

Terms of Reference: Youth Representatives in the Sebatso Steering Committee

Project Title: Prime Minister's Youth Empowerment Initiative (Sebatso)

Assignment Title: Youth Representatives in the Sebatso Steering Committee

Type of Contract: Individual

Number of Positions: Two youth representatives (one female and one male)

Duty Station: Lesotho

Duration: Initial period of three years, renewable subject to performance, continued need and availability of resources

Language of Assignment: English and Sesotho

Application Period: Friday, 13 July – Sunday, 26 July 2026

1. Background and Rationale

The Prime Minister's Youth Empowerment Initiative (Sebatso) is a flagship national programme launched in 2023 and implemented by the Government of Lesotho, through the Ministry of Gender, Youth and Social Development, in partnership with the United Nations Development Programme (UNDP) and other stakeholders. This strategic initiative, driven by the Right Honourable the Prime Minister's vision, aims to tackle the economic challenges that prevent youth enterprises from transitioning from social ventures to capital-driven businesses. Specifically, the initiative aims to:

- Empower youth entrepreneurs and innovators by equipping them with essential entrepreneurship skills, facilitating access to funding, and connecting them to local and international markets, as well as experienced mentors.
- Establish physical and virtual platforms at district levels where youth can engage in meaningful discussions around youth empowerment and development.
- Support youth in exploring, developing, and monetizing their talents, helping them unlock their potential for sustainable livelihoods.

The initiative seeks to address youth unemployment and limited economic opportunities by accelerating the growth of youth-led enterprises, innovations and talents, and by connecting young people to skills, finance, markets, mentorship, policy dialogue platforms and regional opportunities.

The initiative consists of two streams. The first stream is for Innovators, focusing on Science, Technology, Engineering, Arts and Mathematics (STEAM). The second stream is focusing on entrepreneurship, supporting potential and existing entrepreneurs to start or improve their businesses. Through targeted capacity building, the initiative exposes youth entrepreneurs and innovators to market access and exposure to investment opportunities, culminating in high profile conference. The boot camp forms a critical preparatory step for participants, ensuring they are equipped with relevant skills and knowledge for the business growth and innovation commercialization.

Sebatatso is guided by a two-tier governance structure comprising a Steering Committee and Technical Team. The Steering Committee, led by the Minister responsible for youth, Office of the Prime Minister and UNDP Resident Representative, provides strategic and policy direction, recommends flagship projects, establishes partnerships, mobilizes resources and guides the Technical Team to ensure effective and efficient implementation of the Sebatatso initiative. The governance structure provides for two youth representatives (one female and one male) in the Steering Committee in line with the principle of meaningful youth participation and the commitment to ensure that young people are not only beneficiaries but also active contributors to decision-making.

The engagement of two Basotho youth representatives will strengthen the youth voice within the Steering Committee by promoting accountability to young people across the ten districts of Lesotho and ensure that initiative's decisions are informed by youth realities, aspirations and practical experience in entrepreneurship, innovation, skills development, inclusion and socio-economic participation. It is against this background that that the Ministry of Gender, Youth and Social Development (MGYSD) supported by UNDP seeks to engage qualifying youth to fill the two positions.

2. Objective of the Assignment

The overall objective of the assignment is to engage two Basotho youth representatives to serve as members of the Sebatatso Steering Committee and provide informed, inclusive and practical youth perspectives to support strategic decision-making, oversight, coordination and continuous improvement of the Sebatatso Initiative.

3. Specific Objectives

- To ensure meaningful representation of Basotho youth in the strategic governance of the Sebatso Initiative.
- To provide youth-led insights on priorities, barriers, opportunities and emerging trends affecting young people in entrepreneurship, innovation, employability, talent development and civic participation.
- To support the Steering Committee in ensuring that Sebatso remains inclusive, transparent, responsive and aligned with the needs of young people across all districts including young women, rural youth, persons with disabilities, herders and other marginalized groups.
- To strengthen communication and feedback loops between the Steering Committee, the Technical Team, youth networks, beneficiaries and wider youth constituencies.
- To contribute to the identification of strategic partnerships, flagship initiatives and practical actions that can expand the reach, visibility and sustainability of Sebatso.

4. Scope of Work

Under the overall guidance of the Chair of the Sebatso Steering Committee and in close collaboration with the Technical Team and Secretariat, the youth representatives will undertake the following tasks:

4.1 Strategic Participation and Advisory Support

- Attend and actively participate in all scheduled Sebatso Steering Committee meetings, retreats and strategic review sessions.
- Provide practical youth perspectives on proposed workplans, budgets, implementation priorities, roadshows, conferences, policy dialogues, mentorship activities, international exposure opportunities and flagship initiatives.
- Advise the Steering Committee on emerging youth needs, opportunities and barriers affecting youth participation in Sebatso and related initiatives.
- Support the review of annual implementation plans, progress reports, monitoring updates and lessons learned from the perspective of youth inclusion and impact.

4.2 Youth Representation, Consultation and Feedback

- Serve as a bridge between the Steering Committee and youth constituencies, including Sebatso beneficiaries, applicants, youth organizations, innovators, entrepreneurs, creatives and district-level youth structures.

- Support structured consultations with youth groups to gather feedback on Sebatso programming, application processes, selection criteria, roadshows, training, mentorship, market access and post-award support.
- Promote inclusive participation by ensuring that the views of young women, rural youth, youth with disabilities, herders, out-of-school youth, unemployed graduates, TVET graduates and other underserved groups are considered in Steering Committee deliberations.
- Provide timely feedback to youth constituencies on key decisions, opportunities and programme updates, in coordination with the technical team.

4.3 Programme Improvement and Inclusion

- Contribute recommendations to improve outreach, mobilisation, application support and accessibility across all ten districts.
- Support the Steering Committee and Technical Team to identify barriers to youth participation, including information gaps, digital access constraints, language barriers, disability inclusion challenges and rural outreach limitations.
- Advise on practical measures to strengthen transparency, fairness and youth confidence in application, adjudication, feedback and support processes.
- Promote the principle of “Nothing for Youth Without Youth” by encouraging participatory planning, implementation, monitoring and review of Sebatso activities.

4.4 Partnerships, Visibility and Resource Mobilization

- Support identification of youth-led organizations, innovation networks, community structures, private sector actors, mentors and development partners that can contribute to Sebatso implementation.
- Contribute youth perspectives to resource mobilisation discussions, including opportunities to expand mentorship, incubation, market access, talent development, international exposure and post-award support.
- Support visibility of Sebatso by identifying youth success stories, lessons learned and opportunities for showcasing youth-led enterprises, innovations and talents.
- Represent Sebatso, where delegated, in youth consultations, partner engagements, roadshows, district dialogues, conferences and relevant platforms.

4.5 Monitoring, Learning and Accountability

- Contribute to monitoring and learning discussions by providing youth perspectives on programme relevance, accessibility, satisfaction, outcomes and sustainability.
- Support monitoring and evaluation of past Sebatso participants including bootcamp and award recipients
- Support participatory reflection processes, focus group discussions and feedback sessions with youth beneficiaries and non-beneficiaries.
- Prepare brief inputs, observations or meeting notes as may be requested by the Steering Committee or Secretariat.
- Maintain confidentiality, impartiality and professionalism in all committee deliberations and interactions with youth constituencies.

5. Expected Deliverables

No	Deliverable	Indicative Timeline
1	Participation in Steering Committee meetings, retreats and strategic sessions, with substantive youth-focused inputs provided.	Ongoing
2	Brief written inputs or talking points on youth priorities, inclusion issues, programme improvements and feedback from youth constituencies.	As requested, and at least quarterly
3	Support to youth consultations, feedback sessions, roadshows, district dialogues or relevant engagement platforms.	As scheduled in the annual workplan
4	Contribution to annual review, monitoring, learning and participatory reflection processes.	Annually and as required
5	End-of-term summary note highlighting key contributions, youth feedback, lessons learned and recommendations for strengthening youth participation in Sebatso governance.	End of assignment period

6. Institutional Arrangements

The youth representatives will serve as members of the Sebatso Steering Committee and will work under the overall leadership of the Chairperson of the Steering Committee. Day-to-day coordination, communication of meeting schedules, documentation and follow-up will be facilitated by the Sebatso Technical Team. The youth representatives will be expected to work collaboratively with the Technical

Team, district youth structures, youth organizations and other relevant stakeholders, while respecting committee procedures and confidentiality requirements.

7. Duration and Level of Effort

The assignment will be undertaken for an initial period of three years, with no possibility of renewal. The assignment is part-time and will require participation in scheduled Steering Committee meetings, preparatory consultations, review sessions, roadshows or related youth engagement activities as may be agreed in advance.

8. Required Qualifications and Experience

- Must be Basotho youth, preferably between 18 and 30 years of age, and ordinarily resident in Lesotho.
- Minimum of a diploma, certificate, post-secondary qualification or demonstrable equivalent experience in youth development, entrepreneurship, innovation, business development, social sciences, development studies, public policy, communications, community development or a related field.
- At least two years of practical experience in youth leadership, youth development programming, entrepreneurship, innovation, advocacy, community mobilisation, civic engagement, business support, creative industries, social enterprise or related work.
- Demonstrated understanding of youth development challenges and opportunities in Lesotho, including entrepreneurship, skills development, employment, innovation, market access, finance, mentorship and inclusion.
- Experience working with or representing youth networks, youth-led organizations, community-based structures, student bodies, entrepreneurs, innovators, creatives or marginalized youth groups will be an asset.
- Experience participating in committees, boards, working groups, consultations, policy dialogues, conferences or multi-stakeholder platforms will be an added advantage.
- Strong communication, facilitation, consultation and interpersonal skills.
- Fluency in Sesotho and English is required.
- Basic digital literacy, including ability to use email, online meeting platforms and Microsoft Office tools.

9. Competencies

- Commitment to youth empowerment, inclusion, gender equality and the principle of leaving no one behind.

- Ability to represent diverse youth perspectives fairly, responsibly and without favouritism.
- Strong analytical ability and capacity to provide practical recommendations.
- Integrity, professionalism, accountability and respect for confidentiality.
- Ability to work effectively in a multi-stakeholder and multicultural environment.
- Openness to learning, constructive dialogue and evidence-based decision-making.
- Demonstrated respect for diversity, including disability inclusion, gender sensitivity, cultural sensitivity and non-discrimination.

10. Eligibility and Representation Considerations

The selection process should ensure gender balance by engaging one female and one male youth representative. Consideration should also be given to geographic diversity, disability inclusion, rural representation, and representation of different youth profiles, including entrepreneurs, innovators, creatives, unemployed graduates, TVET graduates, youth leaders and members of youth-led or community-based organizations. Candidates must declare any conflict of interest, including direct involvement in decisions from which they may personally benefit.

11. Recommended Selection Criteria

Criteria	Indicative Weight
Relevant education, training or equivalent practical experience	15%
Experience in youth development, entrepreneurship, innovation, advocacy or community engagement	30%
Understanding of youth priorities in Lesotho and ability to represent diverse youth perspectives	30%
Communication, facilitation and stakeholder engagement skills	15%
Motivation statement and proposed approach to representing youth in the Steering Committee	10%

12. Application Requirements

- Updated curriculum vitae or youth leadership profile.
- Brief motivation statement explaining suitability for the role and proposed approach to representing Basotho youth in the Steering Committee.
- Evidence of youth leadership, community engagement, entrepreneurship, innovation, advocacy or relevant experience.

- At least two references from youth networks, community structures, institutions, employers, mentors or relevant organizations.
- Declaration of availability, conflict of interest and commitment to the values of inclusion, integrity and non-discrimination.

13. Ethical Standards and Code of Conduct

The youth representatives shall uphold the values and ethical standards of the Government of Lesotho and UNDP, including integrity, transparency, accountability, respect for diversity, gender equality, disability inclusion, zero tolerance for sexual exploitation and abuse, zero tolerance for sexual harassment, and non-discrimination. They shall treat all persons fairly, avoid conflicts of interest, protect confidential information, and represent youth constituencies responsibly and impartially.