tree Nurseries (for fruit and shade trees, including flowers.).

**VI. Youth Development Approach (YDA).**

The project will use Youth Development Approach. This is a simple approach whose focus is supporting young people and achieving desired outcomes by growing and enhancing their skills and attitudes to contribute effectively at individual, family, community and county levels. Through its interventions of engaging participating youths as resources not simply as recipients of the services, focusing on strengthening them and ensuring that they participate in the project’s planning and decision - making processes, with positive YDAs outcomes envisaged. Key strategies that this model will employ in this project includes but not limited to: Sensitization, Outreach, Workshops on climate policy and advocacy with special focus and emphasis on strengthening the resilience of youths in the targeted communities to adapt to climate change through agri-based business initiatives. This expectantly will result into poverty reduction and employment opportunity creation thus contributing to National Development Agenda.

Further, through the approach 2,000 participating youths from Kisumu County in the Republic of Kenya will be expected to exchange visits, appreciate onsite demonstrations, ICT platforms on innovative technologies that make a forestation/agribusiness production more efficient and refute the notion among some youths that farming is back-breaking, hardly remunerative, labor intensive task and work meant for older and retired persons. Additionally, the approach will incorporate agri-business, Smart farming, as a family business and increase youth’s access to agricultural inputs by bringing service providers closer to communities in an attempt to provide the necessary facilitation needed to enhance sustainability. This is an opportunity for youths to create wealth through self employment.

**VII. Relevance within the Counties Context.**

The 2009 Kenya National Human Development Report (KNHDR) acknowledges the youth as a vital resource that can be tapped to promote a country’s development. The report recognizes the importance of including the youth in the development Agenda if Kenya is to attain its vision 2030, Post Millennium Development Goal (PMGDs.) and Sustainable Development Goal (SDGs). The challenge of unemployment features prominently in the report which goes ahead to recommend exploration of non – conventional employment opportunities like agriculture and smart farming to addressing this issue.

Kenya like other Sub – Sahara countries depends heavily on agricultural sector for food security therefore the growth and development of the sector is crucial for faster socio – economic development. In Kenya, the sector directly contributes 26 percent GDP and further 27 percent through linkages with the other sectors. Despite the significant role agriculture plays in the Kenya economy, over 50 percent of Kenya are food insecure while the potentiality of the sector remains under- utilized.

**VIII. Efforts Made So Far by the Government of Kenya.**

The government of Kenya has already undertaken substantive efforts to address the youth unemployment and foster the creation of decent job opportunities for the youths. In addition to implementing the long – term development strategy Vision 2030 along with its operational plan, the MTP, it initiated the Youth Enterprise Fund to improve youth entrepreneurial skills and development and made important improvement to the education system such as offering free universal primary education. In the same spirit the government has also initiated UWEZO FUND which has opened opportunities (space) for youths and women to compete equally for the national and county governments’ tenders. The fund also has created a revolving fund where youths and women can access soft loan to help youth in starting up and expanding their businesses.

During the last four decades after Kenya’s independence, and in recognition of Kenya’s unemployment and underemployment difficulties, successive governments’ administrations have assumed and prioritized employment creation as a core policy (Republic of Kenya, 1969, 1983, 2008b, 2008c). In more recent times policies aimed at employment creation have also focused on youth employment. Important initiative regard are: The Sector Plan for Labor, Youth and Human Resource Development Sector (2008 – 2012), The Kazi Kwa VIjana (Jobs for Youths) Programme. Launched in April 2009,the Kazi Kwa Vijana aims at annually employing between 200,000 and 300,000 young people in the rural and urban areas in labor - intensive public works project that are implemented by different government ministries (Office of the Prime Minister 2011).

Additionally, to address the youth employment challenge, a number of initiatives have been put into place by the government of Kenya. The Ministry for Youth Affairs (MOYAS) was established in December 2005 to represent and address youth concern, including but not limited to employment. This was found necessary against the backdrop that despite the numerical strength of young people, they are not represented at all in the national and main stream youth issues in the national development agenda. A National Youth Employment Action Plan (2007 – 2012) and Marshall Plan (open document for use with no timeframe) have been put in place that emphasizes youth participation and empowerment, employment creation, education and training. The Kenya government on June 2012 launched a presidential directive on “Youth Access to Government Procurement which allocates 10 percent of all government procurements to youth owned enterprises. There is need to improve the technical, managerial and business skills of youths to enable them take advantage of this government initiative.

The Youth and Women Enterprise Fund were launched by the government in 2007 as a strategic move towards curbing youth unemployment and as alternative financial services to women and youths, who are excluded from formal and informal financial sectors respectively. The Youth Enterprises Fund facilitates youth employment through enterprises by providing loan to existing microfinance institutions, registered NGOs involved in micro-financing, savings and credit, cooperative organizations (SACCOs); attract and facilitates investments in business or industrial parks, markets and incubators; and supports youth oriented micro, small and medium enterprises to develop linkages with large enterprises; and facilitate employment of youths in international labor market. The women Enterprises Fund also promotes local and international marketing and linkages of micro, small and medium enterprises owned by women with big enterprises and support capacity building of women beneficiaries and their institutions. According Vision 2030 and the Medium Term Plan 2008 – 20012, the sector is expected to create almost 88 percent of the 2.6 million jobs that the government plans to create during the period 2008 – 2012.

One of the programmes that has been adopted by the Government of Kenya and effectively used to tackle unemployment and poverty in various parts of the country has been to Employment Intensive Infrastructure Programme (EIIP). These programmes have been executed in Kenya by various government departments, NGOs, donor and UN agencies in the last three and a half decades. Example of such programmes include Rural Access Road Programme (RARP), Minor Road Programme (MRP), Road 2000 Programme, Kazi Kwa Vijana (Work for Youth), Kenya Slum Upgrading Programme (KENSUP) and tree for jobs programme. The International Labor Organization has also provided technical support in the implementation of such programmes. UWEZO FUND is an economic empowerment programme established by the government under the Ministry of Devolution and Planning. The fund aims at empowering persons with disability, women and youth to access finance through credit to promote businesses and enterprises at Constituency level, thereby enhancing economic growth towards the realization of Vision 2030 and Sustainable Development Goad (SDGs). The fund was launched by His Excellency the President of the Republic of Kenya on the 8th September 2013 and enacted through legal notice 21st February 2014 as Public Finance Management (Uwezo Fund) Regulation 2014.

During his 2nd term (2019), the fourth President (Uhuru Kenyatta) of Republic of Kenya has promised to dedicate his time, energy and resources to the achievement of the **'Big 4 Agenda’** namely; Expansion of Manufacturing Sector, Affordable Housing, Affordable Healthcare and Food Security. According to Kenyatta, the promises will ensure that Kenyans will have access to sustainable employment which will in turn improve the dignity and livelihood of the Kenyan people.

**IX. Monitoring and Evaluation (M&E) of Project’s Activities.**

The Monitoring and Evaluation (M&E) will involve data collection, analysis, interpretation and report writing. The information generated will be essential for effective and efficient management of the project activities.

**A). Monitoring:**

Regular and routine assessment of the on-going activities will provide rapid feedback on whether or not and to what extent specific project activities have been carried out. Information will be collected from the people (including youths, their families and stakeholders) who are involved in the project as well as the people targeted for the project activities. Regular/Monthly Monitoring initiatives through field visits will pay critical attention to:

* The number of sensitization meetings held in a month and the number of persons sensitized on climate smart agri-business, tree planting, family farming etc.
* The number of community outreach events held for youths and specific number of youths sensitized on climate smart agri-business, tree planting family farming etc.
* The number of functional Smart nurseries for trees and beatification flowers.
* The Number of Forests planted/rehabilitated with tree
* The specific lessons leant during the project implementation. Etc.

The results of the information generated during monitoring will be subjected to thorough scrutiny and analysis. Such information will be reported both quantitatively and qualitatively at all times in order to enhance clear understanding and for information sharing.

**B) Evaluation:**

The aim of evaluation exercise will be to determine whether the intended dual objectives of the project were met or not during the project implementation and to ascertain whether the activities implemented impact the targets beneficiaries for which they were intended. Sensitization is intended to influence the target thus change their attitudes, beliefs, and practices so as appreciate and embrace employment opportunities and sustainable development by strengthening youth adaptation and resilience to climate change in Kenya.

 Evaluation will examine the factors most important to improve the project’s objectives with specific focus on targets and Service Delivery Area(s) (SDAs). The Evaluation exercise will also focus on the strengths, weaknesses, opportunities, and threats to the project as they unfold with a view of taking corrective measures to the project implementation and development. Such question to be asked will include but not limited to:

* Were the numbers of sensitization and outreach meetings planned held? And did the target group/population participate in the activities during the meeting and at what level?
* Did the targeted people receive the message?
* How often were the targeted audiences reached with the message?
* How clearly were the messages received and understood by the target? E.t.c.
* Have the households targeted benefited and to what extent? Etc.

**Note:** Quarterly Evaluation Report will be made available to all partners/stakeholders including but not limited to relevant Government of Kenya (GoK) line ministries, and other key actors such as Kenya Metrological Services, the academia and WODERA Board Of Trustee. In addition, Annual Evaluation Report will also be made available to the same.

In order to keep focused to the project’s implementation strategies at all time, the project implementing team (The Volunteers, Facilitators, and Program staff) will attend stakeholders meetings as will be organized for the purpose of implementing the project’s activities from time to time. Sometimes for the purpose of clarity and proper project implantation, any of the project team member(s) may arrange to meet with partners at WODERA secretariat so as fine tune some of the implementation strategies for quality assurance and service delivery.

The Monthly Narrative and financial report of the activities shall be prepared and preserved for verification by donor or other interested parties upon a written request through WODERA’s CEO. The monthly Project Report will feed into the quarterly report. WODERA will also work very closely with an external evaluator in annual evaluation exercise and such an external evaluator will compile their independent report and present to **donor(s)** at the end of one year project period. This will undertake with approval of partners/donors.

**IMPORTANT:**

At WODERA, up-to-date monitoring and Evaluation of the project’s activities will allow for prompt identification of the challenges (and successes) of “**Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County*”*** *Project.*

M&E will also allow for the observation of the project’s trends which will guide priority setting and resource allocation for the Service Delivery Areas (SDAs) and targets on monthly, quarterly, triennial, semiannual and annual.

1. **Project Management and Administration Framework.**

**The Implementing Agency is**: The implementing Agency of the project: “**Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County*”*** *project* is Women Development Response Agency (WODERA):

WODERA: is an NGO with a calling and mission to work with underserved, marginalized, and vulnerable communities. WODERA is dedicated to facilitate and enhance capacities aimed at improving quality of life of poorest of the poor households, families and communities through dynamic and sustainable development. The organization is currently working in selected regions in Kenya focusing on broad spectrum of developmental issues committed to: alleviate poverty; foster self-reliance; mitigate/impede ill health and HIV/AIDS; encourage responsible social justice and accountable, transparent and good governance; through capacity building, empowerment, and advocacy. WODERA’s work includes but not limited to the following interrelated thematic strategic program activities: Health, Nutrition, Environment, Education, HIV/AIDS, Agriculture, Climate Change effects, etc.

WODERA’s “**Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County*”*** *Project* Management and Administration Framework shall involve the following:

**A). Position:** Chief Executive Officer (CEO). 1 Posts.

**Position Profile:** Reporting to the donor(s), Board of Trustees and concerned stakeholders, partners, beneficiaries, other interest groups, e.t.c. The CEO is be responsible for overall organization project’s development and management including but not limited providing direction of planning process, implementation, overall management and ensuring timely and complete reporting (narrative and financial).

**Key Responsibility:**

Overall strategic leadership of the project implementation:

* Ensuring compliance with project’s statutory and legal requirements that has to do with the project.
* Ensure overall organizational and programs management.
* Signing of the contacts and instruments related to the project.
* Ensure timely and complete Reporting (Narrative and Financial) as required by partnes.
* Other as may be assigned by BOT and donors.

**B). Position:** Project Coordinator (PC). 1 Posts.

**Position Profile:** Reporting to the Chief Executive Officer, The PC will be responsible for the county’s project’s strategic development and management including but not limited providing direction to the Service Delivery Area, planning process, implementation and management of the specific project activities within the county and to ensure timely and complete reporting to the CEO.

**Key Responsibility:**

Strategic leadership of the project implementation:

* In consultation with the CEO, ensuring compliance with project’s statutory and legal requirements that has to do with the project including but not limited the signing of the contact and other activities related therein.
* Provide sound management and administration of the project’s activities, inputs, programmes, project implementation policies, and personnel.
* Facilitate Development and growth of the project activities.
* Ensure that the project’s inputs are properly utilized and accounted for transparently and accurately at all times.
* Maintaining an effective and efficient linkage between WODERA, partners (the relevant Government of Kenya (GoK) line ministries, and other key Actors such as Kenya National Environmental Management (NEMA), Ministry of Forest, the academia, and other stakeholders.
* Other responsibility as may be assigned from time to time by the CEO.

**C). Position**: Monitoring and Evaluation Officer (M & E Officer). 1 Post.

**Position Profile**: Reporting to the CEO, M&E Officer will be is responsible for monitoring all projects’ activities to ensure that the implementation is on course. The Officer will ensure that the implementation strategies outlined in the contracts document are adhered to at all times.

**Key Responsibility**:

* Support the Project Coordinator, and Field Officers to ensure that the project activates adhere to work plan.
* Responsible for sound and up-to-date development of data collection, analysis, data quality assurance processes; storage and dissemination/sharing with all the stakeholders including but not limited to donor, BOT, and other stakeholders through CEO.
* The M&E Officer will ensure that timely and complete field reports are compiled and submitted to the Project Coordinator for review and approval by the CEO who finally reports to donors.
* Facilitates project documentation processes. Work with Project Officer and Project Assistants in monitoring all field activities.
* The officer will also be responsible for the development of M&E plan and schedules for the project and coordinates all M&E activities
* Support CEO and other evaluators during the program evaluation exercises.
* Other responsibility as may be assigned from time to time by the CEO.

**D). Accounts Officer:**(1 Post)*.*

Will be responsible for: the finance and accounting for the project’s finances, prepare budget and manage the approved budget with the certification by the Chief Executive Officer, prepare financial reports, keep projects finance ledgers, books of accounts and the related instruments presented by the Program Coordinators and ensure compliance according to WODERA’s accounting standards and international accounting rules standards as well as donor’s requirements. The Accounts Officer will ensure that all project financial records are accurate and up to date at all times. The Accounts Officer will liaise with and report directly to the CEO.

**Key Responsibility**:

* Manage the project’s budget according to the approved work plan.
* Tracking the project’s expenses and ensure that they adhere to project budget.
* Participating and in enforcing sound financial policies, procedure, strategies and systems that ensure effective and efficient control and accountability of the project’s funds.
* Complying with WODERA’s, donor, and international financial accounting standards and to ensure safety of resources and assets at all times.
* Implementing policies, procedures and standards on financial accounting..
* Facilitating and maintaining prudent and accurate project’s accounts records.
* Co-coordinating and ensuring that all payments and keeping records of the same in accordance with WODERA accounting policies and procedure and financial management.
* Handling internal audit queries and ensuring that they are adequately and effectively resolved.
* Safe custody of all project’s financial records including Fixed Assets Register.
* Preparing and submitting statutory returns in time.
* Ensure timely budgeting and budgetary control for the project.
* Preparing payrolls and ensuring that staffs are paid in time.
* Performing any other duties as may be assigned.

**E. Position**: Field Officer: 6 Post

**Position Profile:** Will report directly to the Project Coordinator and work directly with community groups in planning and implementing all the project activities. This includes planning and organizing sensitization meetings for youths and their families; community outreach events for the youths. Field Officers will directly be involved in community mobilization process to ensure that the project activities are undertaken as scheduled. The Field Officer will compile all the project’s regular reports (after every undertaken activity), which finally inform the monthly report and plan for the next possible plan of action in time. The Field Officer will support M&E Officer to ensure that monitoring of field activities are actually undertaken. The Field Officer will compile progress reports as required for submission to the CEO through Project Coordinator in collaboration with M & E Officer.

**Key Responsibility**: Work directly within the communities together with:

* Community Mobilized (CMs) and ensure that the youths and their families are actually sensitized on Climate Smart a forestation and Agribusiness.
* Mobilizing and organizing sensitization on Climate Smart Agribusiness meeting for support groups.
* Facilitate and strengthen capacity of CMs on sensitization on Climate Smart Agribusiness.
* Peer Educators (PE) in communities to and ensure that youth are sensitized on Climate Smart Agribusiness.
* Mobilizing and organizing events to sensitize youths on Climate Smart Agribusiness.
* Facilitate and strengthen capacity of Peer education to sensitize youth on Climate Smart Agribusiness.
* Other responsibility as assigned from time to time.

**F).** **Project Assistant:** (6 Post).

The Project Assistant will assist the Project Coordinator in coordinating project activities within the project’s areas of operation as would be assigned from time to time by the PC. The Project Assistant will report to the PC.

**Key Responsibility**: Work directly within the communities together with the PC:

* Work with community youths, County Officials (CO) and Peer Mobilizers and ensure that the communities are actually sensitized on smart climate agribusiness.
* Mobilizing and organizing sensitization on agribusiness, smart farming, tree and flower planting.
* Facilitate and strengthen capacity of (COs) and Peer Educators on sensitization of communities on smart climate agribusiness.
* Capacitate COs and Peer Educators (PE) in communities to and ensure that youth are sensitized on smart climate agribusiness. Mobilizing and organizing events to sensitize them on the same.
* Other responsibility as assigned from time to time.

**G). Volunteers and Facilitators/Consultants.**

Will be engaged for specific tasks from time to time as deemed necessary by the Program Coordinator and as directed by the Chief Executive Office. Volunteers will generally provide support during the implementation of project’s activities. Persons such as Peer Educators, Community Mobilizers will fall under the category of Volunteers. Facilitators will Professionals in their own rights and will facilitate at forums in WODERA project activities. Such persons will duly signing a contract with WODERA before any engagement is entered.

**CONCLUSION AND DECLARATION:**

“A country or any community which does NOT involve her young persons and women in the development agenda is headed for failure” (Barrack Obama, Former US President). The project seeks to involve the young people in Kenya generally especially those in Kisumu County so that they too can participate in the socio-economic development initiatives in Kenya, hence increased income. This Project (**Strengthening Youth Adaptation and Resilient Economic Growth, Employment and Food Security in Kisumu County*)*** Proposal is requesting for project grant from potential ***partners*** has **NOT** been submitted to any donor agency/Partner for funding hence **no** grant is anticipated from any source whatsoever.