



Eswatini Country Network under the READY+ Program for 2025 Terms of Reference (ToR)

Background

The READY+ Program is a multi-country initiative funded by the Embassy of the Kingdom of the Netherlands and implemented by a consortium led by Frontline AIDS and supported by regional and national partners, including Y+ Global. The program aims to strengthen the voice, agency, and leadership of adolescents and young people living with or most affected by HIV and SRHR-related issues, enabling them to make informed decisions and influence policy and service delivery.

Y+ Global is looking for a youth-led or youth-serving Country Network in Eswatini to implement the READY+ Program, collaborating with country leads, national stakeholders, civil society, and youth networks to ensure meaningful youth engagement and the delivery of youth-friendly HIV and SRHR services. For 2025, the program seeks to focus on all outcomes of READY, however Y+ Global works with country networks in Angola, Eswatini, Malawi, Mozambique, Zambia and Zimbabwe on achieving **Outcome 4** of the READY Program which is: ***Greater accountability of decision makers and policy makers to enhancing gender equality and protecting, promoting and upholding the sexual and reproductive health and rights of AYPLHIV.*** The role of the Country Network is to effectively implement activities aligned with the outcome and strongly promote the voices of young people at the country level.

This document outlines the roles, responsibilities, and expectations of the selected country youth-led or youth-serving network in Eswatini in the coordination and implementation of the READY+ Program activities in 2025.

Roles and responsibilities

1) Program Coordination and Implementation

- Lead planning, implementation, and coordination of READY+ activities in alignment with the Outcome 4 work plan.
- Ensure program activities align with the READY+ Theory of Change and objectives, including those on meaningful youth participation, service linkages, youth-friendly services, and advocacy.
- Support the roll-out and localisation of key READY+ tools and platforms (e.g., READY to Advocate, We Matter, Value Us, READY to Care Scorecard).
- Maintain regular communication with READY+ consortium partners, such as Y+ Global, Zvandiri, PATA, REPSSI, and national stakeholders.

- Support the READY+ Focal Point by building their capacity, strengthening their leadership and coordination skills, and ensuring they have the resources and technical support needed to effectively carry out their role and support implementation of activities under outcome 4.
- 2) Youth Engagement and Advocacy**
- Facilitate engagement of adolescents and young people in decision-making spaces, including national HIV and SRHR platforms.
 - Develop and implement the National Advocacy Strategy to reflect not only READY outcomes but national youth priorities related to SRHR and HIV.
 - Organise youth-led advocacy campaigns and dialogues on issues affecting young people living with or vulnerable to HIV.
 - Ensure representation of diverse youth groups such as young people living with HIV, queer young people, young mothers, and youth with disabilities.
- 3) Capacity Strengthening**
- Conduct training and mentoring sessions for peer supporters/CATS, youth advocates, and other young leaders under the READY+ framework in other outcomes.
 - Provide direct support and mentorship to the READY+ Focal Point to ensure alignment with work plan priorities and delivery of outcomes.
 - Participate in capacity-building activities organised by the READY+ consortium partners and share knowledge with other young people and local networks.
- 4) Monitoring, Evaluation, and Learning (MEL)**
- Work closely with the Monitoring and Evaluation (M&E) team to ensure accurate documentation and reporting of activities and deliverables.
 - Engage the M&E focal person in monthly planning and review meetings to jointly assess progress, identify gaps, and adapt interventions as needed.
 - Support data collection using tools such as advocacy asks, logs, commitment registers, and contribute to the documentation of success stories, lessons learned, outcome harvesting and impact narratives.
 - Ensure timely submission of activity reports and participation in periodic program learning reviews and reflection sessions.
- 5) Partnership and Stakeholder Engagement**
- Build and maintain strong working relationships with government departments (e.g., NERCHA, Ministry of Health), civil society, and community-based organisations.
 - Develop and implement a READY movement-building strategy and advocacy agenda by lobbying for the adoption, sustainability, and scale-up of the READY+ program in Eswatini
 - Represent READY+ in national coordination structures, including the Global Fund Country Coordinating Mechanism (CCM), National SRHR Technical Working Groups, etc.
- 6) Financial and Administrative Management**
- Manage sub-grant funds in line with the approved budget and donor guidelines.
 - Ensure compliance with financial reporting, procurement, and safeguarding standards.
 - Maintain transparent records of expenditures and support audits and financial reviews.

Deliverables

- Develop an annual work plan and budget.
- Submit monthly and quarterly narrative and financial reports.
- Develop and implement a National Advocacy Strategy, including youth-led campaigns, stakeholder roundtables, and participation in national events.
- Conduct advocacy training for Peer Supporters and young people using the READY to Advocate tool.
- Develop two youth-driven podcasts aligned with young people's needs and the network priorities.
- Train stakeholders and young people on the We Matter, Value Us Guideline.
- Conduct follow-up engagements in READY+ health facilities on the READY to Care ScoreCard usage.
- Provide mentorship and capacity-building support to the READY+ Focal Point and support Community Adolescent Treatment Supporters through quarterly mentorship activities.
- Ensure meaningful and ethical engagement of young people living with HIV in national processes and strategic forums.
- Document outcome harvesting (stories of change, blogs, media content), highlighting READY+ impact.
- Participate in READY+ consortium learning, review, and coordination meetings.

Required qualifications

- Registered youth-led or youth-serving network or organisation operating in Eswatini
- Proven experience working with adolescents and young people, particularly those living with or affected by HIV
- Demonstrated capacity to manage grants, deliver programs, and report on outcomes
- Commitment to the principles of gender equality, inclusivity, and rights-based programming
- Experience in advocacy and youth mobilisation at the community and national levels
- Familiarity with participatory M&E approaches is an asset

Reporting and supervision

The country network is expected to support the READY Focal Point at Y+ Global in submitting monthly reports and invoices. Quarterly reports with verification documents, financial reports, advocacy logs, and activity registration documents are also expected. You will report directly to Y+ Global, and occasionally Frontline AIDS, and other consortium partners. Regular support and engagement with the READY+ Focal Point is expected.

Duration

This ToR covers the period from **September to December 2025**.

Application process

To apply for this, interested country networks should fill the following:

1. [Application form](#)
2. [Budget Template](#) - Amount limit of USD 10,000
3. [Implementation Plan Template](#)

The deadline to apply to become a country network is Friday, 5 September 2025.

Y+ Global and the READY+ programme are dedicated to the meaningful involvement of young people living with and affected by HIV, as well as promoting LGBTQ+ rights and inclusion. We strongly encourage applications from individuals and organisations who demonstrate a history of working with and for young people in all their diversity.