



**GLOBAL NETWORK OF
YOUNG PEOPLE
LIVING WITH HIV**

Consultancy to Develop the READY+ Regional Advocacy Strategy

TERMS OF REFERENCE (ToR)

About Y+ Global

Y+ Global is the Global Network of Young People Living with HIV. We are based in the Netherlands and South Africa, with programmatic reach across more than 30 countries in Africa, Asia, Eastern Europe, Central Asia, and Latin America. As a youth-led and youth-serving organisation, Y+ Global exists to strengthen the leadership of adolescents and young people living with and affected by HIV. We amplify the voices of young people to influence political and programmatic spaces, advocate for the health and human rights, and drive change towards more inclusive, equitable, and sustainable HIV and SRHR responses.

Y+ Global operates in increasingly complex environments where young people, particularly those living with HIV, key populations, adolescent girls and young women (AGYW), and youth-led and youth-focused networks, face mounting challenges. Shrinking civic space, intensified anti-rights and anti-gender movements, increasing stigma, and declining financial support continue to undermine access to essential health and rights services, while also disrupting the implementation of youth-focused programs and advocacy efforts.

Background

READY+ is a dynamic, youth-led initiative aimed at empowering adolescents and young people living with and affected by HIV (AYPLHIV) to become resilient, informed, and able to advocate for their rights. Outcome 4 of the READY+ programme focuses on strengthening advocacy and accountability: ensuring decision-makers protect, promote, and fulfil the SRHR and broader rights of AYPLHIV.

In line with this outcome, and under the leadership of Y+ Global as the secretariat, there is a need to develop a comprehensive Regional Advocacy Strategy that aligns the work of the READY+ consortium partners across countries and regions. The development of this Regional READY+ Advocacy Strategy is both urgent and strategic: it responds to rising threats to young key populations' rights, while laying out a long-term roadmap for sustainable policy change. The advocacy strategy will serve as a guiding tool to amplify and unify the voices of AYPLHIV across countries, and ensure access to life-saving treatment and youth-friendly sexual and reproductive health (SRH) services. It will coordinate advocacy on key issues such as advancing gender equality, countering anti-rights movements, mobilising domestic resources, addressing climate justice, and promoting meaningful

youth representation and participation at global and regional platforms. A coherent regional advocacy strategy will enable READY+ consortium partners, country networks, and focal points to collectively respond to these intersecting crises and sustain momentum toward structural change.

This new advocacy strategy must be ambitious, yet adaptable and capable of addressing persistent barriers, while also preparing youth advocates to respond to emerging threats. It will help to ensure that adolescents and young people, even in hostile political and funding environments, can speak up on issues affecting them, hold those in power to account, influence policy, and access the support and services they need to thrive.

By aligning efforts under a single regional advocacy strategy, Y+ Global and its partners can amplify youth-led action, strengthen cross-country learning, and make targeted, data-driven policy demands, ultimately reinforcing the READY movement's impact at national, regional, and global levels.

In line with this outcome, and under the leadership of Y+ Global as secretariat, there is a need to develop a comprehensive Regional Advocacy Strategy that aligns the work of the READY+ consortium partners across countries and regions.

This strategy will centre on structured youth-led engagement, harmonise advocacy goals within READY+, and elevate the impact of READY+ across regions, including Sub-Saharan Africa, Latin America, and the Middle East and North Africa.

This consultancy will, therefore, be critical to shape a forward-looking advocacy strategy that ensures the READY+ advocacy efforts are relevant, resilient, and an impactful force within the global HIV response and beyond.

Objectives of the consultancy

To strengthen regional advocacy coordination under the READY+ programme, Y+ Global seeks a consultant to lead the **development of a Regional Advocacy Strategy**. This strategy will serve as a unifying roadmap for advocacy across READY+ implementing countries and regions, reflecting shared priorities and building on existing country-level strategies. It will also respond to global shifts in civic space, resourcing, and anti-rights movements, while affirming youth leadership at all levels of decision-making.

The consultant will be expected to:

1. **Lead a consultative process with the READY+ consortium partners, youth networks, and focal points.** They will help facilitate an inclusive consultation process with the READY+ consortium partners and focal points from all six implementing countries to gather inputs from existing national advocacy strategies, ensure shared ownership of regional priorities, and refine strategies to reflect evolving contexts, such as the rise of anti-rights narratives, civic space restrictions, and domestic resourcing gaps. Integrate the national-level strategies

into a cohesive regional advocacy strategy aligned with READY+ findings, national health and HIV policy environments, and key regional and global advocacy moments.

2. **Co-develop the READY+ Regional Advocacy Strategy** based on the consultative process and country inputs. The consultant will lead the drafting and development of a comprehensive READY+ Regional Advocacy Strategy for the remainder of 2025 and 2026. This document should outline:
 - Regional advocacy goals, objectives, and expected outcomes.
 - Priority cross-cutting issues (e.g., Domestic resource mobilisation, anti-rights movements, SRHR, etc.)
 - Engagement pathways for influencing regional and global policy platforms (e.g., Global Fund Replenishment, SBCC Conference)
 - Stakeholder mapping (including decision-makers, donors, institutions, and allies)
 - Key messages, strategies, and entry points for youth-led advocacy
 - Identified relevant national, regional (e.g., SADC, EAC, AU), and global (e.g., UNGA, CPD, ICASA) platforms that consortium partners can target. The strategy must include a timeline of advocacy moments and how READY+ can engage them to amplify youth-led demands.
3. **Align advocacy with existing partner activities.** The consultancy will include assessing each consortium partner's current advocacy footprint and finding synergies for joint action. This will help minimise duplication in efforts, harmonise messaging, and encourage a unified approach across READY+ countries while respecting context-specific needs.
4. **Ensure the strategy is data-informed and evidence-driven.** The consultant will integrate READY Scorecard findings, country advocacy logs, and evidence from youth-led assessments to ensure the strategy is grounded in community realities. This evidence-based approach should inform advocacy messages and ensure credibility with decision makers.
5. **Launch the strategy and facilitate uptake.** Support a virtual orientation to launch the strategy. This should include a presentation to consortium partners, country networks, and READY+ focal persons, outlining how the strategy will guide implementation, learning and regional coordination.

Deliverables

- 1) **Inception Report** detailing methodology, timeline, and stakeholder engagement plan.
- 2) **Summary Briefs** from consultative meetings with partners, focal points, and youth networks across regions.
- 3) **Draft READY+ Regional Advocacy Strategy**, integrated with the mapped key advocacy priorities, thematic pillars, strategic objectives, advocacy asks, and targeted decision makers. Also included with an advocacy communications guide, an implementation framework with coordination mechanisms, a scorecard, commitment register and advocacy log integration plan, and an M&E and outcome harvesting plan to track progress and policy shifts, and behaviour change among policy actors.
- 4) **Presentation and Validation Session** of the draft strategy with the READY+ consortium and relevant stakeholders.

- 5) **Final READY+ Regional Advocacy Strategy and Operational Plan** incorporating feedback and aligned with partner priorities.

Proposed approach

The methodology should be agreed upon with the Y+ Global M&E and Programmes team to ensure it aligns with the overall objectives of this consultancy. The approach will use a mixed-method participatory approach, integrating both qualitative and quantitative data to ensure triangulation and inclusivity of diverse stakeholder perspectives. It may include, but is not limited to:

- **Desk Review:** A comprehensive review of relevant documents, including national advocacy strategies, national advocacy plans, programme reports, evaluations, and related project materials to establish a foundational understanding and identify gaps and opportunities.
- **Key Informant Interviews (KII):** Semi-structured interviews will be conducted with a range of stakeholders, including: READY+ staff, national and regional partners, donors, and youth advocates, to gather in-depth insights and strategic perspectives.
- **Focus Group Discussions (FGDs):** These will be facilitated by Y+ Global's partners and youth-led networks to gather diverse perspectives and experiences, advocacy priorities and contextual challenges across countries and the ESA region.
- **Online Surveys:** Aimed at engaging broader stakeholders, including those unable to participate in interviews or workshops.
- **Validation Workshops:** Designed to ensure stakeholder ownership and alignment with priorities.
- **Participatory Engagement:** Reflecting the lived experiences and validation of young people.
- **Ethical Considerations:** Adhere to the principles of confidentiality, informed consent, and do no harm, particularly when interacting with young people and marginalised communities. Data will be anonymised, stored securely, and shared only with permission.

And whatever other approaches the consultant and the team may find helpful to complete the assignment of this consultancy.

Reporting and supervision

The consultant will report to:

- READY+ Lead and Junior Officer (Primary focal point)
- Y+ Global's Monitoring, Evaluation, Accountability and Research (MEAR) Team
- Y+ Global's Programme Manager
- Y+ Global's Communications and Advocacy Manager

The READY+ team will provide ongoing technical guidance and quality assurance to the Consultant.

Essential skills and qualifications

- Advanced degree (Master's level or higher) in Public Health, Social Sciences, Development Studies, Organisational Development, or related fields.

- Minimum of 5-7 years' experience in conducting organisational evaluations, strategic reviews, advocacy and facilitating the development of strategic plans for non-profit organisations, preferably within the health, HIV, or SRHR sectors.
- Demonstrated expertise in Monitoring, Evaluation, Accountability, and Learning (MEAL), including the design and application of evaluation methodologies and theory of change frameworks.
- Strong track record of supporting organisations to assess their impact, organisational effectiveness, and programmatic efficiency.
- Proven experience in developing multi-year advocacy strategies that incorporate complex funding landscapes, sustainability models, and programmatic priorities.
- Demonstrated understanding of youth-led movements, HIV and SRHR responses, gender equality, human rights, and intersectionality.
- Familiarity with the global and regional HIV architecture, including key donors, networks, and governance mechanisms (Global Fund, UNAIDS, UNFPA, PEPFAR, etc.).
- Strong knowledge of the current trends, challenges, and political dynamics impacting youth leadership, HIV responses, SRHR, and civic space globally.
- Fluency and excellent command of the English language (both written and spoken) with the proven ability to produce high-quality, concise, and accessible reports and strategic documents.

Technical skills

- Expertise in qualitative and quantitative research methodologies, data analysis, and participatory approaches.
- Ability to design and facilitate consultations, workshops, and focus group discussions with diverse stakeholders, including young people, donors, and technical partners.
- Strong analytical skills with the ability to synthesise complex information into actionable insights.
- Advanced skills in synthesising complex information into clear, actionable, and audience-specific outputs.
- High-level proficiency in report writing, data visualisation, and knowledge translation for both technical and non-technical audiences.
- Excellent writing skills with a proven ability to produce high-quality, concise, and accessible reports and strategic documents for both technical and non-technical audiences.

Values and competencies

- Commitment to youth leadership, meaningful participation, and inclusion in processes that affect young people's lives.
- Proven ability to work in a collaborative and participatory manner with diverse and international stakeholders.
- High standards of professionalism, integrity, and accountability.
- Culturally sensitive and able to work across regions with diverse populations.

Desirable

- Previous experience working directly with networks of young people living with HIV or key populations.

Knowledge of intersectional issues intersecting with HIV and SRHR (e.g., mental health, climate justice, digital rights).

Timeline

The **consultancy is expected to run from September 2025 to November 2025**.. The consultant is free to set their tentative timeline outlining key activities and deliverables within this set duration within their proposal.

Budget

The budget allocated for this consultancy is USD 2500.

Application process

Click '[Apply Now](#)' to be taken to the Google Form. Interested consultants (open to individual or team of consultants) should prepare in advance and submit:

- Technical and financial proposal (max five pages)
 - Outline of the proposed approach, methodology, work plan and timeline for delivering the consultancy.
 - Financial breakdown, including daily rates, anticipated number of working days, and any additional costs in US dollars
- CV or company profile (max three pages for the lead consultant and two pages for team members). For consultancy teams, CVs should be submitted for each proposed team member.
- Three contactable references, ideally from recent assignments of similar scope and scale.
- Samples of previous relevant work

Deadline for applications: Friday, 5 September 2025

Y+ Global is committed to fostering an inclusive, diverse, and equitable process. We strongly encourage applications from individuals who are living with or affected by HIV, and those who identify as LGBTIQ+. We particularly welcome proposals from consultants who bring lived experience and a deep understanding of the communities we serve.

ONLY CANDIDATES WHO MEET THE REQUIRED QUALIFICATIONS AND SHOW ALIGNMENT WITH Y+ GLOBAL'S VALUES WILL BE CONSIDERED.