



**GLOBAL NETWORK OF
YOUNG PEOPLE
LIVING WITH HIV**



READY Project Lead Terms of Reference

The Global Network of Young People Living with HIV (Y+ Global) is seeking a READY Project Lead to manage and advance the READY project.

READY+ is part of the READY portfolio, designed by and for adolescents and young people living with or most affected by HIV (AYPLHIV). It aims to enhance the resilience, empowerment, and knowledge of AYPLHIV, ensuring they have bodily autonomy and the agency to assert their sexual and reproductive health and rights. Launched in 2016 in Eswatini, Mozambique, Tanzania, and Zimbabwe, READY+ entered its second phase (2021-2026) with expanded advocacy interventions in Angola, Malawi, and Zambia. The programme is funded by the Embassy of the Kingdom of the Netherlands in Maputo.

This position can be remote, with the option to relocate to Cape Town, South Africa.

Background

READY+ targets the most vulnerable adolescents and young people aged 10-24 who are living with or most affected by HIV. 'Most vulnerable' encompasses key populations as defined by UNAIDS but extends to include specified vulnerable groups such as girls and young women, sex workers, LGBTQI+ people, migrants, and other key populations. In its second phase, READY+ directly reached over 50,000 adolescents and young people impacted by HIV.

Central to READY+ is a youth-centred implementation model wherein adolescents and young people who are either living with or affected by HIV are identified and trained as peer supporters and advocates. They are known as Community Adolescent Treatment Supporters (CATS) to help propel the program at personal, community, health facility, and governmental levels.

The READY Project also aligns with the Y+ Global strategic plan for 2022-2025, focusing on enhancing accountability to ensure that laws and policies reflect the rights and needs of all young people living with HIV. This includes those who are living with HIV and disabilities, those who identify as LGBTQI+, as well as young people living in conflict-affected areas and rural regions, or those who inject or use drugs, sell sex, or are pregnant or young mothers.

Ensuring safe and supportive communities is vital for adolescents and young individuals impacted by HIV. READY+ fosters opportunities for community dialogues that engage and empower parents, guardians, community leaders, and faith leaders to discuss topics including HIV, sexual and reproductive health and rights (SRHR), gender, and stigma. These dialogues also work to confront

social norms, especially gender inequalities that impede the sexual and reproductive health and rights of adolescents and young people living with or affected by HIV. This gender-transformative approach empowers women and girls in their diversity, fosters equitable power relations among all genders, and enhances HIV-related programming.

In this context, Y+ Global seeks a dynamic and vibrant young professional to lead these initiatives within our organisation.

Eligibility

1. A young person between the ages of 18 and 33 years (from the time of application);
2. Must be from or residing in one of the READY 6 priority countries, including (Angola, Eswatini, Malawi, Mozambique, Zambia, and Zimbabwe);
3. Have experience either in implementing youth-led organisations or engaging at some level with READY activities;
4. A Bachelor's degree in social sciences, humanities, development or any other related discipline;
5. At least 3 years experience in a programme management, finance, and general administration role;
6. Experience using office programmes such as Google Workspace and Microsoft Office;
7. Strong reporting and writing skills;
8. Experience working with or for non-profit organisations (youth-led organisations are an asset);
9. Proficient in English and able to communicate and write in English to a good degree;
10. Passionate and knowledgeable about HIV, TB, and Malaria, SRHR, GBV, and the broader health issues affecting young people in our diversity;
11. Able to work independently as well as be a committed team player;
12. Passionate and ready to make a difference;
13. Demonstrable experience in working with and advocating for the diverse needs and priorities of adolescent girls and young women. The applicant must be sensitised to and have respect for diversity and inclusion.

Background and reference checks will be conducted. Adherence to our ethical standards, including Protection from Sexual Exploitation and Abuse (PSEA), will be conducted.

Key Responsibilities

1) Program Coordination

- Oversee the delivery, performance, and impact of the READY Project;
- Manage existing contracts and monitor the process of contracting new grantees;
- Ensure compliance with all procedures and policies related to fund management, including due diligence, data protection, and safeguarding measures;
- Support communication, coordination, promotion, and reporting of activities conducted under the fund;

- Collaborate closely with stakeholders to build strong relationships that support the fund, including donors, youth networks, and grantees;
- Demonstrate and promote a commitment to safeguarding and promoting the welfare of vulnerable children and young people.

2) Partnerships

- Coordinate and manage key partnerships, including Frontline AIDS, with guidance from the Executive Director;
- Organise and participate in READY Consortium meetings to ensure the strategic and effective delivery of the READY initiative;
- Support and facilitate connections between READY and other platforms within the HIV Response;
- Collaborate with key stakeholders at the country level to ensure the smooth implementation of activities related to the READY project.

3) Communications

- Develop and execute a youth-centred communications strategy to amplify READY+ initiatives and advocate for policies supporting young people affected by HIV;
- Create impactful content, including success stories, blogs, videos, and social media posts, to highlight the voices and experiences of adolescents and young people engaged in READY+;
- Support the management of READY+ social media platforms and design digital campaigns to increase visibility and engagement with target audiences;
- Design communication materials and tools to facilitate community dialogues addressing HIV stigma, gender inequalities, and SRHR issues;
- Build relationships with media outlets and secure coverage to elevate READY+ visibility while co-developing press releases and public-facing materials;
- Track the impact of communication activities, prepare reports for stakeholders, and support partners with training on effective communication practices.

How to apply?

Qualified and experienced candidates are invited to submit the following:

1. Curriculum Vitae (Maximum of 3 pages)
2. Cover letter outlining your motivation for the position (1 page)

Email your application with the subject line '*Application for READY Project Lead_[YOUR NAME]*' to application@yplusglobal.org by **Friday, 17 January 2025**.

Only shortlisted candidates will be contacted for an interview.

About Y+ Global

Y+ Global is the largest global network of young people living with HIV, with a presence in over 41 countries. Our mission is to empower young people living with and affected by HIV, giving them a voice in political and programmatic spaces. Y+ Global enables young leaders to design, lead, and manage programs addressing critical health and human rights issues, including HIV, TB, Malaria, Sexual and Reproductive Health and Rights (SRHR), and gender-based violence. Our in-person programs and online outreach have already reached over 140,000 young individuals and impacted over 850,000 lives worldwide. For more information, please visit <https://www.yplusglobal.org/>