



CALL FOR APPLICATIONS: LEAP Academy Mentors

Background

The LEAP Academy is funded by the Elton John AIDS Foundation and co-implemented by Y+ Global and Frontline AIDS. The program strengthens leadership, advocacy, and movement-building skills among LGBTQIA+ leaders aged 18–30 across Cameroon, Côte d'Ivoire, Ghana, Nigeria, and Senegal. Through a comprehensive curriculum, mentorship, networking, and regional learning exchanges, the LEAP Academy aims to equip young leaders to advocate for their rights, improve access to HIV and health services, and respond strategically to increasingly hostile and restrictive environments.

The LEAP Academy Mentorship Program is a structured post-Academy initiative designed to support LEAP Academy graduates in translating learning into concrete leadership and advocacy action in West and Central Africa (WCA). The Mentorship Program provides ethical, youth-centred, and context-aware mentorship through one-on-one mentoring, peer learning circles, and thematic group clinics. Mentors play a critical role in supporting graduates in strengthening leadership practice, navigating risks, and sustaining engagement, while prioritising wellbeing and do-no-harm principles.

Purpose of the mentorship

The purpose of the mentorship is to:

- Support LEAP Academy graduates to apply leadership and advocacy skills in practice;
- Provide strategic guidance and reflective support tailored to local contexts and levels of risk;
- Strengthen leadership trajectories while minimising burnout, harm, and dependency;
- Foster solidarity and learning across LGBTIQ+ leaders in West and Central Africa.

Scope of work

Mentors will provide support primarily through one-on-one mentorship, complemented by light engagement in group learning activities.

Mentors are expected to:

- Provide monthly one-on-one mentorship sessions (virtual) with assigned mentees;
- Support mentees to clarify leadership or advocacy goals and translate ideas into realistic, context-appropriate action plans;
- Offer strategic guidance, problem-solving support, and reflective space, rather than supervision or evaluation;
- Support mentees in navigating challenges related to advocacy, leadership, safety, and well-being during implementation;
- Maintain confidentiality, respect boundaries, and adhere to safeguarding and do-no-harm principles;
- Participate in brief check-ins and end-of-term reflection activities as requested by the Program Team.

Mentorship modalities

Mentorship will be delivered through the following modalities:

- One-on-One Mentorship (Core Modality): Structured, confidential sessions between one mentor and one mentee, with a minimum frequency of one session per month, jointly scheduled.
- Peer Learning Circles (Quarterly): Mentors may be invited to contribute to facilitated group sessions where mentees share experiences, challenges, and strategies.
- Thematic Group Clinics (As Needed): Short, focused sessions led by mentors or invited experts on shared needs (e.g. advocacy safety, organisational sustainability, burnout prevention). Participation is optional and scheduled based on availability.

Who should apply?

We are seeking experienced and committed mentors who demonstrate:

- Experience in leadership, advocacy, or capacity-building within civil society, movements, networks, or institutions working on LGBTIQ+ issues, human rights, health, or social justice;
- Practical expertise aligned with at least one mentorship track, such as:
 - Advocacy & Policy Engagement
 - Community Mobilisation & Movement Building
 - Organisational Leadership & Sustainability
 - Personal Leadership, Wellbeing & Safety
 - Research, Documentation & Strategic Communications
- Understanding of the realities facing LGBTIQ+ communities in West and Central Africa, including legal, political, and social constraints;
- Ability to mentor in a non-hierarchical, youth-centred, and supportive manner;
- Commitment to diversity, inclusion, safeguarding, and ethical practice.
- Prior mentoring or coaching experience is an asset, but not mandatory.

Note: Mentors can be based outside the West Central African region

Time commitment

Mentors are expected to commit to:

- Mentoring 2–3 mentees per cycle (subject to final cohort size);
- A minimum of one one-on-one session per mentee per month;
- Active participation throughout the mentorship cycle from March 2026 to October 2026;
- Light engagement in check-ins, peer learning, or end-of-term reflection activities.

Safeguarding, ethics, and boundaries

Mentors must:

- Adhere to the program's Code of Conduct, safeguarding policy, and confidentiality requirements;
- Respect clear mentorship boundaries, including:

- No financial dependency;
- No supervisory, managerial, or evaluative role over mentees or their organisations;
- Prioritise mentee safety, consent, and well-being at all times;
- Raise concerns with the Program Team where risks or safeguarding issues arise.

Recognition, support, and compensation for Mentors

The LEAP Academy Mentorship Program values and recognises the time, expertise, and commitment contributed by mentors in supporting emerging LGBTIQ+ leaders across West and Central Africa. Mentors will receive:

- A structured orientation and clear coordination from the Program team throughout the mentorship cycle;
- Formal recognition of their contribution through program documentation, reporting, and communication products (subject to consent and safety considerations);
- A modest financial compensation/stipend, provided in line with the project's approved budget and applicable financial policies, to partially cover time and participation costs.

Reporting and learning

Mentors will be asked to:

- Maintain light mentorship logs for reflection and learning (not formal reporting);
- Contribute to an end-of-term reflection on mentorship experiences and outcomes.

Duration

The mentorship cycle will run from **March 2026 to October 2026**.

How to apply

Qualified and interested individuals should submit their applications by following [this form](#) by **Tuesday, 15 February, 2026**.

Questions or support?

If you have any questions about the application, please contact Enoc Siméon Kra at ekra@yplusglobal.org.