

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title:	Youth Engagement Consultant – Survive & Thrive (Jamaican nationals only)
Duration:	9 months
Estimated Start Date:	Sept 1, 2025
Duty Station:	Jamaica (remote/hybrid with visits to UNICEF office)
Reporting to:	Novia Condell, Health Specialist, UNICEF Jamaica

BACKGROUND & ORGANIZATIONAL CONTEXT

Children, adolescents, and young people are pivotal in advancing sustainable development, civic participation, and social transformation. The UNICEF Jamaica Country Programme affirms their right to be heard in matters that affect their lives and actively engages them as partners and problem-solvers. This approach ensures that UNICEF's priorities align with the issues most relevant to youth and seeks to address the most pressing health and nutrition vulnerabilities facing Jamaican children and young people. In alignment with this commitment, UNICEF Jamaica has implemented a series of strategic youth engagement initiatives aimed at fostering leadership, advocacy, and impact in the domains of health and nutrition.

1. Jamaican children and youth face a double burden of malnutrition. While 6% of children under 5 are chronically malnourished, 8% are overweight, a prevalence which escalates to 30% in the adolescent years, according to the Global School Based Student Health Survey, with consequences for both immediate and long-term health and development. A major contributing factor is exposure to unhealthy food environments dominated by ultra-processed foods and limited food-related policies. In response, UNICEF Jamaica, in collaboration with BiteBack 2030 and local youth organizations such as the Jamaica Youth Advocacy Network, trained 37 youth advocates to champion healthier food systems. This initiative led to launch of the “**Fix My Food Jamaica**” campaign, the first of its kind in Latin America and the Caribbean, **promoting youth-led advocacy** for Front-of-Package Warning Labels as part of the global Fix My Food movement.
2. The 2021 State of Worlds' Children Report showed that in Jamaica an estimated 16.5% of adolescents live with a diagnosable mental disorder, higher than the global average. Adolescents are often unable to access counselling support and community-based mental health services, largely due to the limited public health sector capacity and age restrictions for access to services. In 2023, UNICEF convened a national mental health youth summit, engaging over 100 adolescents in dialogue on the expansion and enhancement of youth Mental Health and Psychosocial Support Services (MHPSS). A key outcome of this summit was the formulation of a **Youth Call to Action on Mental Health**, which was presented to policymakers. The Ministers of Health, Education, and Justice committed to the proposed actions, beginning with the development of an **intersectoral policy framework** to address service gaps and improve coordination across sectors.
3. UNICEF is working with the Ministry of Health and Wellness and the Ministry of Education, Skills, Youth and Information to **accelerate adolescent advocacy efforts around HIV prevention**. The initiative aims to address increased risk among adolescents and reduced level of HIV knowledge as highlighted by recent data from the 2024 HIV Knowledge Attitudes Behaviours and Practices Survey conducted by the Ministry of Health and Wellness. Adolescents and young people remain at high risk of infection with STIs, including HIV. Condom use among youth aged 15–24 declined from 43% in 2017 to 39.5% in the most recent survey and 30% reported engaging in transactional relationships. Of the concerns is that knowledge about HIV prevention remains low, as only 28% of girls and 25% of boys aged 16–19 were able to correctly identify HIV prevention methods and reject common myths.

PURPOSE OF ASSIGNMENT

To further expand these initiatives in health and nutrition, UNICEF Jamaica is seeking a **Youth Engagement Consultant – Survive & Thrive**.

Specifically, the consultant will contribute to development and implementation of the Fix My Food Jamaica Initiative support youth mental health advocacy efforts and HIV prevention advocacy among young people in schools and communities.

Reporting relationship

The Consultant will work under the direct supervision of UNICEF's Health Specialist, and work in close collaboration with UNICEF's Nutrition Officer.

MAIN DUTIES AND RESPONSIBILITIES

The expected duties and responsibilities of this consultancy are as follows:

1. Adolescent and youth engagement
 - a. Mobilize adolescents and youth to participate in advocacy and programme implementation aligned with national priorities
 - b. Expand and implement youth-led advocacy efforts at the policy level to promote healthier food environments under the Fix My Food Jamaica movement.
 - c. Mobilize adolescent and youth mental health advocates to engage with technical and policy-level decision makers around the Youth Mental Health Call to Action
 - d. Support initiatives aimed at improving mental health literacy among young people
 - e. Implement advocacy activities in communities and schools to amplify youth voices around HIV prevention
2. Partnership building
 - a. Establish and maintain strategic partnerships with government entities, civil society organizations, private sector stakeholders, and youth-led networks to foster meaningful youth participation and engagement.
3. Capacity building and policy dialogues
 - a. Support the design and delivery of youth capacity-building initiatives and policy dialogues to strengthen youth leadership, participation and advocacy in health and nutrition.
4. Communication & advocacy
 - a. Contribute to the development and dissemination of communication materials created with and for adolescents and youth, aligned with campaign and advocacy priorities, including social media content.
 - b. Ensure all communication and advocacy efforts adhere to UNICEF's principles of child and youth participation and safeguarding.
 - c. Ensure that youth are engaged in the design and implementation of communication and advocacy activities
5. Monitoring, knowledge sharing and reporting
 - a. Support the monitoring and evaluation of youth engagement strategies, campaigns, and platforms.
 - b. Develop and maintain knowledge-sharing tools, including progress reports, case studies, and documentation of best practices and lessons learned.

Key outputs**1. Fix My Food Jamaica**

- Engage with advocates to finalize 6-month plan for Fix my Food policy-level advocacy
- 2 communication products developed with youth as part of youth advocacy campaigns
- 2 policy-level advocacy activities executed
- 2 community mobilization activities executed

2. Mental health advocacy

- 2 policy-level activities executed
- 3 engagements/capacity building with youth and adolescents to improved mental health literacy

3. HIV prevention advocacy

- Coordinate with government partners to implement at least 6 townhall meetings at selected schools and community centres to generate adolescent opinions and recommendations around HIV prevention
- Support the implementation of World Aids Day (Dec 1) Adolescent and Youth Forum with policymakers

4. 1 case study on youth engagement for health and nutrition advocacy in Jamaica developed documenting lessons learnt and best practices

5. Progress reports highlighting implementation of activities and lessons learnt

EXPECTED RESULTS

Deliverables	Deliverable date	Percentage Payment
Inception Report and Workplan <ul style="list-style-type: none"> - A detailed plan outlining the approach, methodology, and a proposed timeline for the consultancy - Finalized 6-month plan for Fix my Food policy-level advocacy 	2 weeks of contract signing	10%
Fix My Food Jamaica <ul style="list-style-type: none"> - 1 communication product developed with youth of advocacy campaign - 2 policy-level advocacy activities executed - 1 community mobilization activity executed Mental health advocacy <ul style="list-style-type: none"> - 1 engagement/capacity building with youth and adolescents to improve mental health literacy HIV prevention advocacy <ul style="list-style-type: none"> - Coordinate with government partners to implement at least 6 town hall meetings at selected schools and community centres - Support the implementation of World Aids Day (Dec 1) Adolescent and Youth Forum with policymakers Progress Report <ul style="list-style-type: none"> - Report of implemented activities and lessons learnt 	4 months of contract signing	40%
Fix My Food Jamaica <ul style="list-style-type: none"> - 1 communication product developed with youth as part of advocacy campaign - 1 policy-level advocacy activity executed - 1 community mobilization activities executed Mental health advocacy <ul style="list-style-type: none"> - 2 policy-level activities executed - 2 engagements/capacity building with youth/ adolescents to improve mental health literacy Progress Report <ul style="list-style-type: none"> - Report of implemented activities and lessons learnt 	8 months of contract signing	30%
1 case study on youth engagement for health and nutrition advocacy in Jamaica developed documenting lessons learnt and best practices	9 months of contract signing	20%

The consultant will receive payment for each deliverable upon its satisfactory submission and approval.

Minimum Requirements and Qualifications	
Education	University degree in social sciences, communications, public policy, health sciences or similar disciplines
Work Experience	At minimum of 3 years professional experience in education, skills development or youth engagement/participation work, preferably in Jamaica
Languages	Fluency in English is required; with strong written and verbal competency <i>*Please note language levels used in UNICEF are fluent, proficient, intermediate, and basic.</i>
Technical knowledge	Previous experience in the health/education sector will be an advantage. Prior experience in youth engagement strategies, particularly on development or health issues
Other skills and attributes	Excellent team building, partnership, engagement and communication skills. Experience in training, capacity building & facilitating workshops Up-to-date knowledge of new media and relevant communication skills Demonstrated experience in UNICEF context will be an asset

- All applications will be evaluated based on 75 points for technical - (knowledge /expertise /skills) and 25 points for financial submissions.

****Kindly submit your financial proposal itemizing- deliverables, timelines (number of days) to complete each and cost****

Child Safeguarding	
Is this project/assignment considered as " Elevated Risk Role " from a child safeguarding perspective?	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>If yes, check all that apply</i>	
Direct Contact Role	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:</i>	
Consultant will engage with children and adolescents in workshops and at school events. This will entail at most 4 hours contact time per participant. Consent will be secured from parents of adolescents under 18 years of age for their participation in workshops. Assent will be secured from adolescents under 18 years of age. The selected candidate will be required to complete the PSEA online training on Agora before the start of their contract	
Child Data Role	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):</i>	
More information is available in the Child Safeguarding SharePoint and Child Safeguarding FAQs and Updates	

Budget/ costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the contractor.

Individuals engaged under a consultancy will not be considered staff members under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

Travel will be covered by UNICEF as per policy.

- Travel costs will be estimated and added to the contract once they are determined based on UNICEF Financial Rules and Regulations.
- For agreed country visits, the contractor/consultant will be responsible in administering their own travel. UNICEF will reimburse travel related expenses based on actual costs or on the below criteria whichever is lower and upon presentation of receipts.
- Any travel involved should be budgeted according to UN Travel Standards as a ceiling.
- [UN Secretariat Administrative Instruction on Official Travel, ST/AI/2013/3](#): Sect. 4, para. 4.2, numerals (d) and (e)

For information on Daily Subsistence Allowance (DSA), can be found on the [International Civil Service Commission website](#) (all countries and destinations can be found by navigating on the