



Curriculum Development Consultant – Young LGBTQIA+ Leadership Academy (West & Central Africa)

TERMS OF REFERENCE (ToR)

Position: Curriculum Development Consultant – Young LGBTQIA+ Leadership Academy (West & Central Africa)

Location: Remote with potential in-person engagement (depending on funding)

Duration: August - December 2025 (with potential for extension)

Reports to: Project Lead, Y+ Global and Frontline AIDS

About Y+ Global

Y+ Global, the global network of young people living with HIV, advocates for the rights of adolescents and youth (AYP) to lead healthy, fulfilling lives. With over 6000 active members, we raise our voices and drive change on global, regional, and national advocacy platforms. Our mission is to empower AYP on issues related to HIV, sexual reproductive health and rights (SRHR), LGBTQIA+ rights, comprehensive sexuality education (CSE), mental health, gender equality and more, and to build their advocacy leadership capacities on these issues and in these spaces.

Background

The Young LGBTQIA+ Leadership is a regional initiative funded by the [Elton John AIDS Foundation](#), implemented by Y+ Global in collaboration with [Frontline AIDS](#). The project is planned for implementation in five countries in West and Central Africa: Cameroon, Côte d'Ivoire, Ghana, Nigeria, and Senegal, and supports emerging LGBTQIA+ youth leaders through accredited leadership training, a structured mentorship program, and targeted, youth-led advocacy efforts. By combining professional development, community-based learning, and strategic engagement in HIV, SRHR, and human rights, the initiative seeks to amplify the voices, skills, and influence of young LGBTQIA+ activists, equipping them to lead change at national, regional, and global levels.

The Young LGBTQIA+ Leadership Academy is a response to the disproportionate vulnerability of LGBTQIA+ individuals, particularly youth, to HIV and systemic discrimination in West and Central Africa. Despite representing less than 5% of the population, key populations and their partners account for over half of all new HIV infections globally, with even more severe disparities in regions outside sub-Saharan Africa. In five target countries: Cameroon, Côte d'Ivoire, Ghana, Nigeria, and Senegal, where LGBTQIA+ youth face intersecting challenges including stigma, criminalisation, social exclusion, and limited access

to health and protection services. Harsh legal frameworks like Nigeria’s Same-Sex Marriage Prohibition Act and Ghana’s proposed “Proper Human Sexual Rights Bill” drive LGBTQIA+ youth underground, creating barriers to HIV testing, treatment, and support, and pushing many into survival economies like sex work. These legal and social environments contribute to staggering HIV prevalence rates up to 34.9% among MSM in Nigeria, while structural barriers and hostile narratives continue to defund LGBTQIA+-focused public health efforts.

Against this backdrop, the Academy offers a transformative platform to build strategic advocacy, inclusive leadership, and human rights knowledge among young LGBTQIA+ leaders. Through accredited training, mentorship, and targeted advocacy support, this initiative aims to develop empowered youth who can challenge discriminatory systems, drive policy change, and foster inclusive HIV and SRHR responses. It emphasises movement-building and institutional engagement to ensure meaningful youth participation and sustainable change. Grounded in values of inclusion, perseverance, and accountability, the initiative by Y+ Global and Frontline AIDS represents a critical investment in the future of young LGBTQIA+ leadership and health equity across the region.

Objectives

Y+ Global is looking for a Consultant who will be responsible for developing a robust, participatory, and contextually relevant curriculum for the Young LGBTQIA+ Leadership Academy. The consultant will also facilitate two Academies and guide on applying for accreditation.

Scope of work

Key responsibilities include:

1. Design a comprehensive, modular curriculum for the Academy, including learning objectives, session outlines, facilitator guides, and tools.
2. Ensure alignment with core competencies in leadership, advocacy, HIV, SRHR, gender and sexuality, intersectionality, and human rights.
3. Integrate participatory and experiential learning methods suitable for diverse LGBTQIA+ youth.
4. Coordinate with accreditation bodies (with support from Y+ Global) to ensure the curriculum meets required standards.
5. Develop facilitation plans, training-of-trainers resources, and evaluation tools.
6. Co-deliver the first round of the Academy (online or in-person).
7. Recommend a model for curriculum scaling and contextual adaptation.
8. Submit a final report including curriculum files, delivery guide, and recommendations.

Deliverables

1. A comprehensive Young LGBTQIA+ Leadership curriculum framework and training modules (including pre-Academy, post-Academy, and follow-up evaluation components)
2. The curriculum framework and training modules are accredited.

3. Successful delivery of two Academies and submission of a final report outlining delivery outcomes and recommendations for scaling up the program, including pre- and post-evaluation results.

Eligibility and qualifications

Professional experience and educational background

- Advanced university degree (Master's or equivalent) in Education, Gender Studies, Public Health, Human Rights, Social Sciences, or a related field.
- Minimum 7 years of demonstrated experience in curriculum design, development, and delivery, particularly within the fields of LGBTQIA+ rights, HIV, SRHR, human rights, youth empowerment, or leadership development.
- Proven experience designing and implementing accredited learning programs for marginalised or key populations, ideally with a focus on LGBTQIA+ communities in West and Central Africa.
- Demonstrated experience in using participatory and experiential learning methodologies tailored to diverse youth audiences.
- Track record of working with academic institutions or accreditation bodies to ensure curriculum compliance with recognised standards.

Technical skills

- Strong knowledge of intersectional issues affecting LGBTQIA+ youth, including health, rights, leadership, and advocacy in restrictive environments.
- Proficiency in developing training materials, facilitator guides, evaluation tools, and monitoring learning outcomes.
- Proven ability to integrate principles of gender, inclusion, safeguarding, and human rights into training and curriculum development.

Competencies

- Excellent written and verbal communication skills in English.
- Fluency in French (spoken and written) is a strong asset given the project's regional focus.
- Strong facilitation, training, and mentorship skills, including experience co-facilitating diverse learning spaces both in-person and online.
- Ability to work independently, meet deadlines, and deliver high-quality outputs.
- Prior work experience with youth-led, feminist, or LGBTQIA+ organisations.
- Familiarity with accreditation processes in West and Central Africa.

How to apply

Applicants with the right qualifications and experience can complete the application form. In preparation, please prepare your curriculum vitae (maximum of 3 pages) and your cover letter outlining

your motivation for the position (1 pager). The **deadline to submit your application is Wednesday, 23 July 2025.**

We strongly encourage applications from individuals based in West and Central Africa, particularly those with experience managing or supporting youth-led LGBTQIA+ initiatives. We actively welcome young people living with or affected by HIV, as well as individuals who identify as part of the LGBTQIA+ community. Passionate, committed, and values-driven individuals are encouraged to apply.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR AN INTERVIEW!