



Terms of Reference: CISCO Climate Champions Program

Background

Digital Opportunity Trust Kenya (DOT Kenya) is a locally registered NGO established in 2005 and registered in 2007. DOT Kenya is committed to mobilizing and empowering underserved and disadvantaged young people with digital literacy, 21st-century skills, and the self-confidence needed to thrive in an inclusive digital economy. By equipping youth with the skills to become innovators and leaders, DOT Kenya enables young people to create digital solutions that drive positive change in their communities across a national presence. DOT Kenya is a part of the DOT Global network operating across Sub-Saharan Africa, the Middle East, and the UK over two decades. For more information, please visit <https://kenya.dotrust.org>

Program Overview

What is the DOT Climate program?

The DOT Climate program is building a movement of youth-led climate action grounded in the belief that young people are powerful changemakers. DOT empowers youth to catalyze behavior change, drive community-led solutions, and scale impactful climate action across hundreds of communities.

- Through a youth-led, hybrid model, DOT will recruit, train, deploy, and support local youth leaders as Climate Champions.
- These Champions will be equipped with DOT's Climate Curriculum and a Participatory Action Research (PAR) Toolkit, enabling them to engage communities in co-designing and implementing small-scale, locally driven climate solutions.
- With the support of Cisco's investment, DOT is scaling this impactful program and building a coalition of like-minded partners committed to advancing climate action through youth leadership.

Overview of the CISCO Climate Project:

DOT is a youth-led movement of daring social innovators who have the tools, knowledge, and networks to create opportunities and transform their own communities in Africa and the Middle East. DOT's mission is to mobilize and inspire all underserved and disadvantaged young people with digital literacy, 21st-century skills, and the self-confidence that will enable them to thrive in an inclusive digital economy.

The premise of DOT's climate solution is that young people can be efficient and effective climate champions – driving a community-wide shift in attitudes and behavior, and stimulating youth-led and community-supported innovative climate solutions – at scale in hundreds of communities with hundreds of thousands of young women, young men and other citizens. With seed funding from Cisco, DOT Climate program will mobilize thousands of digitally-savvy young people in Africa and the Middle East who will work as a network of Climate Champions in their communities with their peers and citizens. DOT's network of offices in these regions will serve as hubs offering support and structure for local implementation. DOT will adhere to its youth-led model to recruit, train, deploy and support local young leaders. DOT will leverage Cisco's support to build a portfolio of like-minded organizations that will take DOT Climate program to scale.

About the Role

As a Climate Champion, you will be at the forefront of delivering environmental education and awareness initiatives within communities across Nairobi and its surrounding areas. Working closely with DOT Kenya's team, you will engage local youth in climate action activities, promoting sustainable practices and building resilience to climate change. This short-term role offers an exciting opportunity to support community-led environmental solutions while strengthening local capacities for climate adaptation and sustainability.

Position Overview:

Title: Climate Champion

Duration: 2 months

Location: Kenya (Nairobi and Kiambu)

Reporting to: Project Officer and Learning Lead

Key Responsibilities:

As a DOT Climate Champion, you will:

- Complete a 4-week hybrid training (starting June 2, 2025)
- Conduct baseline surveys & community training
- Mobilize and coach community members
- Form and lead a 7-person Participatory Action Research (PAR) working group
- Gather community insights via participatory methods
- Co-design and implement a local climate solution
- Present the project and share learning outcomes
- Submit reports and engage in continuous improvement processes

Qualifications, requirements, and skills:

- A young individual between 18 and 35 years.
- A university or college graduate currently residing in Nairobi or Kiambu, Kenya.
- Young leaders with experience or interest in climate issues, digital tools, community engagement, facilitation, or advocacy
- Possess strong ICT skills, including proficiency in Google Suite.
- Proven experience in managing or working with groups, community engagement, and mobilization.
- Owns a smartphone and has access to a computer.
- Have a national ID card
- Be able to attend in-person sessions at DOT Kenya offices and virtual sessions
- Be available between June–October 2025

What Climate Champions should expect:

- Monthly stipend
- Certificate upon program completion
- Opportunity to join a global climate network
- Become a member of the DOT Alumni network upon completion
- Mentorship by local and international climate experts
- Portfolio of climate action projects for career advancement
- Development of critical skills:
 - 21st-century skills (communication, negotiation, leadership)
 - Digital literacy (social media, platforms, research, data)
 - Climate coaching techniques (including indigenous knowledge)
- Visibility at regional/national events to showcase impact

Application process:

Interested applicants are advised to take note of the terms of reference and apply [here](#). Please submit your application on or by May 17, 2025 at 11:59 PM EAT latest