

TERMS OF REFERENCE

Individual Consultant: Industry Alliances, YuWaah (open to National Consultants only)

Duty Station: New Delhi (home based with mission travels)

Contract Duration: 12 months

Closing Date: 1st May 2024

1. BACKGROUND AND PURPOSE

In recent years, UNICEF's work to support the unique needs of young people has gained momentum, as the challenges facing them have come more sharply into view. UNICEF is committed to deliver for all children and adolescents through its overall impact goal of 'realizing the rights of every child, especially the most disadvantaged. Building on the current work with, and for, adolescents, Generation Unlimited (GenU), is dedicated to expanding opportunity for young people from ages 10 to 29 years.

The India version of GenU is YuWaah. It signifies catalytic partnerships to unleash the potential of young people. Since its launch in November 2019, YuWaah has built alliances with a range of stakeholders such as the Government, civil society, UN and other international organizations, the corporate sector and, of course, young people themselves. It has provided a platform for exchange of ideas, dissemination of existing employment, skilling and learning initiatives, youth engagement and amplification of youth aspirations, choices and unmet needs.

Passport to Earning (P2E) is a flagship skilling platform which will provide young people (15-24 years old) with free, job-relevant skills, and position them for job opportunities. It is a Public-Private-Youth Partnership (PPYP) hosted by UNICEF, through Generation Unlimited and co-founded by Microsoft, which aims to connect youth to opportunity by upskilling them towards entrepreneurship, employment and social impact.

Since September 2022, P2E has skilled more than 1.8 million learners, and is now engaged in providing employment, self-employment and entrepreneurial opportunities to young people, specially marginalized women. To provide partnership support for P2E, UNICEF and YuWaah is currently on-boarding a Consultant - Industry Alliances, YuWaah, who will help support the Passport to Earning (P2E) program in India by supporting P2E team in development of new partnerships and management of existing partnership with private sector organizations who can provide opportunities to young people, particularly young women.

The purpose is to support the Passport to Earning (P2E) program in India by developing and managing partnerships with Corporates, Govt and Non-Govt agencies, to strengthen the reach, impact and sustainability of the program.

2. OBJECTIVES

The key objective of this position would be to strengthen the reach, impact and sustainability of the P2E program by developing new and managing existing non-govt partnerships.

Under the technical guidance of Program Specialist – P2E and overall guidance of Chief, Generation Unlimited, the purpose of the consultancy is:

1. Develop new Corporate Partnerships – Identification and onboarding of non-govt. partners like placement agencies, product and service marketplaces, and others who can provide financial opportunities to young people (specially women), from defined states like Rajasthan, Jharkhand and Odisha.
2. Support the Program Manager in managing Corporate Partnerships – Co-creating solutions that result in Corporate Partners meeting their product / service / personnel objectives while accommodating constraints that young people face. Monitoring progress against these objectives and providing on-ground support as needed.

3. Coordination with all stakeholders to deploy solutions developed with Corporate Partners – Resolving on-ground issues that may arise in deploying solutions with all stakeholders include UNICEF field offices, government and implementation partners.

3. MAJOR TASKS AND ACTIVITIES TO BE ACCOMPLISHED

Work Assignments Overview (Include Major Tasks and Activities)	Deliverables/Outputs	Timeline for submission of Deliverable
<p>Develop new Corporate Partnerships</p> <ul style="list-style-type: none"> - Develop the approach for working with Corporate Partners - Connect with identified Corporate Partners, make proposals and get their acceptance for the program - Set up a regular review cadence with partners to ensure implementation - Evidence of opportunities provided by corporate partners should be submitted like letter of confirmation from corporate partners, links to portal with opportunities, details of the opportunities made available, etc. 	Submission of one corporate partnership plan	30 th May 2024
	Submission of 4 Pitch Decks for corporate partners	30 th May 2024
	Identify 5 potential corporate partners and submit one report with details on profiles of organizations and broad plan of collaboration.	15 th June 2024
	Total 12 new partnerships proposals developed, 3 by the end of each quarter.	15 th Aug 2024 15 th Nov 2024 15 th Feb 2025 14 th May 2025
	Letter/s of confirmation by corporate partners to provide a total of 20,000 economic opportunities for marginalized women in the states of Jharkhand, Rajasthan and Odisha (5000 in Q2 and Q3 and 10,000 in Q4)	30 th Oct 2024 31 st Jan 2025 31 st Mar 2025
<p>Support the Program Manager in managing Corporate Partnerships</p> <ul style="list-style-type: none"> - Develop processes required for managing the deployment of opportunities from corporate partnerships - Ensure that the opportunities provided by corporates are utilized by beneficiaries - Conduct regular monthly meetings with corporate partners to provide and receive feedback and improve program delivery - Placement evidence documents like offer letters, salary slips, bank statement, loan approval letter for entrepreneurship, registration letters and onboarding confirmation email from employers would be required for verification of deliverable. 	Develop and submit implementation and monitoring plan document for managing corporate partnerships including how the opportunity will be deployed, exchanging beneficiary data, and tracking progress of beneficiaries	15 th June 2024
	2000 women gets economic opportunities (jobs, self-employment) through coordination between P2E skilling and corporate partners in the states of Jharkhand, Rajasthan and Odisha (650 in Q2, 650 in Q3 and 700 in Q4)	15 th Nov 2024 15 th Feb 2025 15 th April 2025
<p>Coordination with all stakeholders to deploy solutions developed with Corporate Partners</p> <ul style="list-style-type: none"> - Ensure complete alignment of solutions with government and Unicef field offices 	Submission of 4 progress reports, once in every quarter presenting progress of all metrics and plans to government (both central and state) and state offices in Jharkhand, Rajasthan and Odisha, at least once every quarter	15 th June 2024 15 th Aug 2024 15 th Nov 2024 15 th April 2025

- Ensure that implementation partners are properly trained and inducted in each new opportunity and they are able to communicate to field agents	Development and submission of 3 Quarterly plan documents for the field team; translating corporate partner requirements into field training.	31 st Aug 2024 31 st Nov 2024 28 th Feb 2025
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4. DUTY STATION

New Delhi (home-based with mission travel)

5. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

There will be 20 trips (by air) and 05 trips (by train) of 2 days each to state capitals across India, with occasional visits to other districts within States.

6. ESTIMATED DURATION OF CONTRACT

12 months, from 15th May 2024 to 14th May 2025.

7. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Qualification:

Master's in Business Administration, Education, Technology, Public Relations, Communication or other relevant field

Years of Experience/Knowledge/Expertise/Skills required:

- i. Six years of progressively responsible and relevant professional work experience in business development at the CXO level (Organizations' first line of leadership) or one level below, with large companies is required.
- ii. Solution selling preferred
- iii. Should have experience is working with multiple stakeholders at the same time
- iv. Some experience in fundraising would be an advantage
- v. Fluency in English & Hindi is required
- vi. Experience working with UN/international organizations is an asset.
- vii. Demonstrated ability and experience in coordination, and able to work under pressure is required.

8. TECHNICAL EVALUATION CRITERIA (WITH WEIGHTS FOR EACH CRITERIA)

Technical and Financial ratio is 75:25 (technical proposal-75 points and financial proposal-25 points)

S. No.	Evaluation Criteria	Max. Marks	Min. Marks
1.	Educational Qualification Master's in Business Administration, Education, Technology, Public Relations, Communication or other relevant field	10	28
2.	Relevant professional experience <ul style="list-style-type: none"> • 6-8 years of experience of progressively responsible and relevant professional work experience in business development at the CXO level or one level below, with large companies is preferred (20) • Prior experience in working in solution selling and fundraising roles and experience of working and managing multiple stakeholders (10) 	30	
	Sub-Total	40	28
3.	Interview	35	n/a
	Total	75	56

Note: Applicants scoring 28 marks (out of 40) will be called for interview. Qualifying score in technical evaluation is 56 out of 75 marks.

9. PAYMENT SCHEDULE

Payment will be made on submission and acceptance of 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 consultant.

10. IMPORTANT NOTES

- Individuals engaged under a consultancy or individual contract 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.
- The selected candidate is solely responsible to ensure that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

HOW TO APPLY:

The application to be submitted through the online portal and must contain three separate attachments, as follows:

1. A cover letter (max 2 pages) with details of technical knowledge and skills acquired and experience of their applications aligned to the skills and experience in the ToR **(to be uploaded online under “Cover Letter” tab)**
2. An updated CV demonstrating all requirements stated above **(to be uploaded online under “Resume” tab)**
3. A financial proposal indicating all-inclusive amount (professional fee + travel cost as applicable) against each of the deliverable, as per the template attached. Please do not forget to specify your name in the file while saving **(to be uploaded online under “Financial Proposal” tab).**

Important Note: Please do not indicate financials anywhere else in the online application form, please mark "n/a or 00", under the fee related questions in the online application form.

Without all the above 03 documents, your application will be considered incomplete and invalid and will not be considered further.

- Any attempt to unduly influence UNICEF’s selection process will lead to automatic disqualification of the applicant.
- Joint applications of two or more individuals are not accepted.
- Please note, UNICEF does not charge any fee during any stage of the process.
- Women, trans, non-binary and gender diverse candidates meeting the requirements are strongly encouraged to apply.
- UNICEF is committed to diversity and inclusion and encourages qualified candidates from all backgrounds including persons living with disabilities to apply.
- General Terms and Conditions for the Consultancy Contract is attached, for your reference.

For any clarifications, please contact:

UNICEF, Supply & Procurement Section,
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