

# Terms of Reference

## Consultant – Facilitators

### Purpose

To support the delivery of British Council's 'Youth Climate Ambassadors' project in six universities in Sri Lanka

### Background

In Sri Lanka, climate related impacts such as extreme weather events, rising temperatures, and disruptions to agriculture and water security are already affecting livelihoods and wellbeing, especially among vulnerable populations. Young people, who will bear the long-term consequences of these changes, must be continuously equipped with the knowledge, skills, and agency to drive climate resilience and inclusive development.

While formal education systems are beginning to integrate elements of sustainability and climate change, there remains a gap in equipping youth, particularly those in higher education with the practical skills, mindsets, and networks needed to lead climate action. Moreover, there is limited focus on the social dimensions of the climate crisis, including Gender Equality, Social Inclusion, and Social Cohesion, which are critical to ensuring that climate solutions are just, equitable, and leave no one behind.

2025-26 non-formal education programme of British Council Sri Lanka will respond to this gap by building on experience in youth empowerment through initiatives in recent years such as:

- **Youth Leadership for Climate Action (YLCA)** – building climate leadership through community-based engagement.
- **Youth Climate Ambassadors (YCA)** – mobilising youth as advocates for climate change related issues.
- **Youth Leadership for Climate Pathways (YLCP)** – helping young people explore their passions and strengths to develop their individual climate journeys by acting through structured learning, reflection and action.
- **Youth Leadership for Green and Inclusive Businesses (YLGIB)** – supporting youth in universities to develop favourable mindsets to be future leaders of green and inclusive businesses.

Aligned with Sri Lanka's Nationally Determined Contributions (NDCs) under the Paris Agreement, the National Adaptation Plan (NAP), and the 2030 Agenda for Sustainable Development (particularly SDGs 4, 5, 10 and 13), this programme seeks to empower youth in higher education to take an active role in shaping a climate-resilient, inclusive future through a non-formal and participatory approach.

**This opportunity is for up to four (4) Consultant facilitators to support British Council to deliver this programme, in collaboration with its implementing partner organisations.**

## **Programme components**

The Youth Climate Ambassadors (YCA) programme will be implemented across six (6) universities, grouped into two (2) clusters. Two (2) partner organisations will support the implementation of the project within these clusters.

*Cluster 1- University of Jaffna, Ocean University and Kelaniya University*

*Cluster 2- University of Ruhuna, Open University, Colombo and NSBM Green University*

The project will consist of **4 main components**.

1. Online familiarisation
2. Face-to-face workshops (2 X 2-day workshops per university with a gap of 10-14 days between each workshop)
3. Youth Led Climate Action
4. Webinars and knowledge series

### **1. Online familiarisation (British Council organised webinars)**

The online familiarisation sessions will be held to enable participants understand the goals, structure, and expectations of the Youth Climate Ambassadors project. It will develop a foundational understanding of climate science, impacts, responses (adaptation and mitigation), and explore global frameworks and the role of youth in climate action. This is expected to set the stage for deeper exploration and skill-building in the face-to-face workshops that follow.

### **2. Face-to-face workshops at universities**

Following the online familiarisation, face-to-face workshops in the universities will commence. These workshops will be organised by the implementing partner organisation in consultation with the facilitators, respective universities and the British Council.

There will be 2 X 2-day workshops at each university.

These workshops will focus on practical skills development aligned with inclusive climate leadership, including:

- Self-awareness and empathy
- Communication and storytelling
- Networking and collaboration

- Systems thinking
- Creativity and innovation
- Project planning and management

Sessions will be highly participatory and will include peer-led discussions.

### **Phase 1 - Two days**

#### **Expected outcomes of face-to-face Phase 1**

- Participants explore their personal values, identities, and connections to the natural world while building empathy and shared perspectives.
- Participants are capable to apply systems thinking and creative problem-solving tools to analyse climate challenges and co-develop solutions.
- Participants demonstrate increased confidence and purpose-driven leadership in planning inclusive, youth-led climate actions.

There will be a gap of 10-14 days between Phase 1 and Phase 2. During this gap period, students are expected to identify problems related to climate change in their communities through observation, discussions and reading.

Guidelines will be shared with them at the end of day 2 of phase 1.

### **Phase 2 - Two days**

#### **Expected outcomes of face-to-face Phase 2**

- Participants plan youth-led climate actions using goal setting, stakeholder analysis, risk assessment, and budgeting tools.
- Participants apply inclusive practices that fostered equity, collaboration, and social cohesion in group work.
- Participants strengthened their communication, storytelling, and networking skills to engage peers and promote climate action.

### **3. Youth-Led Climate Actions**

At the conclusion of the physical workshops, students will be guided to finetune their climate action ideas in small teams. These actions will reflect the learning from the programme and be grounded in the participants' local realities, interests, and institutional contexts.

Participants actions may take the form of:

- awareness campaigns (Including social media)
- sustainability initiatives (community projects, green enterprises)
- eco-innovation prototypes or
- collaborative research and advocacy.

The mentors of the implementing partners are expected to provide guidance to participants throughout this period. The student's projects will be supported by small grants and the disbursement and monitoring of these grants is the responsibility of the implementing partners.

During this action period, participants will be encouraged to reflect on their climate journeys and share impact stories through digital platforms, campus events, and exhibitions to encourage peer-to-peer learning and collaboration across disciplines. These events will also be supported by the implementation partner's team.

### **4. Webinars and Knowledge Series (British Council organised webinars)**

To deepen learning post-workshop and to maintain participant engagement, a series of practitioner-led virtual sessions will be offered. These sessions will explore practical, relatable topics that help participants connect climate action to everyday life, local contexts, and future careers.

## Scope of Work for Consultant facilitators

The Facilitators will be responsible to contribute to the following activities as below:

### 1. Programme session planning

- Prepare session plans for face-to-face workshops (2 X 2-days workshops), ensuring content is aligned with the themes of this project.
- Identify all material requirements to smoothly conduct the workshops and coordinate with the implementing partners for logistical arrangements.

### 2. Facilitation of Workshops

- Lead the delivery of the two phases of the face-to-face workshops in three (3) universities, together with the British Council appointed implementing partners and their mentors.
- Facilitate interactive learning environments that encourage student participation and discussion.
- Ensure all sessions are delivered smoothly and to a high professional standard in collaboration with the team.
- Ensure that the workshops meet the British Council Non-formal education programme's quality standards and adhere to its values of diversity, equity, and inclusion.

### 3. Coordination with British Council and implementing partner

- Regularly discuss with the British Council and the implementing partner team on progress, addressing any challenges that may arise during the delivery phase.

## Deliverables for the Consultant- Facilitators

Activity	No of days
<b>Deliverable 1 – Programme session planning</b>	
Prepare session plans for face-to-face workshops, ensuring content is aligned with the themes of this project.	1 day in British Council + 1 day virtual
Attending partner briefing	0.5 day in British Council
<b>Deliverable 2 - Facilitation of Workshops</b>	
Preparation for workshop delivery in 3 universities by referring to the baseline data / participant profiles	1 day
Facilitate face-to-face workshops	12 days (4 days per university)

<b>Deliverable 3 – Coordination with British Council</b>	
Virtual coordination with the British Council and implementing partner organisations	2 days
Reporting	1 day
Supporting British Council with the organising of youth conference in February 2026	2 days

## Project timeline

	Q1			Q2			Q3			Q4		
Activity	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Prepare session plans												
Partner briefings												
Recruitment of youth participants by universities												
Online familiarisation sessions												
Face-to-Face workshops in universities												
Youth Climate Action plan development												
Implementation of Climate Action plans supported by mentoring												
Follow-up Webinars and Knowledge Series												
End of project Youth conference												

## Required qualifications, skills and experience

### Education Qualifications:

- University degree/diploma in social science, community development, youth work, business/entrepreneurship or a related field.

### Skills and competences:

- Ability to facilitate workshops in Sinhala and/or Tamil
- Competent communication skills in English and
- Excellent training and facilitation skills

### Experience:

- Essential: Experience in conducting British Council youth leadership trainings.
- Desirable: Previous experience working in the fields of climate action, green entrepreneurship, social inclusion and climate advocacy.

### **Submission of applications**

Applications should include:

1. A recent updated CV
2. Cover letter summarising your skills and experience tailored to the requirements of this project.
3. Consultancy fee for this assignment referring to the deliverables table.

*Note: Travel and accommodation to universities to deliver workshops will be provided.*

Applications should be emailed to the British Council Sri Lanka by 23:59 hrs, 15 June 2025.

[Thushara.Gunasekera@britishcouncil.org](mailto:Thushara.Gunasekera@britishcouncil.org)

For any clarifications, please contact:

**Thushara Gunasekera**

Programme Manager – Non-formal Education

British Council Sri Lanka

Email: [Thushara.Gunasekera@britishcouncil.org](mailto:Thushara.Gunasekera@britishcouncil.org)

Mobile: 0094 77 364 7800