

Terms of Reference
Technical Support for the Youth Employability Program
November 2025 - May 2026

Background

The Youth Employability Program, building upon Save the Children's previous and ongoing work in Thailand's southernmost and border provinces, aims to improve the transferable life skills for success, vocational training in various fields, and real-life practice through internships and small enterprise development in the Deep South of Thailand and Mae Sot. SCT now introduces a three-year program aimed at connecting over 30,000 youth in urban Bangkok to enhanced employment services, skill-building, networking opportunities, and overall labour market engagement.

This initiative will transform the lives of 8,750 vulnerable youth in the urban areas of Bangkok by facilitating their access to gainful and decent employment through comprehensive foundational skills training, awareness raising, and improved access to the labour market. The program will act as a connector of existing services, introduce essential transferable life-skills, and ensure the availability of digital tools to help youth present their capabilities effectively to potential employers. An intersectional approach will be used to provide additional support to youth with multiple vulnerabilities, such as those with disabilities and migrant youth.

The program will support girls, boys, women and men aged 15-24 living in urban Bangkok, focusing on those facing multiple vulnerabilities and challenges in their transition to adulthood. This includes youth who are not in employment, education, or training (NEET) who are new graduates, as well as those in low-paying entry-level jobs. The program will identify and support particularly vulnerable groups, including migrant youth and persons with disabilities, ensuring they receive the multilayered support needed for equitable participation in the labor market.

To ensure the new Youth Employability Program in urban Bangkok is strategically aligned with Save the Children Thailand's Country Strategy and the Skills to Succeed modules, dedicated technical expertise is essential. This support will play a critical role in establishing a strong foundation for the program by ensuring the quality and relevance of key components such as the labor market assessment, understanding the specific needs of NEET youth, and sensitizing corporate partners to inclusive hiring practices. Technical guidance will also guarantee that the implementation of the Skills to Succeed modules is contextually appropriate and impactful, particularly for youth facing multiple vulnerabilities. By anchoring the program in evidence-based approaches and robust baseline data, technical expertise will help drive effective, equitable, and sustainable outcomes for the targeted youth population.

ROLE PURPOSE:

The Youth Employment Technical Advisor will be responsible for ensuring that Save the Children delivers technically sound youth employment programming, with a focus on innovative youth employability skills, entrepreneurship and life skills development. The post holder will be responsible for ensuring that key organisational principles and approaches (such as child participation and accountability) are well advising on research methodology and use of it to build greater impact. S/he will also be responsible for ensuring that the Skills to Succeed and other relevant experiences derived through implementation of projects are well articulated, documented and disseminated both internally and externally and fed into strategic development and the quality assurance of the overall Child Poverty portfolio.

SCOPE OF ROLE:

Reports to: Director of Strategy, Program Quality, and Impact

Dotted line report to: Director of Program

Role Dimensions: Coordination with Youth Employability Program Coordinator, MEAL, SCUS Skills to Succeed Program team, other relevant Technical Advisors and donors

Objectives and deliverables:

The following will be achieved as part of this consultancy contract:

Objectives	Deliverable	By when/which grant
1. Technical Leadership and Support: provide ongoing high quality technical support, guidance and leadership to managers and staff working on youth employment programs.		
1.1 Labour Market Assessment	<ul style="list-style-type: none"> - Review and ensure quality for a comprehensive labour market assessment report, combining into one research with the NEET Youth Needs Analysis in Klong toey community. - Work with the consultant and the MEAL team to develop the methodology and scope of assessment for the need assessment report focusing on NEET youth, including barriers and aspirations 	Oct 2025 – Jan 2026
1.2 Adaptation of Skills to Succeed Modules	- Lead on development and application of the S2S modules with the existing youth employability programs especially in the context of urban	Dec 2025 – March 2026
1.3 Quality report	-: Support project teams in producing high quality and timely reports to donors and SC members.	Throughout the period
1.4 Capacity building for staff and partners	<ul style="list-style-type: none"> -: Build the capacity of staff in program management, technical competency, including Save the Children’s Skills to Succeed program approach, and related policy analysis and advocacy. -: Conduct workshops, ToT trainings in line with the S2S modality to relevant partners (TVET, CSOs, and SCT staff) to disseminate learning, best practices and ensure that a high level of technical capacity is maintained. 	<ul style="list-style-type: none"> 1) Feb 2026 2) March – April 2026
1.5 Collaboration with SC member	-: Collaborate closely with relevant Save the Children members (SCUS), technical working groups and other relevant stakeholders to ensure technical excellence as per latest technical discussions and approaches and keep the team abreast of technical updates and discussions.	Throughout the period
1.6 Monitoring, Evidence, and Impact	-: Work with program coordinator to develop a planning cycle for the youth employment sector, including annual, quarterly and monthly planning, including the follow-up of work plans.	Throughout the period
2. Program Development: Contribute to the funding development of the youth employment skills portfolio		

Objectives	Deliverable	By when/which grant
2.1 Fund raising	-: Upon agreed, work with Save the Children staff to develop funding strategies and proposals to expand the youth employment portfolio in line with strategic priorities and technical best practice from a range of sources including institutional donors and private funds	When opportunity arises; throughout the period
3. Representation, Networking, and Advocacy: actively participate in technical coordination meetings to ensure synergies with other agencies in youth employability		
3.1 Representation	-: Co-present the research and assessments' result to the Government, TVET and other relevant stakeholders	Throughout the period
3.2 Advocacy	-: Develop advocacy messages together with ACCM to promote wider access for youth employability	April-May 2026

Work hours

- Approximately 16 hours/two days per week – maximum 8 days per month.

How to apply:

Interested applicants are requested to submit their application to

Kittiphan.Samana@savethechildren.org with the subject line:

Technical Support for the Youth Employability Program_Your name

The application must include the following documents:

- A current Curriculum Vitae (CV)
- A quotation or financial proposal outlining the proposed consultancy fees and any associated costs
- Work plan