



ADD YOUNG LEADERS

DISABILITY ACTIVISTS LEADERSHIP & INTERNSHIP PROGRAMME

JOB DESCRIPTION

Position	Project Intern, ADD Young Leaders: Disability Activists Leadership & Internship Programme
Salary	Reasonable allowance as well as expenses and reasonable accommodation
Location	Dar es Salaam, ADD Tanzania office
Reports to	Youth Project Officer
Contract	Eight months, full time

Applicants must be:

Tanzanian young persons with disabilities aged below 30 years. Young women with disabilities are particularly encouraged to apply. Reasonable accommodation will be provided aligning to UNCRPD and Persons with Disabilities Act, both in the recruitment process as well as throughout the internship.

ABOUT ADD INTERNATIONAL.

For over 32 years ADD International has been supporting some of the world's most remarkable disability activists working on the frontline of discrimination. We give them and their organisations the tools and resources to build powerful movements for change; and we make sure their voices are heard by global leaders and people with the power to make real change.

ABOUT ADD YOUNG LEADERS.

ADD International (ADD) wants to nurture future leaders in the disability movement through a leadership programme that provides young people with disabilities, particularly women, with an opportunity to **experience working** in an INGO environment, **develop their leadership capacities and creativity** and **explore the future direction of their leadership and activism**.

This will be piloted in Tanzania through **ADD Young Leaders**: internship programme.

ADD Young Leaders will support young people with disabilities, particularly women, to realise their potential and help to create vibrant and diverse disability movements that centre the varied lived experiences of young disabled people and help them to take the actions they identify in response to their needs and to help realize their rights. It will develop the leadership skills of young disability activists, particularly young women.

Our vision is to create a wide-reaching network of young disabled activists in Tanzania and scaling this to the other countries where we have a footprint (and beyond!). **The overall**

objectives of ADD Young Leaders programme are:

- i. To provide an opportunity for young people with disabilities, particularly women, to undertake internships in one of our offices
- ii. Provide specific opportunities for these young people with disabilities to develop their own leadership and creativity, and link them to networks of inspiration and support
- iii. To offer mentoring and coaching opportunities to young people with disabilities, particularly young women, to support them in developing their own initiatives, and build on their own priorities to develop creative solutions that they will lead.

ABOUT THE INTERNSHIP.

The aim of the internship is to provide young people with disabilities, particularly women, with an opportunity to **experience working** in an INGO environment, **develop their leadership capacities and creativity** and **explore the future direction of their leadership and activism**. Part of their role within the ADD International office will include peer research. Interns will receive training to enable them to do this and will be supported throughout the process.

A key part of the internship will be support to not only share but also develop and build up their own ideas for activism.

An individualized on-going support programme and mentorship for each intern will be provided by ADD staff as well as key resource people identified from outside ADD, who will help the interns explore and test ideas and develop skills they see as important in their future leadership journey.

MAIN DUTIES AND RESPONSIBILITIES

- Engage in training, mentorship and/or coaching opportunities;
- Develop innovative and creative solutions to tackle disability discrimination and bring down barriers to realisation of rights, particularly for young people with disabilities;
- Explore ideas for developing initiatives, which build on your own priorities for activism and create opportunities to connect with others, particularly young people with disabilities;
- Support the Tanzania team in feeding into programme systems;
- Work alongside the Tanzania team to undertake a literature review on the disability movement in Tanzania;
- Engage in training on research techniques and methodologies, designing of data collection tools, as well as collecting and analysing, and ethics, safety and protection;

- Work alongside the Youth Project Officer in designing inclusive data collection tools;
- Undertake peer research – including data collection and analysis, which helps to map disability movements in Tanzania;
- Participate in internal and external discussions
- Any other tasks as reasonably assigned and agreed with the Youth Project Officer

SAFEGUARDING

- Ensure familiarity, and compliance with, ADD International Child and Vulnerable Adults Safeguarding Policy and undertake training as required;
- Contribute to creating and maintaining an environment (including within ADD) that prevents safeguarding violations and promotes the implementation of ADD's policy;
- Report any concerns or suspicions regarding safeguarding violations by an ADD staff member or associated personnel (third party) to the appropriate staff member.

THE IDEAL CANDIDATE.

- Tanzanian young persons with disability aged below 30 years;
- Committed to working with persons with disabilities and related networks, especially young women with disabilities;
- Respect for, and understanding of, diverse points of view;
- Ability to work as part of a team, as well as to work under own initiative, often unsupervised;
- Highly motivated, self starter;
- Creative thinker;
- Quick learner;
- Knowledge in smartphone use and basic computer application (e.g. Microsoft Word and Excel).

HOW TO APPLY.

Interested applicants should send the following:

- A motivation letter (max 1 page)
- Curriculum Vitae (max 2 pages)
- The names, contact numbers, and addresses of 2 referees
- Applicants are allowed to submit their application in any other alternative format they prefer (example: in Braille format)
- Girls/Women with disability are particularly encouraged to apply
- Indicate disability type and facilities he/she/they may need during the interview

Address this to:

The Country Director

ADD International Tanzania (Action on Disability and Development)

Plot No. 556, House No. MKC/MCB/84, Viongozi Road Mikocheni B.

P.O. BOX 33659, Dar es Salaam

OR to the following email: info@add-tanzania.org

Application deadline: 19th October 2021
Interviews will be held w/b 25th October 2021

Incomplete applications will not be accepted. We are unfortunately only able to reply to those shortlisted.

SAFEGUARDING LEVEL.

The nature of ADD's work is as an ally to the global disability movement promoting the rights of all people with disabilities. It does mean that our staff, consultants, trustees and volunteers may come into contact with children and vulnerable adults in some capacity or another. ADD is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all staff, consultants, trustees and volunteers to share this commitment.

At ADD, we're committed to creating a safe and rewarding environment for all of our people to work and volunteer, as well as for those we come into contact with through our work. Our processes ensure all posts are graded, based on interaction with children and vulnerable adults. This post is a **Level 2** post, meaning that it entails travel, with possible access to children/vulnerable adults (though unlikely to be alone). See outline of all levels below:

- **Level 1** - HQ based, no real direct access to children/vulnerable adults
- **Level 2** - a travelling role, possible access to children/vulnerable adults but unlikely to be alone
- **Level 3** - regular access to children/vulnerable adults including on their own, or lead responsibility for safeguarding within office/location

We have robust safeguarding policies and procedures to ensure everyone is treated properly, and a whistle-blowing policy and process so people can raise any concerns they have, confidentially. For more information on this please see the [safeguarding pages](#) on our website.

DATA PROTECTION.

ADD International is aware of its obligations under the General Data Protection Regulation (GDPR) and the UK Data Protection Bill and is committed to processing your data securely and transparently. For more information on this please see our ['Job Applicant Privacy Notice'](#).

Due to the nature of our roles, interacting with staff in our different country programmes, staff from our overseas offices are often involved in the recruitment process. This requires us to send applications (and therefore personal data) outside of the EU. By applying for this role, you are indicating your permission for ADD to send your personal data outside the EU.