

TERMS OF REFERENCE (TOR)

Trainer for the Debate Section – International Day of Climate Action

1. INTRODUCTION AND BACKGROUND

Plan International works globally to advance children's rights and equality for girls, with a strong focus on climate protection. In Laos, activities include raising awareness in schools, integrating disaster preparedness, supporting climate-smart agriculture, and promoting sustainable livelihoods.

Building on this foundation, Plan International will organize the **International Day of Climate Action** in Bokeo province on 22 November 2025. This event will empower rural youth, especially secondary school girls, through structured debate training and leadership activities, while raising awareness about climate resilience among communities.

2. PURPOSE OF THE EVENT

The International Day of Climate Action is designed to:

- Provide a platform for young people, especially girls, to develop leadership, debate, and research skills on climate issues.
- Amplify youth voices in climate action and encourage them to influence community behaviours and resilience practices.
- Showcase local climate adaptation projects and highlight girls' roles as leaders in addressing the climate crisis.

3. OBJECTIVES

The event aims to:

- Equip students with knowledge and critical thinking on climate change.
- Strengthen public speaking, leadership, and confidence.
- Highlight girls' rights and leadership potential in climate action.
- Encourage problem-solving and research on adaptation strategies.
- Foster wider community engagement in climate resilience.
- Showcase tangible achievements from ongoing projects.

4. ELIGIBILITY CRITERIA FOR PARTICIPANTS

Participants will be students from four lower secondary schools in Paktha and Phaoudom districts. They should:

- Be motivated to learn and engage in climate action.
- Show interest in leadership, debate, and research.
- Be willing to participate in preparatory training and the debate event.

- Be able to confidently present ideas and engage with peers.

5. BENEFITS OF PARTICIPATION

Students will gain:

- Practical skills in debate, public speaking, and research.
- Increased confidence and visibility as youth climate advocates.
- Experience engaging with government partners, CSOs, and local leaders.
- Opportunities to inspire peers and communities toward climate-resilient practices.

6. ROLES AND RESPONSIBILITIES OF THE TRAINER

The selected trainer will:

- Train and guide students on debate structures, rules, and techniques.
- Build students' skills in public speaking, argument development, and rebuttal.
- Support confidence building, teamwork, and constructive dialogue.
- Prepare students to participate effectively in the debate competition.

7. DURATION AND LOCATION

The event will take place in **Houayxay district, Bokeo province**, over three days:

- **Day 1 (20 Nov 2025):** Travel from Vientiane to Houayxay.
- **Day 2 (21 Nov 2025):** Debate training for students.
- **Day 3 (22 Nov 2025):** Return travel from Bokeo to Vientiane.

Traveling costs and accommodation will be covered by Plan International.

8. EXPECTED OUTCOMES

- Empowered youth leadership, particularly among girls.
- Greater awareness of climate change and adaptation strategies.
- Stronger community engagement on climate resilience.
- Built confidence among participating students.

9. APPLICATION PROCESS

Qualified trainers with relevant experience in debate, youth engagement, or public speaking are invited to apply.

Interested applicants should submit their **application and CV by email** to the contact provided below.

The application should be submitted no later than **31 October 2025** to Laos.procurement@plan-international.org with CC to somkhith.vilasak@plan-international.org, including all supporting documents with subject line "Trainer for the Debate Section – International Day of Climate Action".

10. CONTACT INFORMATION

For any queries regarding this Terms of Reference or the International Day of Climate Action event, please contact:

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Date:

Date:

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.