



Executive Director for the Global Network of Young People Living with HIV (Y+ Global)

TERMS OF REFERENCE (ToR)

Position: Executive Director

Location: Remote

Mentorship Transition: January – March 2026 (mentored by outgoing ED)

Full-time start Date: April 2026

Reports to: Y+ Global Board

Compensation: Competitive salary commensurate with experience

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 health and human rights, and drive change towards more inclusive, equitable, and sustainable HIV and SRHR responses.

In 2024, Y+ Global carried out **14 multi-country projects, engaging 102,285 adolescents and young people living with and affected by HIV** to amplify their voices, promote gender equality, and strengthen youth-led advocacy on intersectional issues, including HIV, SRHR, mental health, hepatitis, comprehensive sexuality education (CSE), gender-based violence, and more. Through advocacy, capacity building, and technical support, Y+ Global aims for a future where the rights, well-being, and leadership of young people are fully recognised and realised.

Background

2024 was a year marked by a sharp and sobering reality: global progress in health and human rights is slipping. Around the world, we saw an unprecedented decline in funding and political will for HIV responses, particularly those led by communities. Global attention shifted. Health systems buckled under competing priorities. And once again, young people, especially those from key and vulnerable populations, were left behind.

For young people living with and affected by HIV, these shifts are not abstract; they are deeply personal. Many are struggling to access lifesaving treatment, testing, and psychosocial support as resources shrink and health systems weaken. Continuity of care remains fragile, leaving us uncertain about our health and

future. At the same time, stigma, discrimination, and punitive laws continue to erode our dignity and safety, denying us the chance to live openly and free from fear.

Too often, young people are tokenistically engaged in decision-making processes. What we need now is not tokenistic inclusion but genuine leadership roles, where our insights, lived experiences, and innovations are at the centre of shaping the HIV response. Beyond health, our future also depends on broader investments beyond HIV, including other key areas such as education, livelihoods, digital inclusion, and mental health; these areas remain underfunded but are critical to sustaining both health outcomes and social equity.

With global attention shifting elsewhere, young people urgently need stronger platforms to amplify their voices and demand accountability from governments, donors, and institutions that have pledged to leave no one behind. In these critical times, Y+ Global is forging alliances, building partnerships, and developing innovative approaches to not only remain steadfast but to reimagine and strategically reposition itself. Our vision is to ensure that young people living with and affected by HIV are not merely heard but meaningfully engaged as shapers of solutions, co-architects of global health agendas, and innovators of change.

As we enter our next phase, Y+ Global seeks a visionary and entrepreneurial leader who can strengthen our sustainability through innovative fundraising, expand business development opportunities, and position Y+ Global as a key global actor shaping health, rights, and equity for young people.

About this role

This role is to provide bold, innovative, and reimagining leadership that ensures young people living with and affected by HIV are not only at the centre of the global HIV response but also shaping it. At a time when funding is shrinking, political will is wavering, and young people are being left behind, Y+ Global needs a leader who can safeguard the dignity, health, and futures of its community. This means building sustainable resources, forging powerful partnerships, and opening doors that allow young people's voices and lived experiences to influence decisions at the highest levels.

Scope of work

The Executive Director is expected to lead with both professional excellence and personal conviction, grounded in the reality of what it means to grow up and live with HIV today. The role involves ensuring that young people have access to care, protection of their rights, opportunities for leadership, and investment in their broader social and economic futures. Ultimately, this leadership is about creating a movement where young people living with and affected by HIV are no longer fighting to be included but are recognised as critical actors driving change, innovation, and equity in the last mile of the HIV response. Strategic roles and responsibilities include;

1. Strategic leadership

The Executive Director will lead the implementation of Y+ Global's strategic plan 2026-2030, in a way that inspires confidence and brings young people to the centre of every decision. This means keeping the organisation focused on sustainability and innovation, while ensuring that youth leadership continues to drive the HIV response.

The ED will also work to strengthen Y+ Global's position as a global thought leader, ensuring that the voices and solutions of young people are recognised in shaping the last mile of the HIV response, health equity, and broader advocacy.

2. Organisational development and fundraising

The Executive Director will implement and guide a strong resource mobilisation strategy that ensures Y+ Global can grow, adapt, and thrive. This involves exploring creative and innovative ways to raise funds, ranging from partnerships with philanthropies, corporate allies, and individuals, to experimenting with social enterprise models, impact investing, and digital campaigns that bring resources directly from communities.

Rather than focusing only on traditional grants, the ED will seek out diverse and multi-year funding opportunities to make the organisation more resilient. The ED will be supported by the Secretariat and Board in this endeavour, ensuring that the responsibility doesn't rest solely on one person.

3. Programmatic and operational oversight

The Executive Director will ensure that Y+ Global's programs are well-designed, youth-centred, and evidence-based, while still allowing space for creativity and innovation. This means overseeing program delivery in a way that reflects the lived realities of young people and builds on their strengths. The ED will also help strengthen internal systems for accountability, financial oversight, and risk management, ensuring that the organisation remains transparent and trusted. More broadly, this leader has delegated authority for day-to-day financial, operational, and staffing decisions, while matters of strategic importance, significant financial commitments, or policy changes require Board approval.

4. Advocacy and partnerships

As the face of Y+ Global, the Executive Director will represent the organisation in key forums and conversations about HIV, health, and youth leadership. This is an opportunity to bring forward the perspectives of young people living with and affected by HIV, ensuring that policies, programs, and resources respond to their real needs.

The ED will influence global and regional policies, helping shift investments toward community-led solutions and youth-driven approaches. Building alliances and partnerships with the African Union, UN agencies, governments, civil society organisations, academia, and the private sector will be crucial.

5. Governance and accountability

The Executive Director will work hand-in-hand with the Board, providing updates, insights, and reflections that support collective decision-making. Governance is seen as a partnership between the ED and the Board, with shared responsibility for Y+ Global's success.

The ED will also ensure that Y+ Global complies with legal, regulatory, and donor requirements, while fostering a culture of transparency and accountability throughout the organisation. Ethical leadership will be at the core, setting a tone that young leaders can look up to and that partners and donors can trust.

6. Safeguarding

The Executive Director will serve as the safeguarding lead for the organisation, ensuring that all staff, Board members, and partners uphold the highest standards of protection from sexual exploitation, abuse, and harassment. This includes embedding safeguarding practices across programmes and operations, building partner capacity where needed, and fostering a culture of accountability, transparency, and zero tolerance for violations.

Eligibility and qualifications

Professional experience and educational background

- Must be **openly living with HIV** and committed to advancing the rights and leadership of young people living with HIV.
- Aged between **25 and 33 years** at the time of application. *(This age requirement reflects Y+ Global's identity as a youth-led organisation, ensuring that leadership remains firmly in the hands of young people while recognising the lived experiences of those closest to the issues.)*
- Bachelor's degree in Public Health, Human Rights, Gender Studies, International Development, Social Sciences, or a related field.
- Demonstrated experience working for non-profit/public service management with experience in an executive leadership role in HIV/ AIDS or a related public health field, and working with young people effectively.
- Strong understanding of the HIV response, global health financing, and intersectional youth issues.
- Proven track record in organisational management and staff development.
- Experience with innovative fundraising with demonstrated success in securing and managing multi-million-dollar funding.
- Exceptional communication, advocacy, leadership and partnership-building skills.
- Ability to lead multicultural, youth-driven teams with inclusivity and sensitivity.
- 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 such as the UN.
- Strong networks within global health, donor, and private sector communities.
- Experience working with regional bodies and global platforms (AU, ASEAN, SADC, ECOWAS, ECOSOC, etc.)

Competencies

- Excellent written and verbal communication skills in English.
- Knowledge of another language is an advantage.
- Experience in managing a remote team, applying digital platforms engagement and practical work ethics.
- 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.

Opportunities and Support

- **Mentorship:** A unique 3-month mentorship and transition program with the outgoing Executive Director (January – March 2026).
- **Leadership Platform:** Opportunity to represent Y+ Global at the highest levels of decision-making in HIV and global health.
- **Professional Development:** Access to coaching, peer learning, leadership development and networking opportunities.

How to apply

Applicants with the right qualifications and experience can **complete the application form**. In preparation, please prepare your curriculum vitae (maximum of three pages) and a cover letter outlining your motivation for the position (two pages). The **deadline to submit your application is Friday, 31 October 2025**.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR AN INTERVIEW!

Any questions related to this role or the vacancy announcement can be directed to Eddy Rudram erudram@yplusglobal.org (Communications and Advocacy Manager).