



Call for Expression of Interest – Consultancy Firm for Policy Analysis and Brief Development on Youth Employment in Agribusiness in Rwanda.

1. Background information

Kilimo Trust (KT) is a not-for-profit organization working on agriculture for development and the creation of employment opportunities in Rwanda and across the East Africa community region. For the last 20 years, Kilimo Trust has been implementing inclusive and sustainable market-led agricultural value chain development projects in the region (Burundi, Kenya, Rwanda, Tanzania, and Uganda). In Rwanda, Kilimo Trust is registered as a local NGO under the Rwanda Governance Board. Our Mission is to make agribusiness a transformative tool for wealth creation, food, and nutrition security for smallholder farmers and other value chain actors. KT implements agribusiness projects on behalf of and/or in partnership with Development partners, Government agencies, and Private sector companies.

In Rwanda, Kilimo Trust is implementing the Rural Youth Employment Support (R-YES) Project, a Five-year initiative that commenced in 2020 and is set to conclude in June 2025. The project is co-financed by the International Fund for Agricultural Development (IFAD), BMZ and the Visa Foundation. Other implementing partners include Rwanda Youth in Agribusiness Forum (RYAF) and Rwanda TVET Board (RTB) with its TVET schools and Rwanda Polytechnic (with its affiliated satellite training institutions as centers for capacity building).

For the last 4 years, a total of 1,290 youths were trained in various agribusiness fields of competence through the project and over 7,000 jobs (including wage and self-employed) were created for rural youth in agribusiness across 17 districts of Rwanda.

R-YES support to youth in the following areas:

- a) Building technical and entrepreneurial skills through vocational training in agribusiness to provide new set of skills for wage employment and self-employment (as commercial providers of products and services).
- b) Work-place learning and apprenticeship opportunities in partnership with agribusiness companies/industries to expose youth to the world of work.
- c) Start-up support to innovative and profitable projects/start-ups in agribusinesses with potential to create new job opportunities.

2. About the Assignment:

To produce policy briefs highlighting key policy gaps identified during the 4 years of R-YES implementation affecting youth employment in agribusiness in Rwanda as well as bring out the policy recommendations from a stakeholder's dialogue that will be organized by Kilimo Trust.

3. Scope of Work

The Firm or consultant will be expected to:

- a) Conduct research to identify the key policy gaps/constraints hindering youth employment in agribusiness in Rwanda.
- b) Organize and coordinate stakeholders' consultations/meetings to discuss and contextualize the identified policy gaps in youth employment in agribusiness in Rwanda.
- c) Draft policy briefs and recommendations as informed by the research conducted and stakeholder's meeting held.
- d) Organize and coordinate a high-level stakeholder dialogue to present the policy paper developed for feedback.
- e) Submit finalized policy brief to Kilimo Trust

4. Timeline

The assignment is expected to take place between the months of May and June 2025. However, the consultant will propose the total number of consultancy/billable days that s/he will take on the assignment. The final report is expected to be ready by the last week of June 2025.

5. Qualifications and Experience

- a) Master's degree in Statistics, Data Science, Research Methodology, or a related field.
- a) A minimum of 5 -10 years of experience in policy analysis, research, and development of policy briefs, particularly in youth employment and agribusiness is a MUST.
- b) The Lead Consultant Must have at least 10 years of experience in policy research, analysis, and development of policy briefs related to youth employment and agribusiness, with a Master's or PhD in Public Policy, Agricultural Economics, Economics, Development Studies, or a related field, and demonstrated expertise in policy evaluation, stakeholder engagement, and strategic advisory services to support policy reforms and improve youth employment in agribusiness in Rwanda.
- c) Strong research and analytical skills, with the ability to synthesize complex policy issues into clear, actionable recommendations.
- d) Strong understanding of Rwanda's agricultural policies, labor market dynamics, and youth employment frameworks.
- e) Prior experience working with government agencies, development partners, or international organizations on policy-related assignments.

6. Application Procedure:

Interested and eligible consultants or firms should submit the following:

- a) Expression of interest or cover letter addressed to the Human Resource Manager of Kilimo Trust.
- b) A detailed technical proposal including work plan and methodology for the assignment.
- c) Financial proposal highlighting cost breakdown unit price together with any other expenses) related to the assignment.
- d) Personal CV(s) of leading technical personnel proposed for this assignment highlighting qualifications and experience in similar tasks; and
- e) Three work references from past clients' /firms for whom you have produced similar assignments in the past three years).
- f) Samples of similar impact evaluation reports.
- g) Firms should also provide: Company registration certificate.
- i) Company registration certificate.
- ii) Tax Clearance Certificate

Mode of application:

All required documents must be written in English and submitted electronically in one folder to recruitment@kilimotrust.org not later **than 17th April 2025 before 5 pm EAT**. Late submissions will be rejected. The Prospective Consultant MUST clearly indicate in the Email subject: " **Call for Expression of Interest – Consultancy Firm for Policy Analysis and Brief Development on Youth Employment in Agribusiness in Rwanda.**"