

ActionAid Bangladesh is looking for suitable candidates for the following position:

Associate Officer - Trainer

Project Name	:	Nurturing of Youth in Camp (NYC) Project, funded by WFP
Location of Posting	:	Based in Ukhia and Teknaf
Types of contract	:	Fixed-term contract up to 31 December 2026 (renewable depending on funding availability and performance).
Salary and benefits	:	Monthly Consolidated Salary with other benefits mobile & internet allowance, group life insurance only

Job Summary:

The Associate Officer-Trainer will be responsible for facilitating structured life skills, awareness, basic literacy and numeracy, preparedness and resilience, agriculture, and youth empowerment trainings for Rohingya youth across assigned camps. The role will support the selection and verification of participants; plan, design, and deliver participatory, gender-sensitive, and inclusive training sessions; and provide mentoring support to enhance youth self-esteem, positive behaviours, employability skills, food security awareness, and community resilience.

The Associate Officer-Trainer will be required to uphold safeguarding, PSEA, accountability, and environmental and social safeguarding standards in all activities. This role requires strong facilitation and communication skills, experience in humanitarian or youth-focused programmes, and a solid understanding of the Rohingya camp context.

Key responsibilities include (not limited to):

Facilitating Capacity Development Training and Centre Management (65% of Time)

- Facilitate structured life skills, awareness, basic literacy and numeracy, preparedness and resilience, agriculture, and entrepreneurship-related training sessions for Rohingya youth in assigned camps, following approved project curricula and monthly training plans.
- Deliver participatory, age-appropriate, gender-sensitive, and inclusive training using interactive methodologies (group work, demonstrations, role play, peer learning).
- Prepare session plans, adapt training materials to the camp context, and ensure all sessions align with WFP and ActionAid Bangladesh technical guidelines.
- Conduct pre- and post-session assessments to track knowledge improvement and support MEAL requirements.

- Support the Agricultural Officer in delivering hands-on centre-based plot demonstration and homestead gardening training.
- Integrate cross-cutting themes (protection, gender equality, disability inclusion, environmental awareness, social cohesion, and anti-trafficking) into training delivery.
- Ensure all training is conducted in a safe manner, respecting safeguarding, PSEA, and Environmental & Social Safeguarding (ESS) standards.
- Maintain the centre environment, including the resource management, stock register, and provide support in materials requests as required.
- Mobilize and engage youth participants to ensure regular attendance, punctuality, and active participation in training and youth development activities.
- Provide structured mentoring and on-the-job guidance to selected youth, supporting their participation in mentorship initiatives, youth leadership activities, and community engagement.
- Identify and support vulnerable youths (female participants, PwD, and at-risk youth) to ensure safe, equitable, and meaningful inclusion.
- Support implementation of Youth Corner activities, voluntary youth engagement days, and youth success exchange meetings in coordination with the project team.
- Contribute to youth assessments and support certification processes based on agreed performance and participation criteria.

Coordination, Communication & Field Collaboration (10% of Time)

- Coordinate daily with Senior Officers-Programme, Officer-Agriculture, Associate Officer-Interactive Theatre, Associate Officer-Outreach and Coordination and relevant colleagues to ensure smooth scheduling and delivery of training and youth activities.
- Assist colleagues in liaise with camp-level stakeholders (CiC office, SMS, sector partners, community leaders) to facilitate youth engagement in a timely manner.
- Contribute to the organization of youth campaigns, awareness events, and peer learning platforms as assigned by the supervisor.

Documentation, Reporting &, MIS & MEAL Support (15% of Time)

- Maintain accurate records of training sessions, including attendance sheets, daily tracker, pre/post-test, CBT distribution, and participant feedback.
- Enter and update participant and activity data in MoDA, Kobo, or other project systems in a timely and accurate manner.
- Prepare weekly and monthly activity reports highlighting progress, challenges, lessons learned, and good practices.
- Document case studies, success stories, and change narratives from youth participants.

- Support monitoring visits, internal reviews, and evaluations by providing field-level data and observations.

Relationships

The incumbent will report to the **Senior Officer - Programme**.

Required Educational Qualifications and Experiences

- Bachelor's in social sciences or related discipline. Education may consider in terms of having experience.
- Minimum 2-3 years of similar work experience in a developmental organization.

Required Technical Competencies

- Experience in NGO humanitarian project implementation in Rohingya response.
- Excellent training facilitation skills
- Familiar with the Rohingya and Local dialect.
- Working knowledge of written and spoken Bengali and English
- Ability to work independently and foster a team spirit
- Ability to work under pressure and tight deadlines
- Skills in report writing, documentation.
- Gender sensitive and familiar with humanitarian principles, Human Rights Based Approach
- Good knowledge of using internet and software packages (i.e., MS Office, Kobo, MoDA, etc).
- Ability in centre management.

Application instructions

Only those who meet the above requirements are requested to apply following these instructions:

- The last date of application is **24 January 2026**. Due to emergency, recruitment will be on rolling. The interested candidates are requested to apply early before deadline
- Please [Click Here](#) to submit your application.

ActionAid Bangladesh aims to attract and select a diverse workforce, ensuring equal opportunity for everyone, irrespective of race, age, gender, sexual orientation, HIV status, class, ethnicity, disability, location, and religion. Any personal persuasion/phone call will result in disqualification of candidature.

ActionAid Bangladesh has a non-negotiable policy of ZERO TOLERANCE towards Sexual Harassment, Exploitation and Abuse (SHEA), Child Protection Policy and other relevant safeguarding policies and expects all employees to abide by the Safeguarding Policies and Code of Conduct of ActionAid Bangladesh.

N.B: There is no cost involved with applying for positions at ActionAid Bangladesh. Any solicitation of funds/money from a job applicant should be regarded as fraudulent.