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# Terms of Reference: Climate Champion

**DOT Climate Champions Program, Tanzania · Elimu Foundation in partnership with Digital Opportunity Trust (DOT)**

## Background

Elimu Foundation is a registered Tanzanian NGO (Registration No. 00NGO/R/4148, established 15 December 2022) based in Arusha. Guided by the 3Es — **Educate, Engage, Empower** — we work to change the lives of youth, women and children through economic empowerment, education scholarships, conservation and nutritional health, and the fight against sexual violence in learning institutions.

Elimu Foundation is partnering with Digital Opportunity Trust (DOT), a global network that has worked across Sub-Saharan Africa, the Middle East and the UK for over two decades, to implement the Cisco Climate Champions Program in Tanzania. Elimu Foundation brings its community roots and youth-focused experience, while DOT brings its climate curriculum, Participatory Action Research (PAR) Toolkit and global network. Together, the partners will equip young Tanzanians to lead community-driven climate action, in line with Tanzania's Development Vision 2050 and its national commitments to climate resilience and sustainable development.

**Our impact so far:** 1,500+ youth reached through schools outreach, conservation and GBV programmes; 850+ women trained across 50 VICOBA groups; 100+ youth supported with scholarships; 10,000+ fruit plants distributed through schools and hospitals; and two phases of the DOT Climate Program delivered (2024 and 2025).

## Programme overview

The DOT Climate Program is building a movement of youth-led climate action, grounded in the belief that young people are powerful changemakers. DOT equips youth to drive behaviour change, lead community solutions and scale climate action across hundreds of communities.

With seed funding from Cisco, DOT is mobilising digitally savvy young people in Zambia, Malawi, Rwanda and Tanzania to serve as Climate Champions. In Tanzania, Elimu Foundation is the implementation partner, working in Arusha Region.

Elimu Foundation will recruit, train, deploy and support the Climate Champions through a hybrid learning experience: virtual sessions plus in-person training, based on DOT's Climate Curriculum and Participatory Action Research (PAR) Toolkit. After training, each Champion engages community members in climate awareness and uses the PAR Toolkit to co-design and carry out small, locally driven climate solutions.

# Terms of Reference: Climate Champion

As a Climate Champion, you will be at the forefront of delivering environmental education and awareness in communities across Arusha Region. Working closely with Elimu Foundation's team, you will engage local youth in climate action, promote sustainable practices and build resilience to climate change.

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| **Title** | Climate Champion |
| **Duration** | 3 months |
| **Location** | Arusha Region, Tanzania (Arumeru, Monduli, Longido) |
| **Availability required** | 7 December 2026 to 1 March 2027 |
| **Reporting to** | Elimu Foundation Programmes Lead |
| **Implemented by** | Elimu Foundation, in partnership with Digital Opportunity Trust (DOT) |

## Key responsibilities

- Complete a 4-week hybrid training programme: two weeks of virtual sessions and two weeks of in-person training, starting December 2026
- Mobilise, train and coach community members
- Form and lead a 7 to 9 person Participatory Action Research (PAR) working group
- Gather community insights through participatory methods
- Co-design and implement local climate solutions
- Present the solution and share learning outcomes
- Submit reports and take part in continuous improvement
- Engage with like-minded climate leaders and organisations, including virtual discussions and calls
- Strengthen social media and digital advocacy skills to promote climate solutions

## Qualifications, requirements and skills

- Aged between 18 and 35 years
- A university or college graduate currently residing in Arusha Region (Arumeru, Monduli or Longido)
- Experience or interest in climate issues, digital tools, community engagement, facilitation and advocacy
- Strong ICT skills, including proficiency in Google Suite
- Experience managing or working with groups, community engagement and mobilisation
- Owns a smartphone and has access to a computer

- Holds a valid National ID
- Able to attend in-person sessions in Arusha and virtual sessions
- Available from 7 December 2026 to 1 March 2027

Young women are highly encouraged to apply.

### What Climate Champions should expect

- A monthly stipend
- A certificate on completing the programme
- The chance to join a global climate network
- Membership of the DOT Alumni network on completion
- A climate action project for your portfolio and career advancement
- Skills in communication, negotiation and leadership
- Digital literacy: social media, platforms, research and data
- Climate coaching techniques, including indigenous knowledge
- Visibility at regional and national events to showcase your impact

## How to apply

Applications close on **25 November 2026**. Interviews are held on an ongoing basis during the application period, and the position may be filled before the deadline. Due to the expected high volume of applications, only shortlisted candidates will be contacted.

Apply online: https://forms.gle/nbNgZGXrCW6bnQ8v9

Information collected in the application form is used for shortlisting purposes only and is held by Elimu Foundation. Questions: WhatsApp +255 743 430 854 or info@elimufoundation.or.tz.