



World YWCA Leadership Cohort 2025: Open Call for Applications

At a time when women's rights and gender justice face both unprecedented challenges and opportunities, the World YWCA continues to mobilise a powerful, intergenerational movement around the world. The next period will be pivotal for advancing World YWCA fundraising, donor engagement, and leadership strategies, and World YWCA is seeking dynamic young leaders to be part of this work.

As a member of the leadership cohort 2025, you will contribute directly to implementing the Strategic Framework 2024 – 2027 and strengthening the sustainability and visibility of our mission, while gaining hands-on experience in a truly global membership and feminist movement. You will work remotely from your home country, collaborate with colleagues across regions, and join the World YWCA delegation in person for the **70th Commission on the Status of Women (CSW) in New York in March 2026**.

General Information and Terms of Reference

Selected leadership cohort interns (between two to three, subject to funding availability) will be engaged from **October 2025 to March 2026**, committing **25–30 hours per week** (with flexibility). The internship combines direct support to the fundraising portfolio with contributions to a cross-organisational research initiative on the World YWCA's leadership cohort model.

The internship will provide **dedicated learning and training opportunities** in the induction period, including orientation and application of the World YWCA's signature tools (including the Feminist Consultation Methodology - FCM), fundraising strategies and campaign development. These trainings are designed to strengthen the leadership cohort interns' skills and equip them with resources they can adapt and apply in their own YWCA contexts, and trigger a domino effect to be replicated within YWCA entities and leaders across regions.

The leadership cohort interns will divide their time across:

- **Learning & training** (initial phase, ongoing skills development)
- **Leadership Cohort Research** (shared by all interns, applying FCM)
- **Fundraising and donor engagement work** (specific assignments based on skills and needs)

Leadership Cohort Research

All leadership cohort interns will dedicate part of their time to a structured research project investigating the **World YWCA Leadership Cohort model**. This will involve:

- Mapping the history, objectives, and structure of past Young Women Leadership Cohorts and Internship Programme.
- Gathering and analysing input from past participants, mentors, member associations, Secretariat, YWCA entities and leaders.
- Documenting successes, challenges, and lessons learned.
- Providing recommendations to strengthen the model for future iterations.

This work will apply the **Feminist Consultation Methodology (FCM)** and other tools as warranted throughout the design and implementation.



Areas of Fundraising Work

In addition to the shared research, leadership cohort interns will contribute to World YWCA fundraising efforts. Each intern may be assigned to **one or more of the following areas of work** depending on skills, interests, and organisational needs:

- **Major Donor Engagement & Storytelling:** Supporting donor stewardship, documenting impact stories, assisting with [World Service Council](#) initiatives, and contributing to individual donor campaigns.
- **Grants & Movement Support:** Supporting YWCAs with grant research, proposal development, knowledge sharing, and capacity building.
- **Leadership Summit & Donor Communications:** Supporting sponsorship outreach, Summit fundraising efforts, donor reporting, and digital integration projects to improve donor engagement systems.

Eligibility of YWCAs

Applicants must be endorsed by an **affiliated member association, in compliance with annual membership minimum requirements for affiliation with the World YWCA.**

Endorsement indicates that the YWCA not only supports the candidate's application but is also open to **partnering with the young women for the full duration of the internship**, acknowledging their engagement, creating space for them to contribute, and encouraging them to share back the skills and experiences they gain. This approach ensures that both the leadership cohort intern and the YWCA benefit from the internship, strengthening leadership and capacity across the movement.

Criteria for Selection

- Must be between 18 and 30 years of age at the time of application.
- Involved in a national/regional/local YWCA (member/volunteer, participant, or staff) with at least two years of active engagement.
- Basic working knowledge of English; Spanish and/or French is an asset.
- Strong commitment to women's rights and intergenerational leadership.
- Previous experience in advocacy and/or activism on women's rights and/or fundraising is an asset.
- Independent, self-reliant, creative, hard-working, and flexible.
- Able to commit 25–30 hours per week (October 2025 – March 2026), including travel to New York for CSW70 (there is flexibility in the time commitment, to be specified in the application).

Please note: At this stage, the internship will be conducted primarily in English. We are looking at basic working knowledge of English. We deeply value multilingualism within the YWCA movement and recognise the richness that diverse languages bring. While our current resources mean we cannot offer the programme fully in other languages, we are committed to fostering an accessible, supportive, and inclusive learning environment. We will work with interns to provide reasonable accommodations and encourage participants to use the languages they are most comfortable with whenever possible, ensuring provision for supportive digital tools to strengthen their learning and growth.

Selection process



The selection process will be **youth-led**. All applications will first be screened for eligibility and completeness by the World YWCA Secretariat. A **youth-led review team** will then carefully assess applications, ensuring that young leaders are fully engaged in shaping the cohort. This team will be involved in shortlisting, reviewing written responses, and providing input into final selection decisions. The process is designed to reflect the World YWCA's commitment to intergenerational leadership, with young women not only participating in the programme but also guiding how it is shaped from the outset.

How to Apply

Candidates must complete [the online application form](#) and upload the following:

1. CV/Resume in English, French, or Spanish (max. two pages).
2. Signed endorsement letter in English, French, or Spanish from a **YWCA affiliated member association, in compliance with annual membership minimum requirements for affiliation with the World YWCA**, supporting the application and committing to honour their role in supporting the candidate's leadership journey upon return.
3. Applicants must also confirm their availability (hours/week and flexibility) in the form.

Deadline to apply: Sunday, 28 September 2025, 11:59 PM (Geneva time).

Applicants and their associations will be informed of the final decision within three weeks after the deadline. The announcement to the movement will follow shortly thereafter.

Summary of key dates:

- Call for applications published 3 September
- Deadline for applications 28 September
- Final decision and announcement 20 October
- Internship duration: end of October 2025 to end of March 2026

Costs and Provisions

- **Stipend:** A modest stipend will be provided, adjusted according to location and time availability.
- **Work location:** Remote, from the applicant's home country.
- **Travel:** The World YWCA will cover the most economical and direct airfare (roundtrip from home country to New York for the 70th Commission on the Status of Women). Visa costs will be reimbursed.
- **Accommodation & meals:** Provided during travel for CSW.

Support and Acknowledgement

The Leadership Cohort 2025 is made possible through the generous support of the [World Service Council](#), whose long-standing commitment continues to strengthen young women's leadership across the YWCA movement.

For any queries, please contact leadershipcohort@worldywca.org.