

Supporting Youth Action in Nepal

Youth Core Group - selection report / May 2022

Background

On 21 April 2022, NRCS published the “opportunity to all youth” on its public website as well as Facebook Account to invite all interested youth members to apply to be part of the Youth Core Group as per previously approved concept note and criteria for selection (available on NRCS website [here](#)). The initiative was also shared with all NRCS Province Office and District Chapters by email while an online briefing session was conducted for them on 29 April 2022. The deadline for application was on 8 May 2022.

This document highlights the process undertaken by NRCS as well as the results of the selection.

Criteria and call for inclusivity

Criteria

Two youth volunteers (1 male, 1 female) were to be selected from each of the seven provinces throughout the country based on expressions of interest with following criteria: .

- Motivation to act for communities in full respect of the Red Cross Principles and NRCS Code of Conduct.
- Aged 16 to 30 years old at the time of application
- Actively engaged in NRCS youth circles and community activities
- Good understanding about humanitarian challenges faced by your community
- Open to innovative ideas and new ways of working within the NRCS framework
- Ability to travel to attend face to face meetings / workshops (related costs will be covered by the organizers)
- Ability to engage on virtual platforms / connectivity
- Good ability to interact both in Nepali and English (written and spoken)

By applying (through an online form to be filled in, the youth members also declared that they fully understood and comply with the spirit of volunteerism, not expecting any remuneration in return for their engagement. Likewise, they committed themselves to actively participate in meetings and complete assignments agreed by the Group.

A call for inclusivity

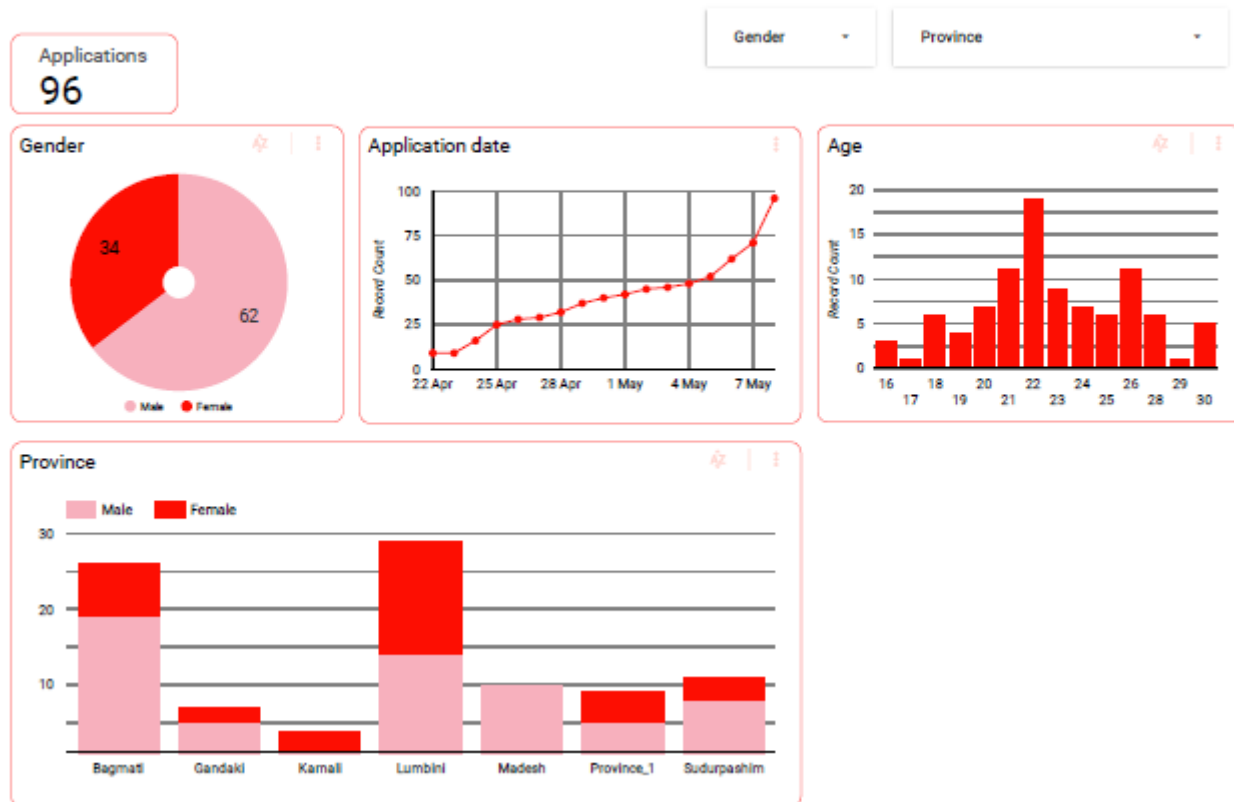
In finalizing the selection, NRCS and involved partners ensured that the “Youth Core Group” is representative of the diversity within Nepali communities. For this purpose of representation, beyond the geographic and gender representation, the selection committee appointed two additional members from the received applications, while tasking the 15 selected members to appoint two additional members in coming weeks to complete the selection (total 17 members). .

Applications

As per the announced deadline, 96 youth members had submitted an online application, including 34 female and 62 male. All ages were represented (from 16 to 30), all provinces had some share of the total applicants, although Bagmati and Lumbini ranked first in terms of number of applicants. *See below application dashboard*



Call for volunteers



Selection panel

The selection panel met on 9 May 2022 and was composed of 5 members, including:

- Ms Mona Aryal, Director, Junior and Youth Service Department, NRCS
- Ms Lila Khanal, Deputy Director, Junior and Youth Service Department, NRCS
- Ms Salina Raila, NRCS Youth Member and NRCS representative in the IFRC South-Asian Youth Network (SAYN)
- Mr Sakun Kumar Joshi, Deputy Director, Humanitarian Values and Communications, NRCS
- Mr Khem Raj Nepal, Programme Manager, IFRC Country Delegation, Nepal

Two observers attended the selection process:

- Mr Jan Erik Kroyer, Country Manager, Danish RC, Nepal (also providing IM support for the selection process)
- Mr Herve Gazeau, Programme Coordinator, IFRC Country Delegation, Nepal

Step 1- agreeing on selection criteria and their respective weightage

The first part of the meeting on 9 May was to review the criteria from the application form and rank them in terms of the priority (*"what is most important for us...?"*). After each panel member gave his/her opinion, a consensus was found as per below table

Criteria	Weight	Comments
Experience in volunteering	30 %	Based on the description by the application of his/her current engagement within NRCS youth
Motivation to be part of the Youth Core Group	25 %	As highlighted by the applicant
Understanding of the humanitarian challenges in the community	15 %	As described by the applicant, focusing more on local challenges (not generic / global answers)
Innovation	20 %	As described by the applicant
Age	5 %	
Final remarks	5 %	In case the applicant added any
Total	100%	

Step 2- Ranking each of the 96 applicants

Prior to the ranking, the 96 application forms were anonymized and all answers were inserted in an online Excel spreadsheet, where a separate tab was created for each of the seven provinces.

The 5 members of the selection panel then individually ranked each candidate, providing a mark of 0-4 for against each of the criteria, where:

- 0 means "Not at all satisfied"
- 1 means "Slightly satisfied"
- 2 means "Moderately satisfied"
- 3 means "Very satisfied"
- 4 means "Completely satisfied"

For the age criteria, this was automatically calculated by the system where:

Age	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Score	3.00	3.20	3.40	3.60	3.80	4.00	3.60	3.20	2.80	2.40	2.00	1.60	1.20	0.80	0.40

Once all the members completed their reviews, the system informed for each province which male and which female applicant had the best overall score. Because there was no female applicant in Madesh Province, this means that a total of 13 candidates were selected through this process, where 1 seat remains vacant for now.

Step 3: Review of the inclusivity aspects and selection of additional candidates to ensure representation

Once the initial 13 applicants were selected, their actual names were disclosed to the group in order to review other inclusivity aspects such as age, caste / ethnicity, disability, etc.

After discussion within the selection panel, it was decided to add two extra members based on their caste to ensure more inclusivity. This was done by selecting the 2 best ranking applicants across all unselected ones.

As for disability inclusion, because of lack of data, the panel could not identify any youth member with disability among the 96 applicants, so that the seat remains vacant for now.

Final results

The final list of the 15 selected candidates is below and their full answers to the application form are annexed to this report. On 10-11 May, the selection panel also contacted all their references to ensure that their application was genuine.

First name	Last name	Age	Gender	Province	Score
Karbir	Bahadur Chand	23	Male	Sudurpashim	2.18
Roshan	Bayalkoti	18	Male	Bagmati	3.53
Rima	Maharjan	26	Female	Bagmati	2.41
Geeta	Rawal	24	Female	Karnali	2.76
Bishal	Tharu	19	Male	Madesh	2.57
Manish	Chauhan	18	Male	Madesh	3.31
Sudarshan	Pandey	28	Male	Lumbini	3.03
Rajjak	Miyan	23	Male	Gandaki	2.31
dipendra	birkatta	24	Male	Karnali	2.72
सुजन	खतिवडा	25	Male	Province_1	2.94
बन्दिना	पोखरेल	24	Female	Lumbini	2.83
Yukta	Malasi	21	Female	Bagmati	2.67
Shreya	Khatiwada	21	Female	Province_1	2.59
Prativa	Dawadi	21	Female	Gandaki	3.12
Puja	Joshi	22	Female	Sudurpashim	2.08

Next steps

- This report will be published on the NRCS website and all selected youth will be contacted for further action.
- An email will also be sent to all unselected youth to thank them for their interest and encourage them to continue their engagement within the NRCS network.
- The Youth Core Group will have its first meeting (online) on 18 May 2022 at 14.00 KTM time and will be asked to further select two additional members (preferably ahead of the Youth Bootcamp to be held mid-June) to fill in vacant positions:
 - 1 female youth representative from Madesh Province
 - 1 youth with disability

Annex

Full answers of the 15 selected applicants

Contact information

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