



Regional Project Lead – Young LGBTQIA+ Leadership Academy (West & Central Africa)

TERMS OF REFERENCE (ToR)

Position: Regional Project Lead – Young LGBTQIA+ Leadership Academy (West & Central Africa)

Location: Remote (strong preference for candidates based in West and Central Africa, particularly in one of the five target countries: Cameroon, Côte d’Ivoire, Ghana, Nigeria, or Senegal)

Duration: Until 31 December 2026 (with potential extension based on performance and funding)

Reports to: Programme Manager

Compensation: Competitive salary commensurate with experience

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 Regional Project Lead who will be responsible for the overall coordination, delivery, and strategic alignment of all components of the initiative. This includes overseeing implementation of the young LGBTIQ+ Leadership Academies, mentorship training program, alumni engagement, advocacy planning & deployment and partnership building, while ensuring a rights-based, inclusive, and participatory approach.

Scope of work

The Regional Project Lead will be responsible for the overall management, coordination, and implementation of the Initiative. They will work closely with LGBTIQ+ leaders, LGBTIQ movement champions, youth networks, UN agencies, experts, and decision-makers to achieve the project's objectives and ensure that all activities are aligned with the project's goals and carried out efficiently and effectively.

Key responsibilities include:

1. Project Implementation & Coordination
 - Lead the planning, execution, and monitoring of the Young LGBTQIA+ Leadership Academies in coordination with country partners and trainers.
 - Oversee the implementation of mentorship programs and alumni engagement strategies.
 - Ensure timely delivery of activities outlined in the EJAF-approved work plan and implementation plan.
2. Technical Leadership
 - Provide subject matter expertise on LGBTQIA+ health, rights, and advocacy in Africa.
 - Ensure the Academy curriculum and related training modules reflect regional realities and needs.

- Guide capacity-strengthening sessions based on organisational and individual assessments.
- 3. Stakeholder Engagement
 - Serve as a key liaison between implementing organisations, country-level partners, and participating young LGBTIQ+ leaders.
 - Establish and nurture collaborations with civil society, LGBTIQ+ movement, academic, governmental, and regional bodies.
 - Represent the project in relevant forums, consultations, and policy dialogues.
- 4. Advocacy Facilitation
 - Support LGBTQIA+ youth leaders in developing and executing advocacy plans.
 - Facilitate connections between alumni and regional/global advocacy spaces (e.g., AU, UN processes).
 - Ensure visibility and impact of youth-led initiatives through strategic communications and documentation.
- 5. Monitoring, Evaluation & Learning (MEL)
 - Work closely with the MEL Officer to monitor project progress and track results..
- 6. Operational Oversight
 - Manage the day-to-day operations of the project, including activity budgeting and scheduling.
 - Lead the development of donor reports.
 - Ensure compliance with donor and organisational policies, especially related to safeguarding, ethics, and inclusion.

Eligibility and qualifications

Professional experience and educational background

- Bachelor's degree in Public Health, Human Rights, Gender Studies, International Development, Social Sciences, or a related field.
- Minimum of 5 years' experience working on LGBTQIA+, HIV, SRHR, and/or human rights issues, particularly in West and Central Africa.
- Proven experience in project management and coordination, ideally within youth-led, human rights, or HIV-focused organisations.
- Demonstrated experience working with LGBTQIA+ communities in restrictive legal and social contexts.
- Experience managing donor-funded programs, including reporting and compliance.

Technical skills

- Strong understanding of the intersections between HIV, SRHR, LGBTQIA+ rights, and youth leadership.
- Experience with advocacy and policy engagement, including regional bodies (AU, UN).

- Solid understanding of safeguarding principles, especially for LGBTQIA+ youth in hostile environments.
- Experience in mentorship program management and alumni engagement strategies.
- Familiarity with monitoring, evaluation, and learning (MEL) frameworks.

Competencies

- Excellent written and verbal communication skills in English.
- Fluency in French (spoken and written) is a strong asset, given the regional focus on Francophone West and Central Africa.
- Ability to work independently and manage multiple priorities under tight deadlines.
- Strong facilitation and convening skills, especially in cross-cultural environments.
- Commitment to meaningful youth engagement, inclusion, and human rights principles.
- Lived experience or demonstrated allyship with LGBTQIA+ communities is considered an asset.

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!