



**Pan-African Farmers Organization**

**PAFO**

**Terms of References (ToR) for recruiting**

**For Gender and Youth Officer**

**July 2025**



**Position Title:** Gender and Youth Officer**Location:** PAFO Secretariat (Flexible location with possibility of remote work)**Reports to:** Chief Executive Officer**Duration:** Two-year renewable contract, subject to performance and availability of funds.**Application Deadline:** 25 July 2025.

## **1. Background**

The Pan-African Farmers' Organization (PAFO) is the continental apex body of regional farmers' organizations in Africa, representing over 80 million smallholder and family farmers through five regional networks. PAFO plays a critical role in advocating for farmers' interests in continental and global agricultural policy processes.

Gender equality and youth empowerment are central to PAFO's mission of transforming African agriculture. PAFO seeks to strengthen the role of women and youth in agriculture through inclusive programming, policy advocacy, capacity building, and representation in decision-making spaces.

## **2. Purpose of the Position**

The Gender and Youth Officer will lead the implementation of PAFO's strategy on gender equity and youth engagement. The Officer will coordinate activities, partnerships, advocacy, and knowledge management to promote the participation, leadership, and entrepreneurship of women and youth in agriculture and farmers' organizations across Africa.

## **3. Duties and Responsibilities.**

**The Gender and Youth Officer will:**

### **A. Strategy and Program Implementation**

- Lead the development and implementation of PAFO's gender and youth strategies.
- Support mainstreaming of gender and youth dimensions in all PAFO programmes and activities.
- Provide technical support to member organizations on integrating gender and youth in their strategies and operations.

## **B. Capacity Building and Support**

- Design and facilitate capacity-building initiatives for women and youth leaders in member organizations.
- Develop toolkits and guidelines on gender and youth inclusion in farmers' organizations.
- Promote best practices and innovations in youth Agripreneurship and women-led agri-businesses.

## **C. Policy and Advocacy**

- Represent PAFO in gender and youth-related platforms at national, continental, and global levels.
- Advocate for policies and programmes that enhance youth employment and women's economic empowerment in agriculture.
- Engage in continental initiatives (e.g., CAADP, Malabo Declaration, AGRA, AU Agenda 2063) to push for gender- and youth-responsive policies.

## **D. Communication and Knowledge Management**

- Document and share success stories, lessons learned, and impact of gender and youth programmes.
- Coordinate research and data collection on gender and youth issues in African agriculture.
- Support the production of newsletters, reports, and communication materials related to gender and youth.

## **E. Partnership Development**

- Build and manage relationships with development partners, civil society, youth and women-led organizations, and the private sector.
- Mobilize resources to support gender and youth initiatives at PAFO.

## **4. Required Qualifications and Experience**

- A university degree in gender studies, youth development, social sciences, agriculture, or related fields. A master's degree is preferred.
- At least 5 years of experience in implementing gender and/or youth programmes, preferably in agriculture or rural development.
- Proven track record in policy advocacy, capacity building, and programme design.
- Experience working with farmers' organizations, civil society, or regional bodies in Africa.
- Excellent communication, facilitation, and analytical skills.

- Fluency in English or French, with working knowledge of the other language. Knowledge of Portuguese or Arabic is an added advantage.
- Ability to work independently and collaboratively in a multicultural and remote team setting.

## **5. Working Conditions**

- The position may require periodic travel across Africa and internationally.
- Flexible working arrangements including remote work may be considered.

## **6. Application Process**

### **Interested candidates are invited to submit:**

- A cover letter outlining their motivation and suitability for the role.
- A detailed CV (maximum 4 pages).
- Three professional references.

Applications should be sent by email to: **admin@pafo-africa.org**, with subject line: **“Application: Gender and Youth Officer – PAFO”**.

**END**