

<b>Role Title</b>	Blue Economy Technical Adviser (Marine Conservation and Aquaculture) - Volunteer
<b>Country</b>	Tanzania
<b>Employer</b>	Vocational Education Training Authority - VETA
<b>Duration</b>	9 -12 Months
<b>Role purpose</b>	This role will promote green entrepreneurship development among the youths and cooperatives within the communities that the project is being implemented. This will enhance the competitiveness and participation of young people in the value chains of the blue economy by leveraging green entrepreneurial opportunities within the blue economy value chains.
<b>Project Background and contextual Information</b>	<p>Supported by Randstad, VSOTZ is working with Vocational Education Training Authority (VETA) to initiate a Boosting Blue Economy (BBE) project aimed at empowering youth in Tanzanian coastal regions, particularly in Dar es Salaam and its surrounding areas. The project centers on the blue economy, striving to generate opportunities in fisheries, aquaculture, and marine conservation by fostering skill development and economic empowerment among the youth.</p> <p>The project aims to empower young individuals residing in coastal areas, enabling them to become active and equal participants in the economic prospects arising from Tanzania's high-potential blue economy.</p> <p>The project involves working with stakeholders from public Institutions (i.e. Vocational Education Training Authorities, Fisheries Institutes), Civil Society Organizations – CSOs and Private sector. The project will play a significant role in empowering youth access to job market and also provide business development services support for youth-led small and medium-sized enterprises (SMEs).</p>

## ROLE DESCRIPTION

<p><b>Role Title:</b> Blue Economy Technical Adviser (Marine Conservation and Aquaculture) - Volunteer</p>	<p><b>Work Location:</b> Tanzania – based in Dar es Salaam with substantial travel to other project regions</p>
<p><b>Role Purpose:</b> The volunteer will work with partner organizations to promote green entrepreneurship development among the youth and cooperatives. The aim of the role is to enhance the competitiveness and participation of young people in the value chains of Tanzania’s blue economy by leveraging the green entrepreneurial opportunities within the blue economy value chains.</p>	
<p><b>Task Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Provide technical support to the Boosting Blue Economy (BBE) Partner organizations for the blue economy value chain especially on Aquaculture and marine conservation interventions, which will include but not be limited to: <ul style="list-style-type: none"> <li>○ Development of tools, guidance, and approaches to do context analysis for the blue economy in the coastal areas.</li> <li>○ Providing guidance for implementation and enhancing the capacity of both staff of partner organizations and local volunteers including the identification of capacity gaps, suggesting improved approaches and supporting the leadership of the youth networks/collectives.</li> <li>○ Offer guidance for learning and generating evidence to develop and document knowledge arising from project interventions, particularly in areas of marine conservation and aquaculture.</li> </ul> </li> <li>• Provide guidance on engaging market actors and actively representing the project at events, conferences and engagement spaces to influence primary actors’ participation in fair markets. This would involve establishing market linkages with the private sector and facilitating the effective functioning of a multi-stakeholder platform emphasizing a public-private partnership.</li> </ul>	<p><b>Competence required.</b></p> <p><b>Education:</b></p> <ul style="list-style-type: none"> <li>• Completed study in marine Conservation, Aquaculture or related Business Studies fields or equivalent experience.</li> </ul> <p><b>Experiences:</b></p> <ul style="list-style-type: none"> <li>• Significant relevant experience in implementation of blue economy related projects/programs.</li> <li>• Experience in green business/enterprise development, market linkages and private sector engagement for individual producers, producer groups, micro and small-sized enterprises, and other collectives</li> <li>• Knowledge and experience of participatory approaches with youth in entrepreneurship initiatives and volunteering initiatives.</li> <li>• Experience in value chain analysis, training need assessment/analysis, and coaching/mentoring support.</li> <li>• Experience in community-based/eco-tourism and green economy programs would be advantageous.</li> <li>• Training and facilitation experience would be advantageous.</li> </ul> <p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• Ability to work in and facilitate in a multi-stakeholder, multi-level, multi-sector, and cross-cultural environment.</li> <li>• Strong interpersonal, communication, networking, organizational, presentation, negotiation, and persuasive skills</li> <li>• Proficient in written and spoken English.</li> <li>• Good IT skills</li> </ul>
<p><i>VSO has zero tolerance of abuse and exploitation of vulnerable people, we expect all our volunteers and employees to commit to protecting children, young people and vulnerable adults from harm and abide by our safeguarding policy.</i></p>	

**[APPLY HERE](#)**

<b>Role Title: Business Adviser</b>	<b>VSO TANZANIA</b> <b>Responsible to: Project Manager</b>	
<b>Responsible for: NA</b>	<b>Work Location:</b> Tanzania – based in Dar es Salaam with substantial travel	
<b>Job/Role Purpose:</b> The Ideal person will promote green entrepreneurship development for young people in coastal areas, both individually and cooperatives. To ensure young people improve their competitiveness and participation in the blue economy value chains by taking advantage of available green entrepreneurial opportunities around blue economy value chains. The candidate will work hand in hand with corporate volunteers who will be engaged in the similar position.		
<b>Safeguarding level:</b> VSO has zero tolerance of abuse and exploitation of vulnerable people. We will expect all our employees/ volunteers to commit to protecting children, young people and vulnerable adults from harm and abide by our <a href="#">Global Safeguarding Policy</a>	<b>Level 1:</b> <i>This post will have no direct contact/access to children and vulnerable adult, post holder will be expected to have a full commitment to always uphold VSO safeguarding policy. As part of our safer recruitment practice, a criminal background check (Basic DBS check for UK or equivalent Police check) will be obtained for post holder prior to start date.</i>	
<p><b>Task Responsibilities</b></p> <ul style="list-style-type: none"> <li>• <b>To deliver comprehensive green entrepreneurship development trainings to young people in coastal areas.</b></li> <li>• Understand VSO’s tools, approaches and their domestication to meet local context.</li> <li>• To provide advanced enterprise development services to youth led enterprises through provision of business development service support with attention to business compliance and standard support, financial management and access to finance/investment support.</li> <li>• To enhance capacity of youth led enterprises on marketing management and linkage support to secure sustainable markets and resources.</li> <li>• To provide creatives services guidance and customer relationship management support to youth led enterprises.</li> <li>• To develop and implement enterprise base environmental management systems.</li> </ul>	<p><b>Collaboration responsibilities</b></p> <ul style="list-style-type: none"> <li>• Working with the project team to develop, review, and integrate the detailed implementation plans and budget plans monthly and quarterly, ensuring alignment with the overall Project Implementation Plan.</li> <li>• Collaborate with the project team for organizing and facilitating training, workshops, forums, reflections, meetings, donor/field visits, field assessments, etc.</li> <li>• Cooperate with the project team for developing and reviewing the project duty-of-care risk assessments.</li> <li>• Collaborate with LGAs and youth champions/community volunteers to execute project interventions.</li> <li>• Collaborate with ACTIVE project team to plan and implement some activities.</li> </ul>	<p><b>Competence required</b></p> <p><b>Education:</b></p> <ul style="list-style-type: none"> <li>• <b>Bachelor’s degree in business or related subject.</b></li> <li>• Understanding the value of volunteering, combined with the ability to articulate how change can happen through volunteering for development.</li> </ul> <p><b>Experiences:</b></p> <ul style="list-style-type: none"> <li>• <b>Several years of relevant professional experience in a comparable position or working with youth led start-ups/small enterprises.</b></li> <li>• Experience in business planning and enterprises development.</li> <li>• Experience in conducting one-on-one business mentoring.</li> <li>• <b>Demonstrated success in developing strategic marketing and operations plans and managing start-ups and/or small enterprises.</b></li> <li>• Understanding of the barriers facing youth lead enterprises in the blue economy value chain.</li> </ul> <p><b>Skills:</b></p>

- To promote green enterprise development awareness among youth collectives and youth led enterprises.
- To provide mentorship and coaching to saving and coaching sessions to saving and lending schemes.
- To create platforms for knowledge exchange and access to green business opportunities.
- To support youths in participating in provincial youth entrepreneurship fairs, exhibitions, and exposure.

- Facilitation - Ability to work in and facilitate a multi-stakeholder, multi-level, multi-sector, and cross-cultural environment.
- Communication - Strong interpersonal, communication, networking, organizational, presentation, negotiation, and persuasive skills
- Organizational - Good at administration and management tasks
- Proficient in written and spoken English.
- Computer literate

**Competencies and Behaviour:**

- Build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal.
- Self-starter, able to work independently with little supervision.
- Ability to maintain an open minded, respectful, and non-judgmental work approach that values people and their culture.
- Ability to logically analyses problems and develop lasting solutions.
- Must have the confidence to work in ambiguous environments with diverse people and get the job accomplished.
- Must be able to handle conflicts in a constructive consultative way.
- Patient and with a good understanding of team dynamics.

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<b>Role Title</b>	Vocational Education and Training Adviser - Volunteer
<b>Country</b>	Tanzania
<b>Employer</b>	Vocational Education Training Authority - VETA
<b>Duration</b>	9 -12 Months
<b>Role purpose</b>	<p>This role will ensure high quality delivery of vocational training programs to young people within the project sites. The focus will be on supporting <b>Technical and Vocational Education Training (TVET) centers</b> and other pertinent entities to develop and strengthen TVET trainers with the aim of improving service and product provision aligning them with the needs of the community and job market within the blue economy value chain.</p>
<b>Project Background and contextual Information</b>	<p>Supported by Randstad, VSO Tanzania is working with Vocational Education Training Authority (VETA) to initiate a Boosting Blue Economy (BBE) project aimed at empowering youth in Tanzanian coastal regions, particularly in Dar es Salaam and its surrounding areas. The project centers on the blue economy, striving to generate opportunities in fisheries, aquaculture, and marine conservation by fostering skill development and economic empowerment among the youth.</p> <p>The project aims to empower young individuals residing in coastal areas, enabling them to become active and equal participants in the economic prospects arising from Tanzania's high-potential blue economy.</p> <p>The project involves working with stakeholders from public Institutions (i.e. Vocational Education Training Authorities, Fisheries Institutes), Civil Society Organizations – CSOs and Private sector. The project will play a significant role in empowering youth access to job market and also provide business development services support for youth-led small and medium-sized enterprises (SMEs).</p>

## ROLE DESCRIPTION

<b>Role Title:</b> Vocational Education and Training Adviser- volunteer	<b>Work Location:</b> Tanzania – based in Dar es Salaam with substantial travel to other project regions
<b>Role Purpose:</b> The volunteer will provide technical support to partner organizations by building their capacity to deliver quality customized vocational training programs to targeted youth.	
<p><b>Task Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Support in the development or/and strengthening of working groups for TVETs at community levels.</li> <li>• Facilitate research consultation workshops on skills need assessment in the blue economy value chain.</li> <li>• Support the development of training capacity assessments and building plans.</li> <li>• Provide continuous support for TVET trainers through ongoing coaching, mentoring and scheduled observations with proper recording and subsequent implementation of follow-up actions.</li> <li>• Support in the identification and mobilization of resources to support basic equipment and materials for the vocational training program.</li> <li>• Assess any other training needs for youth enrolled in TVETs.</li> <li>• Support the M&amp;E team in project monitoring, evaluation, and learning.</li> <li>• Working closely with Partner organization and VSO project officer to manage engagement with stakeholders across local authorities, Central Government, NGOS, statutory and non-statutory bodies (including environment and technical organizations), industry and business, communities, and other parties to establish strong working relationships in improving quality of TVET services.</li> <li>• Support the development of selection criteria for youth to be enrolled in TVETs.</li> </ul>	<p><b>Competence required.</b></p> <p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Significant relevant experience in implementation of blue economy related projects/programs.</li> <li>• Experience in green business/enterprise development, market linkage and private sector engagement for individual producers, producer groups, micro and small-sized enterprises, and other collectives</li> <li>• Experience working with TVETs or skills development centers.</li> <li>• Training and facilitation experience</li> <li>• Experiences in TVET and job market development for youth.</li> <li>• Strong knowledge of stakeholder/private sector management, engagement, and development - Experience in working with cooperatives and marginalized communities.</li> <li>• Results oriented with the ability to deliver high targets and meet deadlines.</li> </ul> <p><b>Skills/Abilities</b></p> <ul style="list-style-type: none"> <li>• Ability to work in and facilitate a multi-stakeholder, multi-level, multi-sector, and cross-cultural environment.</li> <li>• Strong interpersonal, communication, networking, organizational, presentation, negotiation, and persuasive skills</li> <li>• Proficient in written and spoken English, communication and facilitation skills.</li> <li>• Good IT skills with additional expertise in statistics or other similar software is desirable.</li> <li>• Demonstrated ability to nurture and/or build effective partnerships with different partners.</li> <li>• Demonstrated ability to organize youth into enterprises including facilitating connections with job markets and employers.</li> </ul>
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<b>Role Title: Life Skills Adviser</b>	<b>VSO TANZANIA</b> <b>Responsible to: Project Manager</b>	
<b>Responsible for: NA</b>	<b>Work Location:</b> Tanzania – based in Dar es Salaam with substantial travel	
<b>Job/Role Purpose:</b> The Ideal person will train the youth to improve labour market awareness, employability skills and confidence to venture in the blue economy value chains. The candidate will work hand in hand with corporate volunteers who will be engaged in the similar position or Life Skills expert to engage marginalized youth on soft skills that will help them on how to employ themselves and or prepare for the labour market and promote their business.		
<b>Safeguarding level:</b> VSO has zero tolerance of abuse and exploitation of vulnerable people. We will expect all our employees/ volunteers to commit to protecting children, young people and vulnerable adults from harm and abide by our <a href="#">Global Safeguarding Policy</a>	<b>Level 1:</b> This post will have no direct contact/access to children and vulnerable adult, post holder will be expected to have a full commitment to always uphold VSO safeguarding policy. As part of our safer recruitment practice, a criminal background check (Basic DBS check for UK or equivalent Police check) will be obtained for post holder prior to start date.	
<p><b>Task Responsibilities</b></p> <ul style="list-style-type: none"> <li>To identify top sub-sector and top employability skills marketable in the blue economy in coastal regions especially Dar es Salaam and Pwani (Bagamoyo).</li> <li>To collaborate with local government authorities (LGAs) to recruit marginalized youth collectives and networks and strengthening their capacities to realize their economic aspirations.</li> <li>Understand VSO’s tools, approaches and their domestication to meet local context.</li> <li>To facilitate career guidance and counselling and soft skills trainings to youth enrolled to TVETs.</li> <li>To organize youth career fairs and labour market information sharing workshops for knowledge exchange, networking and showcasing their innovations.</li> <li>Conduct mentorship and coaching sessions to youth collectives’ leaders to safely claim their economic rights and entitlements from duty-</li> </ul>	<p><b>Collaboration responsibilities</b></p> <ul style="list-style-type: none"> <li>Working with the project team to develop, review, and integrate the detailed implementation plans and budget plans monthly and quarterly, ensuring alignment with the overall Project Implementation Plan.</li> <li>Collaborate with the project team for organizing and facilitating training, workshops, forums, reflections, meetings, donor/field visits, field assessments, etc.</li> <li>Cooperate with the project team for developing and reviewing the project duty-of-care risk assessments.</li> <li>Collaborate with LGAs and youth champions/community volunteers to execute project interventions.</li> <li>Collaborate with ACTIVE project team to plan and implement some activities.</li> </ul>	<p><b>Competence required</b></p> <p><b>Education:</b></p> <ul style="list-style-type: none"> <li>Bachelor’s degree in social science or education or related discipline.</li> <li>Understanding the value of volunteering, combined with the ability to articulate how change can happen through volunteering for development.</li> </ul> <p><b>Experiences:</b></p> <ul style="list-style-type: none"> <li>At least 1 year of experience in relevant field.</li> <li>Experience in facilitating soft and employability skills trainings to youth will be the most advantageous factor for this position.</li> <li>Experience in delivering youth skills development programs and labour market analysis is highly preferred.</li> </ul> <p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>Ability to work in and facilitate a multi-stakeholder, multi-level, multi-sector, and cross-cultural environment.</li> <li>Strong interpersonal, communication, networking, organizational, presentation, negotiation, and persuasive skills</li> </ul>

bearers includes advocate for policy and system changes.

- Support Youth collectives with advocacy tools and other social accountability resources to carry-out the context, power, and stakeholders' analysis.
- Facilitating coaching and mentorship sessions to trained youths in job-seeking, effective communication skills, interview techniques, cover letter and CV building.
- To ensure social inclusion and gender mainstreaming and safeguarding to all primary actors.
- Proactively find new ways of bringing the youth closer to job opportunities (Wage or self-employment).
- Other tasks will be assigned by a direct line manager.

- Good at administration and management tasks
- Proficient in written and spoken English.
- Computer literate

**Competencies and Behaviour:**

- Build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal.
- Able to network effectively, adapting communication style to different contexts and audiences, including internal and external stakeholders.
- Self-starter, able to work independently with little supervision.
- Ability to maintain an open minded, respectful, and non-judgmental work approach that values people and their culture.
- Ability to logically analyses problems and develop lasting solutions.
- Must have the confidence to work in ambiguous environments with diverse people and get the job accomplished.
- Must be able to handle conflicts in a constructive consultative way.
- Patient and with a good understanding of team dynamics.

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