



## **Terms of Reference: CEPPS DEPP Youth Advisory Council (YAC)**

### **Summary**

The Consortium for Elections and Political Process Strengthening's (CEPPS) is seeking to establish a DEPP Youth Advisory Council (YAC). This group will help deepen and expand inclusive youth priorities into the Democracy, Human Rights, and Governance (DRG) work being carried out under CEPPS' DEPP Leader with Associates Award (LWA) and strengthen its impact on diverse youth populations. The YAC will be engaged for a 10-month tenure (approximately December 2024 through September 2025) to support CEPPS in designing youth-informed strategies that strengthen effective, sustainable, inclusive youth inclusion in DRG programming.

### **Background**

CEPPS is a nonprofit, nonpartisan, nongovernmental consortium dedicated to advancing and supporting democratic practices and institutions around the globe. Established in 1995, CEPPS pools the expertise of three premier international organizations dedicated to democratic development: the International Foundation for Electoral Systems (IFES), the International Republican Institute (IRI), and the National Democratic Institute (NDI). Since 2021, CEPPS' DEPP Award has been supporting projects that aim to support the establishment and consolidation of inclusive and accountable democracies to advance freedom, dignity, and development. In addition to IFES, IRI, and NDI, the DEPP Award is also supported by four Senior Technical Partners - Internews, the American Bar Association Rule of Law Initiative (ABA ROLI), the Center for International Private Enterprise (CIPE), and Democracy Arch (D-Arch).

The inclusion of young people, defined as individuals between the ages of 18-30, is a priority for CEPPS and within the DEPP Award. CEPPS employs a positive youth development (PYD) approach in all aspects of programming and works to both mainstream youth initiatives across programs as well as to deliver targeted activities for young people. CEPPS prioritizes partnering with young people to design and deliver programming that empowers them to meaningfully engage in political processes and fosters enabling environments for youth leadership and representation through the application of CEPPS' technical approach to inclusion as well as by applying three guiding principles:

- *Acknowledge youth as a heterogenous population.* There is no “one size fits all” approach to youth engagement. Young people hold diverse identities and experiences. CEPPS creates and delivers tailored approaches to youth programming to respond to this by considering differences among and between different young people, as well as specific sociocultural contexts, when designing activities.
- *Partner with young people to design and apply interventions at all levels.* CEPPS employs consultative processes to engage young people throughout the program life cycle. CEPPS prioritizes social behavior change interventions and intergenerational political collaboration at the institutional and societal level to foster enabling environments for young people's participation.

- *Integrate cross-cutting and cross-sectoral considerations.* CEPPS works across sectors to engage young people on the issues they care about, while connecting them to spaces for decision-making and political participation.

## **Description of Assignment and Key Responsibilities**

Over a 10-month period (approximately December 2024 through September 2025) members of the DEPP Youth Advisory Council (YAC) will collaborate with CEPPS to:

- Strengthen CEPPS’ overall youth inclusion approach through the revision of its existing youth inclusion strategy;
- Support CEPPS’ partners in the inclusion of youth priorities in program design and reporting through the development of indicators to measure youth-focused intermediate result statements;
- Collaborate with CEPPS’ technical teams on mainstreaming youth inclusion and priorities into key cross-cutting priority areas<sup>1</sup>; and
- Design and present learning events and resources that increase practitioners’ understanding of challenges to the political and civic participation of diverse young people and promising practices to mitigating those challenges.

Specifically, the DEPP Youth Advisory Council will complete the following deliverables:

1. **Indicators for Youth-Focused Intermediate Results:** In 2024, the previous YAC developed a set of youth-focused intermediate result statements for CEPPS program teams to include in their project proposals and reports. Building on this work, the YAC will collaborate with CEPPS’ Research, Evaluation, and Learning (REL) team and Inclusive Monitoring and Evaluation (IMEL) Working Group to create and identify matching indicators for measuring the intermediate result statements socialize them within the consortium.
2. **Updated CEPPS Youth Inclusion Strategy:** Building on the recommendations of the previous YAC based on a SWOT analysis of CEPPS’ youth-focused programs from five different geographic regions, the YAC will develop an updated CEPPS Youth Inclusion Strategy that will guide CEPPS’ overall approach to youth inclusion.
3. **International Youth Day (IYD) Campaign:** Every August, CEPPS joins the global celebration of International Youth Day and recognizes the accomplishments and experiences of young people. This initiative provides an opportunity for young people worldwide to advocate for their priorities and showcase the innovative work that they are doing towards promoting sustainable, inclusive democracies. In collaboration with CEPPS, the DEPP Youth Advisory Council will lead the consortium’s IYD month activities, including facilitating a social media campaign around International Youth Day.
4. **Technical Team Capstone Project:** In 2024, the inaugural YAC identified several key priority areas for youth inclusion, including localization and monitoring and reporting. To better integrate youth voices into CEPPS’ work, each YAC member will be matched with a member of one of

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<sup>1</sup> CEPPS’ cross cutting priority areas are: gender and youth, inclusion of marginalized groups, inclusion of local partners, anti-corruption, and sustainability.

CEPPS’ technical teams to pursue an independent project. These projects will be developed in consultation with team leads and with guidance from CEPPS’ Youth Program Officer. The YAC will be invited to present their projects to CEPPS partners through a virtual presentation.

### **Compensation and Schedule of Deliverables**

Each member of the DEPP Youth Advisory Council will receive a stipend of \$3,000 upon successful completion of the work described in this ToR. The assignment will begin on December 1, 2024 and will continue for 10 months. Below is the schedule of deliverables for this assignment:

Deliverable	Expected Due Date
Indicators for Youth-Focused Intermediate Result Statements	March 17, 2025
Draft CEPPS Youth Inclusion Strategy	May 5, 2025
Final CEPPS Youth Inclusion Strategy	June 23, 2025
International Youth Day Campaign	August 9, 2025
Technical Team Capstone Project	September 15, 2025

### **Skills and Qualifications**

The ideal candidate for the DEPP Youth Advisory Council should possess the following skills and qualifications:

- Ages 18 to 30 years old;
- National of one of the following geographic regions: Europe/Eurasia, Middle East/North Africa, Latin America and Caribbean, Africa, or Asia;
- Demonstrated leadership in civic and/or political engagement;
- Strong understanding of the importance of fostering youth political and/or civic participation and leadership and how to advance this goal;
- Demonstrated leadership and participation across one or more sectors, including, for example, health, business, gender equity and social inclusion, education, peace and security; climate and environmental sustainability, etc.;
- Demonstrated experience designing and implementing local and/or national-level initiatives promoting or enhancing the participation of youth and members of marginalized groups in politics, electoral processes, and/or civic life;
- Strong understanding of inclusive, intersectional approaches in working with diverse groups of young people with multiple marginalized identities;
- Experience working with diverse stakeholders, including civil society organizations, universities, local and national government bodies, political parties, businesses, development actors, etc.;

- Some experience with research and monitoring and evaluation preferred, but not required;
- Fluency in English (speaking, reading, and writing);
- Have strong collaboration and communication skills;
- Be self-motivated and creative; and
- Have access to a strong internet connection.

**Interested in applying? Please click the [following link](#) to submit your application no later than November 15, 2024.**