

World YWCA Young Women Leadership Cohort Programme 2022 Call for Applications

General Information & Programme Objectives

The World YWCA Young Women Leadership Cohort Programme 2022 provides an opportunity for up to ten young women from the YWCA movement to experience the international community-building, work and reach of the World YWCA. Building on the programme's success and learnings in 2020 and 2021, and considering ongoing restrictions with the COVID-19 pandemic, the World YWCA Young Women Leadership Cohort 2022 will occur virtually with World YWCA and at a local or national YWCA member association (also called a "host association") that has the capacity to support a leadership cohort member (also called an "intern") throughout the duration of the programme.

The Leadership Cohort 2022 programme will take place from 19 September to 16 December, 2022, beginning and ending remotely in the interns' host association country (or another country, as applicable).

After introductory remote orientation completed by the World YWCA team, the intern will continue to virtually engage in a World YWCA led leadership cohort programme and complete an in-situ internship with the host association. Interns will be exposed to unique opportunities for personal and professional growth. These include networking with other cohort members or World YWCA leaders, participating in different thematic virtual sessions, and attending global engagement and event opportunities online 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. 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 2022 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 the World YWCA team to ensure a constructive, rich, exploratory and dignified experience that includes strategic, tactical and task-oriented work, complemented by clearly defined leadership opportunities and exposure to increase knowledge 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 the endorsement of a national or local 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 19 September to 16 December, 2022 for up to 20 hours a week on average splitting time between work with World YWCA remotely and with their host association in person or remotely.
- 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.

How to Apply

To apply, candidates shall provide by email to hresources@worldywca.org, in English unless noted otherwise:

- Their CV/resume
- Their passport or ID 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. Associations who wish to be host shall refer to the Host Association Terms of Reference document.

The deadline to apply to the World YWCA Young Women Leadership Cohort Programme 2022 is **Friday, 19 August, 2022; 11:59 PM (Geneva time)**.

Applicants and the endorsing, potential host association will be contacted within three weeks after this deadline. Due to the high number of applications received, candidates that are not shortlisted may be notified only after these three weeks.



Expense Provisions and Benefits

Stipends for Interns and Host Associations

As part of the programme, selected cohort members and host associations will receive three stipends throughout the programme (at the beginning, in the middle, upon closing of the programme). A signed World YWCA certificate will be granted to cohort members who duly complete the programme.

For cohort members: this stipend is meant to cover expenses such as internet connection to ensure virtual engagement or any other relevant cost that the intern may have during the programme. Cohort members are also encouraged to use this amount to pursue projects or learning opportunities and tools that may support their leadership journey.

For host associations: this stipend is meant to contribute to administrative expenses associated with serving as a host association for the programme, including time supporting the intern, and logistical expenses to ensure the cohort member is able to work on site and remotely.

The World YWCA Young Women Leadership Cohort Programme 2022 is supported by the [YWCA World Service Council](#), as a long-standing YWCA partner for young women's leadership.

Questions?

Write to us at hresources@worldywca.org !

Geneva, July 2022