

World YWCA Young Women Leadership Cohort Programme 2022 Host Association Terms of Reference

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.

Host Association Criteria

Host associations must have the following criteria:

- Must be actively involved in World YWCA movement and diligently tending to their state of compliance, including through consistent mutual communication with the World YWCA.
- Must be fully committed to the leadership of young women, including identifying young women as leaders now, not relegated to being a “future” leader.
- Must have adequate human resources to support an intern during their leadership cohort, including intermittent communication with World YWCA.
- Must be available to actively engage with the intern from 19 September to 16 December, 2022.
- Must be willing to sign an agreement with World YWCA, outlining roles and responsibilities.
- Must formally agree to work in alignment with key principles outlined in World YWCA policies such as the World YWCA Standards of Good Management and Accountability, Code of Conduct, Sexual Harassment Exploitation and Abuse at Work Prevention and Response Policy, etc.

How to Indicate Interest

To indicate interest in serving as a host association and to state the willingness of a YWCA association to host an intern, association leaders (staff and volunteer executive) shall provide a letter to the candidate, for inclusion in their submission (*see Call for Applications document*), which indicates interest and confirms that the criteria required of a host association can be met. The host association is asked to also outline what strategies, tactics or tasks – and what leadership opportunities – the intern will have with the host association.

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 incur 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.

Other reasonable and directly related expenses may be considered.

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