

Job Description

Position	Social Wellbeing and Youth Engagement Officer	Grade	
Department & Location	Rural Enterprises for Agricultural Livelihoods II (REAL II), Based in PU Bokeo Province	Date	Jan 2025
Reports to (position):	C-REAL Project Manager, PU Bokeo Province		

<p>Purpose: How does this post support Plan’s strategy and mission?</p>	<p>Working in over 50 developing countries globally, Plan strives for a just world that advances children’s rights and equality for girls. We engage people and partners to:</p> <ul style="list-style-type: none"> • Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability. • Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face. • Work with children and communities to prepare for and respond to crises and to overcome adversity. • Support the safe and successful progression of children into adulthood <p>Plan International has been working in Laos since 2007, and is delivering programs in Bokeo, Oudomxay and Saravane, Vientiane and Luangprabang Provinces. We support children and young people to access their rights through our programming in Public Health (including water and sanitation), Education, Adolescent Development and Skills and Opportunity for Youth Employment and Entrepreneurship (SOYEE). Our work includes community-based action, gender transformative approaches, partner strengthening, and policy advocacy. Safeguarding children and Young people and disaster risk reduction is integrated in all the work we do, and Plan is committed to providing disaster response support in case of humanitarian disaster.</p> <p>Plan International Laos’s SOYEE program is underpinned by the overall goal to foster an enabling environment where young people especially women have control over their aspirations and resources through decent work opportunities in the 21st century labour market. In Laos, we are looking forward to achieving this through enabling young people especially women to develop and promote their agribusinesses as agri-entrepreneurs primarily in the rural settings.</p> <p>Enhancing Resilience of Ethnic Minority Communities through Climate Change Adaptation Agriculture Project in Bokeo, Laos (C-REAL) aims to improve the economic condition of 2,935 households, which includes the poor households listed in the provincial statistic data under decree number 348. This will be achieved by supporting and improving production practices; creating opportunities for micro agri-enterprises; and formulating and implementing a development plan and strategy for the target communities.</p>
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	<p>However, Plan International is aware of the many barriers to young people accessing opportunities and reaching their potential, and of the risks to their development when they do not have relevant and accurate information to inform their decisions. These risks include early marriage and pregnancy, unsafe migration and people trafficking. To assist young people, their families and communities to better understand and know how to prevent those risks while seeking the alternative livelihoods which are safe and worthwhile, the C-REAL project is seeking a Social Wellbeing and Youth Engagement Officer to work with young people and their support networks to be better informed and empowered.</p>
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Role and responsibilities of the role:

Project implementation

Reporting to the C-REAL project manager in Bokeo:

- Work with Plan Communications and the Adolescent Development Teams to access and promote safe migration; gender equity and inclusion and the awareness on harms of early marriage and pregnancy and trafficking- through the use of audio and videos in ethnic languages in Bokeo. Facebook, Tik Tok, WhatsApp and other platforms of social media will also be used to engage youths in the project target communities and more broadly across the province and (a) provide information of project activities, such as new agricultural practices, micro agri-enterprises and applying for micro finance grants, and (b) exchange of news updates, where activities have been completed and results gained and encourage the youths especially women to participate in the project successfully piloted activities, and (c) links to other information sources.
- Conduct youth orientation workshops with youths of the core villages to promote the benefits of undertaking agriculture as a livelihood over unsafe migration and accommodate the other campaigns, disseminations and learning as mentioned above.
- Through Plan’s GEIS team and DLWU, facilitate and deliver gender equity and inclusion training for all core villages to promote women's increased power in decision making at household and community levels with an emphasis on promoting women and PWD leadership in village organizations; and conduct two awareness sessions in each village per year with village level LWU members as peer educators.
- In collaboration with the District Office of Justice (DoJ) and local authorities, review and strengthen Village Mediation Units (VMU). Based on the review, conduct a series of trainings for VMU members and the target communities, with support from trainers from the Ministry of Justice. This training will focus on increasing their knowledge on land law, agricultural law, family law, gender-based violence law, law on age of marriage and the new/updated national level regulations and laws that the communities are required to know as their primary knowledge for their social wellbeing.

- Support the monitoring, evaluation, research and learning in the project.
- Contribute to compiling of project data and analysis.
- Support and assist in field work logistics.
- Support all reporting to the donor.
- Support and assist other assignment from C-REAL project where required.

Dealing with Problems:

- Confident and competent to recognise issues, negotiate effectively with provincial government counterparts in favour of Plan principles and goals
- Deal with all project issues that may be a barrier to the successful implementation of the project
- Elevate any concerns to the Project Manager
- Medium to high degree of investigation, analysis, & creative thinking is required to deal with any project implementation issues and challenges.
- Demonstrate accountability and willingness to report project and stakeholder related issues.

Communications and Working Relationships:

Working contacts inside and outside the organization include:

Position	Reasons for contact	Level (high, medium, low)
Internal		
Project Manager	<ul style="list-style-type: none"> • Line management. • Training for teams as required. • Coordinate advice and training with local partners (government and NPAs) • Support reporting and monitoring for projects and to government 	High
Program Quality Manager	<ul style="list-style-type: none"> • Ensure MERL Policy/Standard are applied • Ensure all M&E functions are well managed and trackable 	Medium
Adolescent Development Team (Safe Future and My Future 2 project staff)	<ul style="list-style-type: none"> • Share resources, planning, training and coordination on safe migration, early marriage and pregnancy 	High
Communications	<ul style="list-style-type: none"> • Seek support to ICE materials 	Medium

Human Resource and Training Manager	<ul style="list-style-type: none"> Coordinate trainings and provide information on planned training 	Medium
Safeguarding Children and Young people Coordinator	<ul style="list-style-type: none"> Coordinate on Child Protection Policy Compliance 	Medium
External		
Local CSO Partners	<ul style="list-style-type: none"> Coordinate with NPAs to ensure good support, including training Advice, training and support as in the JD above 	High
Government Partners	<ul style="list-style-type: none"> Coordination of activities to ensure project implementation is conducted in a timely manner and suited to the project beneficiaries. 	High
Development Partners	<ul style="list-style-type: none"> In coordination with the Program Quality Manager, work with partners 	Medium

Knowledge, Skills, Behaviors, and Experience Required to Achieve Role’s Objectives:

Gained through education, training, & experience

Knowledge, Skills and Experience

- Bachelor degree in social science, development or relevant area.
- Medium level of English (written and oral) communication skills.
- 3 to 5 years of experience working with development organizations such as Non-Profit Associations, Non-Governmental Organizations, Bilateral or Multilateral agencies and programs.
- At a minimum, 3-years of experience in working in livelihood and social development with experience in working with ethnic communities, women, youth, adolescents and people with a disability
- Excellent training and facilitation skills
- Good analytical skills and use of data
- Demonstrated skills in planning and reporting on relevant activities.
- Knowledge of monitoring, evaluation and learning (qualitative/quantitative) and research approaches
- Demonstrated knowledge and experience in working on gender equality
- Knowledge of the issues, risks and harms of unsafe migration and early marriage in Laos and the region.

Behaviours

- Interested in building evidence and applying technology to improve livelihood and development in Lao PDR.
- A self-starter who shows strong creativity and innovation.
- Able to produce high-quality work under pressure.
- Excellent attention to detail.
- Willing to work as a team and sometimes travel to remote villages.
- Strong coaching and mentoring ability with diverse range of colleagues and stakeholders.
- Respect for gender equality and adherence to child rights.

Physical Environment and Demands:

Based on Houyxyay District with frequent travelling to the target communities in all 5 districts.

Level of Contact with Children:

Low contact: No contact or very low frequency of interaction

Mid contact: Occasional interaction with children

High level: Frequent interaction with children

Mid contact: Occasional interaction with children

Expectation of your Child Protection/ ຄວາມຄາດຫວັງຂອງອົງການ ກ່ຽວກັບການປ້ອງເດັກ

- Read, understand and comply with the Child Protection policy and Local Procedure/ອ່ານ, ເຂົ້າໃຈ ແລະ ປະຕິບັດຕາມນະໂຍບາຍການປ້ອງເດັກ ແລະ ແລະ ຂັ້ນຕອນການປ້ອງເດັກພາຍໃນລະບຽບການທ້ອງຖິ່ນ.
- Seek any clarifications you may have related to the policy/ສອບຖາມຕື່ມ ເພື່ອໃຫ້ຕົນເອງເຂົ້າໃຈແຈ້ງກ່ຽວກັບນະໂຍບາຍ
- Report any Child Protection Issues to Plan immediately (within 24 hrs). – Reporting must be done to a manager/Country Child protection Focal Point/ຕ້ອງລາຍງານທຸກໆບັນຫາກ່ຽວກັບການປ້ອງເດັກ (ພາຍໃນ 24 ຊົ່ວໂມງ). ຕ້ອງລາຍງານໃຫ້ຫົວໜ້າສາຍງານ ຫລື ຜູ້ຮັບຜິດຊອບວຽກປ້ອງເດັກຂອງອົງການ

Expectation of Gender Equality/ຄວາມຄາດຫວັງຂອງອົງການກ່ຽວກັບຄວາມສະເໝີພາບດ້ານບົດບາດຍິງຊາຍ

- Contribute to an organizational culture that promotes gender equality/ ປະກອບສ່ວນເຂົ້າໃນການເຜີຍແຜ່ຄວາມສະເໝີພາບດ້ານບົດບາດຍິງຊາຍຂອງອົງການ
- Demonstrates positive attitudes towards gender equality at all time both in their professional and private lives/ສະແດງໃຫ້ເຫັນທັດສະນະດ້ານບວກກ່ຽວກັບຄວາມສະເໝີພາບດ້ານບົດບາດຍິງຊາຍ ທັງໃນເວລາເຮັດວຽກ ແລະ ໃນຊີວິດປະຈຳວັນ

- Avoid gender stereotypes and sexist language in the workplace, and never engages in any form of gender – based violence/ຫລີກລ້ຽງກ່ຽວກັບການນໍາໄຊ້ ຄໍາສັບ ສຽດສີທາງເພດ ແບບບໍ່ເໝາະສົມໃນສະຖານທີ່ເຮັດວຽກ ແລະ ບໍ່ໃຫ້ກ່ຽວຂ້ອງກັບທຸກຮູບແບບຕໍ່ຄວາມຮຸນແຮງດ້ານບົດບາດຍິງຊາຍ.

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organisation for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives.

Organisational Chart (the SOYEE team)

