



**REQUEST FOR EXPRESSIONS OF INTEREST  
FOR AN INDIVIDUAL CONSULTANT**

**AFRICAN DEVELOPMENT BANK**  
*[Human Capital Youth and Skills Department, AHHD)*  
*Immeuble CCIA, Avenue Jean*  
*Paul II, 01 BP 1387, Abidjan 01 Cote d'Ivoire*

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**Title of the assignment:** Senior Consultant Youth, Skills and Job Creation,  
South African Region

**Brief description of the Assignment:** The consultant will support the implementation of the Jobs for Youth Strategy (2016-2025) and the Skills for Employability and Productivity Action Plan 2022-2025) in the context of South African region. The incumbent is expected to: (i) Develop a feasible pipeline/portfolio of projects (at least 10 projects) across public and private sector (ii) Develop a portfolio of well-structured transactions and potential Budget support and technical assistance opportunities through upstream interventions. (iii). Develop High Quality Policy Dialogue and country profile Briefs. (iv) mainstream the analytical findings into the Bank's operations, strategies, and policies in Southern Africa; (v) support dialogue at the national and regional levels to identify operational entry points for human capital development in Southern Africa; (vi) contribute to partnerships and resource mobilization initiatives in the context of Southern Africa

**Department issuing the request:** Human Capital Youth & Skills Department  
(AHHD)

**Place of assignment:** Pretoria, South Africa

**Duration of the assignment:** Six (6) months full time (renewable based on budget and performance)

**Tentative Date of commencement:** 01 June 2023

**Deadline for applications:** 15<sup>th</sup> May 2023, 2 pm Abidjan time (GMT)

**Applications to be submitted to:** [G.obeda@afdb.org](mailto:G.obeda@afdb.org); [F.wamalwa@afdb.org](mailto:F.wamalwa@afdb.org); and cc

to [a.opare@afdb.org](mailto:a.opare@afdb.org)

**Any questions and requests for clarifications may be sent to:**

Email: [a.opare@afdb.org](mailto:a.opare@afdb.org)

**How to Apply**

Interested candidates are invited to send a one page motivational letter and their updated Curriculum Vitae (based on the template in Annex I) and letter of interest in a single PDF file (in English or in French) to [G.obeda@afdb.org](mailto:G.obeda@afdb.org); [F.wamalwa@afdb.org](mailto:F.wamalwa@afdb.org); and cc to [a.opare@afdb.org](mailto:a.opare@afdb.org) with the following email format.

File name: “[last name], [first name]” (e.g. Peterson, Anna)

Subject line: “AHHD-RDGS Senior Consultant Youth, Skills and Job Creation, South African Region”

**Candidates are encouraged to include references to projects and analytical products developed under their previous working experience.**

***P.S: Please note that we will contact you only if you are shortlisted for further consideration, and that, given the large volume of applications we receive, some time may elapse before the selection process is complete.***

## ANNEX 1:

### Terms of Reference

#### Senior Consultant to support the Human Capital Youth and Skills Department's South African Regional Office on Youth, Skills & Entrepreneurship Development and Job Creation

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## 1. BACKGROUND

**The Bank:** The African Development Bank (the Bank) is the premier multi-lateral development finance institution fostering economic growth and social progress in Africa. The Bank's primary goal is to reduce poverty and improve living standards by mobilizing resources in and outside Africa and providing financial and technical assistance for development projects and programs in Africa.

**The Complex:** The Vice Presidency for Agriculture, Human, and Social Development (AHVP) is a Sector Complex focusing on two of the Bank's High 5s priorities of "Feed Africa" and "Improve the Quality of Life for the People of Africa". The complex objectives are (i) to develop policy and strategy; (ii) provide deep sector expertise to the regions by gathering pools of experienced individuals who can be consulted to provide sector expertise on complex transactions; (iii) develop new financing instruments; (iv) represent the Bank in external stakeholders engagements on aspects of "Feed Africa" and Improve the Quality of Life for the People of Africa".

**The Hiring Department:** The Human Capital, Youth and Skills Development Department (AHHD), within the Agriculture, Human and Social Development Complex (AHVP) spearheads the achievement of the High 5-5 priority on "*Improving the Quality of Life of People in Africa*" while contributing to the other High 5s<sup>1</sup>. The Department supports scaling-up the Bank's support to strengthening the Jobs for Youth Flagship coordination and education, skills, employment, health systems and nutrition programming for economic transformation.

The Bank's direct support to human capital development consists of interventions in the areas of education and skills development, jobs for youth as well as health, nutrition and social protection. Along this line, the Bank, in 2016, launched the Jobs for Youth in Africa (JfYA) Strategy with the aim to create 25 million jobs for young Africans and equip 50 million youths with relevant skills by 2025. In 2022, the Bank approved the Skills for Employability and Productivity Action Plan (SEPA) 2022-2025 to provide the strategic framework for Bank support's to Regional Member Countries in the area of education and skills development. The Action Plan, which is anchored on the JfYA Strategy seeks to bridge Africa's skills gap, address

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<sup>1</sup> The High 5s: Light up and Power Africa; Feed Africa; Industrialize Africa; Integrate Africa; and Improve the Quality of Life for the People of Africa.

skills mismatches and relevance on the back of Africa's dynamic labour market. SEPA seeks to achieve its objectives through scaling up of investments in entrepreneurship & Small and Medium Enterprise (SME) development, enhancing technical skills for employability while spurring innovation among the youth with special emphasis to gender and countries of fragility. Thus, the assignment will be guided by the JfYA Strategy and the SEPA, their implementation plans and the Results Measurement Frameworks.

## 2. CONTEXT

2.1 Africa is the youngest continent globally and is the only region whose labor force is rapidly expanding. Africa's population under 35 years accounts for 70% of its 1.2 billion people. Over the last decade alone, the population under age 20 increased by over 25%, the fastest rate ever<sup>2</sup>. Africa's untapped asset and competitive advantage is therefore not its land, oil, gas and minerals. It is its demographically dominant youth, projected to reach 850 million by 2050 and constitute half of two billion working age population by 2063. With this labour force growth, the African Development Bank Group predicted African countries needed to create an average of almost 1.7 million jobs per month just to meet the current employment needs between 2013 and 2063<sup>3</sup>.

2.2 In the Southern African region, there is generally disproportionately high unemployment among the youth. South Africa for example has the highest youth unemployment at 66.5% followed by Eswatini with 58.2%. The high youth unemployment in South Africa probably also explains its stark inequality levels. The unemployment rate among females is also highest in South Africa with the rate of 37.3%, followed by Eswatini and Lesotho with unemployment rates of 33.9% and 26.1% respectively. Employment levels are likely to take longer to fully recover from the effects of the COVID-19 pandemic.

2.3 Across the region, employers identify inadequately skilled workers as a major constraint to their employability. In addition, too few scientists and engineers in Africa work in sectors that drive economic transformation with only 2% of the continent's total university-age population undertaking STEM skills. These notable challenges, significantly inhibit the Southern African Regional efforts to addressing youth employment and employability for livelihood improvement and thus call for a comprehensive intervention that will strengthen social and economic development of the continent.

2.5 Approximately 95% of young Africans work in the informal economy which is dominated by Micro, Small, and Medium Enterprises (MSMEs). MSMEs credit gap in Africa has been estimated at over USD 330 billion (almost 15% of Africa's GDP) leaving about 51% of the continent's 44 million formal MSMEs without the finance necessary to grow and create jobs. Most MSMEs, therefore, rely on informal sources of finance, including family and friends due to lack of strong bankable business cases largely as a result of low level of entrepreneurial culture among youth and the lack of institutionalization of entrepreneurial education within education systems.

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<sup>2</sup> 2019, World Bank, *Creating an Innovation to Connect a Million Kenyan Farmers to Disruptive Agricultural Technologies*

<sup>3</sup> African Development Bank Group. 2019. *Creating Decent Jobs Strategies, Policies, and Instruments*

2.5 In order to address these challenges and harness Africa’s demographic dividend, the JfYA Strategy and the SEPA were developed to facilitate the creation of 25 million direct and indirect jobs and equip 50 million youth with relevant skills over 10 years. Since 2016, steady progress has been made on facilitating the creation of decent jobs for youth through the Bank operations, facilitating the creation of 12.1 million direct and indirect jobs in the four years between 2016 and 2021<sup>4</sup>. However, the impact of the recent COVID-19 pandemic has had a catastrophic impact on the African economies and eroded efforts on job and skills development.

### **3. OBJECTIVE OF THE ASSIGNMENT**

3.1. The Bank has embarked on scaling up interventions aimed at addressing education and skills development as well as labour market challenges facing regional member countries in the Southern African region (RDGS), which covers 12 countries<sup>5</sup>. The goal is to strengthen and expand the Bank’s its portfolio in the region through evidence-based policy dialogue with the Regional Member Countries (RMCs) and Business Development in the areas of education and skills development and job creation for youth. To achieve this, the Bank will also partner with Regional Economic Blocks academia, private sector and Civil Society A dynamic team within the AHHD department is now based in the Southern Africa region (RDGS) to drive this agenda.

### **4. SCOPE OF THE ASSIGNMENT**

4.1 At this point, the African Development Bank Human Capital, Youth and Skills Development Department (AHHD) is seeking to recruit a Senior Consultant to support the Bank’s planned interventions in the areas of education and skills development and job creation. The person will be dynamic with excellent knowledge about the socioeconomic issues and political dynamics of the region. He/she will work under the general guidance of Regional Manager for Southern Africa. He/she will be pleased to work with a dynamic team within AHHD and staff from other departments. The Senior Consultant will also be a person who can nurture and provide guidance on how to navigate internal and external challenges. Most important, the position is calling for a thought leader, with experience in development at the African level.

4.2 The responsibilities for the consultant will include, but not limited to:

#### **Economic Sector Work and Policy Dialogue (30%)**

- (i) Conduct in depth analyses and summarize gaps, challenges and opportunities to shape and define compelling high-level quality policy briefs, actions and recommendations for dialogue and strategic engagement with RMCs on youth development (skills and job creation through entrepreneurship, MSMEs)

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<sup>4</sup> African Development Bank Group. 2021. Annual Development Effectiveness Report

<sup>5</sup> Angola, Botswana, Eswatini, Lesotho Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Zambia, Zimbabwe

- (ii) Analyze the sectoral trends, compare and contrast with global commitments such as the AU development Goals, SDGs as well as local RMC commitments.
- (iii) Keep track of the emerging sectoral issues vis a vis RMCs plans, and advice the Bank's role and responses.
- (iv) Review the institutional set-up and sectoral reforms, providing country's overall institutional setup and sector governance architecture including regulation framework including urgent reforms that can be fast tracked through Budget support and Technical Assistance.
- (v) Draft quality and in-depth diagnostics to inform the Regional Integration Strategic Paper (RISP), Country Strategic Papers (CSPs) and project identification and preparation
- (vi) Participating in technical meetings and dialogue with the representatives of governments within the Southern African region on human development, skills and job creation

### **Business and Pipeline Development (70%)**

- (i). Develop a feasible pipeline of public and private sector projects, (at least 10) .
- (ii). Provide evidence based strategic technical guidance on market-driven workforce development methodologies, Skills and entrepreneurship, Development, private sector partnerships, access to credit for the Bank's engagement with RMCs.
- (iii). Support the Regional team's interventions in developing strong pipelines, including support during upstream preparation, structuring, negotiation, and closing of project transactions. Contribute to the operational documents and provide support for internal processing, review transaction agreements, and coordinate across project components with other team members
- (iv). Support the expansion of upstream project pipeline that is targeted to mobilize private sector financing into the Human Capital Youth and Skills space. This includes identification of opportunities and relationship building and management with both internal clients (Regional and Country teams) and external clients
- (v). Identify, cultivate and manage potential client opportunities to develop a strong pipeline of relevant both public and private sector transactions. This includes participation in planning, preparation, fact-finding and project identification missions.
- (vi). Identify opportunities for strategic collaboration with multilateral and bilateral donors in support of education and skills development and job creation to increase Bank's operation.

### **Other tasks**

- Support the Coordination of all divisional activities, including all related logistics that ensure comprehensive consultations with all stakeholders

- Preparation of high-level Quality Briefs on Youth, Skills and Entrepreneurship Development and Job creation for Bank's senior management dialogue with RMCs within the Southern Africa region.
- Prepare briefing notes, design power point presentations, and help draft concept notes and knowledge products to socialize and present proposed pipeline projects.
- Any other duties assigned by the Bank's Management

## **5. Deliverables:**

5.1 In addition to the duties and responsibilities, the Consultant will be responsible for the following Deliverables:

- (i). Develop a feasible pipeline of projects (at least 10 projects) across public and private sector.
- (ii). A portfolio / pipeline of well-structured transactions as well as potential Budget support and technical assistance opportunities developed through upstream interventions.
- (iii). High Quality Policy Dialogue and country profile Briefs
- (iv). Monthly activity reports

At the conclusion of the assignment, the Consultant's outputs will be evaluated based on the following criteria:

- i. Professional competence
- ii. Analytical, reasoning, organizational and communication skills
- iii. Reliability, timeliness, proactiveness and organization
- iv. Quality of work produced

## **6. SELECTION CRITERIA**

### **6.1 Minimum Qualifications and Experience**

The Bank is looking for a seasoned senior consultant, who is highly respected and connected within the South African Regional Member Countries with the following attributes:

- A post graduate degree in development finance, development economics, Public Policy, labour, youth innovation and entrepreneurship, Economics or relevant field
- At least 15 years' experience in quantitative and qualitative economic research, development policy and strategy development and benchmarking practice, monitoring and evaluation and other relevant fields.
- Proven track record of developing the feasible pipeline of projects (at least 10 projects) in the region.
- Demonstrated ability to manage complex and multisectoral reviews/evaluations

- Demonstratable and extensive practical experience in economic research, strategy and policy development, monitoring and evaluation and multi disciplines particularly in areas of employment, labour and development economics, statistics, entrepreneurship and private sector development, Strategic partnerships and financing, skills and innovation.
- Deep knowledge of international development with experience in workforce development and labour market and youth employment entrepreneurship issues especially within the contexts of Africa and Development Finance institutions.
- Highly developed institution capacity to deal with multisectoral and complex issues/analysis in a clear and practical manner.
- Proven experience in multilateral development bank operations in project formulation, evaluation and processing would be added advantage.
- Strong experience in stakeholder engagement, networking and broad consultations.
- Strong experience and skills in surveys design, data collection and data analysis both quantitative and qualitative.

## **6.2 Skills**

### **The Consultant will also be required to have:**

- Excellent language capability (read, write, speak) in either English or French, with good working capacity in the other language.
- Strong interpersonal and communication skills (both writing and verbal).
- Excellent report writing skills (Demonstratable).
- Ability to work on multiple assignments within tight timelines and to deliver in a timely manner without compromising quality
- Competence in the use of standard MS Office and virtual work applications

## **7. ADMINISTRATION/REPORTING**

The consulting firm will work closely with the Southern African regional team under close supervision of the Regional Manager for Public Health, Nutrition and Social Protection under the Department of Human Capital Youth and Skills Development Department.

## **8. DURATION OF THE ASSIGNMENT**

The duration of the assignment will be six (6) calendar months starting in 1 June 2023. The consultant will be based in the Bank's South African Regional Office.

## **9. ESTABLISHMENT OF THE SHORT LIST**

A shortlist of three individual consultants will be established at the end the of request of expressions of interest. The consultants on the shortlist will be judged on the following criteria on the basis of their updated resume:

- a) General Qualifications based on the Terms of Reference -30%



- b) Experience in the specific assignment –50%
- c) Experience with international institutions -10%
- d) Language Capacity – 05%
- e) Working knowledge of the Africa Region –05%

## **10. REMUNERATION**

To be negotiated in line with the African Development Bank procurement rules and procedures.

**Disbursement of the fees will be based on the outlined deliverables in this Terms of Reference.**

## ANNEX 2: MODEL CURRICULUM VITAE (CV)

Title of the Assignment:

Department:

Surname:

First Name:

Birth Date:

Nationality:

Address:

Country:

Telephone:

E-mail:

<b>Are any of your family members (spouse/partner, father/mother, Brother/sister, Son/daughter, etc.<sup>o</sup> employed in the African Development Bank?</b>			Yes <input type="checkbox"/> No <input type="checkbox"/> If « Yes », the following data must be provided
Name	Relationship	Organisation Unit	Place of Assignment

Language Level	Read	Written	Spoken
English	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent
French	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent
Other (specify)	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent

### Key Qualifications:

Please provide (i) a summary of your experience and training highlighting the most relevant for the proposed assignment, and (ii) the responsibilities which you exercised. Utilise one half-page maximum.

### Education (University Level and above only):

Name of University - City - Country	Period		Diploma Obtained	Main Topic / Major
	From	To		

**Professional Training:**

Name of Training Institution- City - Country	Type of Training	Period		Certificates or Diploma Obtained
		From	From	

**Employment Record:**

Begin with your most recent employment. For each job since your Master Degree achievement, please indicate:

- Name of the Employer
- Type of Activity/Business of the Employer
- Title / Function
- Place of Employment
- Brief Description (three lines maximum) of main accomplishments and responsibilities

**Reference:**

Please indicate the name and address of three persons with no family relationship with yourself, familiar with your character and titles.

I hereby certify that the responses which I provided above are all, to the best of my knowledge, true, complete and accurate. I acknowledge that an inaccurate statement or essential omission in a personal declaration or another document required by the African Development Bank might result in the rejection of my application, termination of my Contract or any other administrative sanction by the Bank. The African Development Bank may verify any statements which I made in this application.

Date: \_\_\_\_\_

*Signature:*