World YWCA Young Women Leadership Cohort Programme 2020

General Information & Programme Objectives

The World YWCA Young Women Leadership Cohort Programme 2020 provides an opportunity for two or more young women from the YWCA movement to experience the international community-building, work and reach of the World YWCA. Due to the COVID-19 pandemic, the design of the World YWCA Young Women Leadership Cohort 2020 has been adapted to occur at World YWCA member associations where travel within country is possible and wherein a YWCA member association (local or national; also called a “host association”) has the capacity to support a leadership cohort member (also called an “intern”).

The cohort programme will take place from approximately September 1 to December 15, 2020, beginning and ending remotely (not in Geneva, Switzerland) in the interns’ host association country (or another country, as applicable) with travel to Geneva, Switzerland, as permitted by and reasonable given travel and pandemic related restrictions.

After introductory remote orientation completed by the World YWCA Office, the intern will continue to virtually participate in a World YWCA led leadership cohort, and also complete an in-situ internship with the host association. As possible and reasonable, interns will be invited to come to Geneva or potentially another location outside of the host association country, for: trainings or work experience, meetings with other cohort members or World YWCA leaders; or, to attend global engagement and event opportunities with international civil society organisations, the United Nations and other global stakeholders and partners.

The leadership programme is designed to allow the interns to develop their skills and knowledge on leadership, advocacy on global, regional and national levels, movement-building, strategic communications, good governance and accountability, and advocacy. It is also meant to enable them to develop expertise on global issues particularly in the World YWCA thematic areas of young women’s leadership, sexual and reproductive health and rights, and peace with justice. In addition, the leadership cohort programme is designed in relation to the collective YWCA Goal 2035 (and theory of change), as well as the World YWCA 2020-2023 Strategic Framework. The selected young women leaders will learn about the overarching aims and implications of Goal 2035 and will be invited to contribute to and co-lead work related to the Goal and strategic framework, as well as work of the host association.

As part of the cohort programme, dedicated mentoring, coordination and guidance will be provided using an intergenerational, shared and collaborative leadership, grounded in the human-rights based approach of the World YWCA. Host associations will work collaboratively with World YWCA Office to ensure a constructive, rich, exploratory and dignified experience that includes strategic, tactical and task-oriented experience, complemented by clearly defined leadership opportunities and exposure opportunities to increase the knowledge of and engagement with the World YWCA movement.
Criteria for Selection

Successful candidates:

- Must be actively involved in a YWCA, either as a member, volunteer, participant or staff member and demonstrate strong interest and enthusiasm in the World YWCA movement.
- Must have endorsement by a national YWCA; the endorsing YWCA does not necessarily need to be that of the applicants’ country of residence. Open to consider an endorsement letter from a recognised women’s rights organisation or volunteer organisation with similar work background.
- Must be between 18 and 30 years of age at the time of application.
- Must be available from approximately September 1 to December 15, 2020, for at least 20 hours a week or more.
- Must commit to sharing their experience with their YWCA and region following the cohort programme.
- Should ideally have a minimum of two years active involvement with their YWCA.
- Should have a strong commitment to women’s rights, advocacy and leadership of women.
- Should have a good working knowledge of English, both oral and written. Spanish and/or French command is a bonus. (English, French and Spanish are the official languages of World YWCA.)
- Should be independent and self-reliant, willing to take initiative, creative, hard-working, and flexible.

We highly encourage young women from the Caribbean and Latin America regions to apply.

How to Apply

To apply, candidates shall provide by email to hresources@worldywca.org, in English unless noted otherwise:
- Their CV/resume
- Their passport copy
- A signed motivation letter demonstrating their interest, commitment and vision for their participation to the cohort programme
- A signed and completed application form (see enclosed document)
- A signed endorsement letter in English, French or Spanish from a YWCA association supporting their application to the cohort programme and stating their willingness to serve as a host association.

The deadline to apply to the World YWCA Young Women Leadership Cohort Programme 2020 is Monday, August 24, 2020; 11:59 PM (Geneva time).

Applicants and the endorsing, potential host association will be informed within two weeks after this deadline. Due to the high amount of applications received, only candidates shortlisted will be contacted.
Expense Provisions and Benefits

Travel
Participants must possess a valid passport. The World YWCA will assist with letters of invitation and advice to facilitate the visa process for Switzerland, as warranted, however it is the responsibility of the intern to take the other necessary steps to obtain a visa. Visa related expenses will be reimbursed.

The World YWCA will cover the most economical and direct route airfare for all travels within the programme or other pre-approved and required expenses.

Accommodation and Care
The World YWCA is responsible, as warranted, for expenses incurred for accommodation, basic food and ad-hoc expenses, trainings, transport in the host country, as well as in Geneva, if travel is possible and reasonable. Interns will also be paid a modest stipend.

The World YWCA Young Women Leadership Cohort Programme 2020 is supported by the YWCA World Service Council, as a long-standing YWCA partner for young women’s leadership.

Geneva, July 2020