A. Background

Position: IDA Youth Fellowship

Description of the Organization: The International Disability Alliance (IDA) was established in 1999 and is a network of eight global and, six regional organisations of persons with disabilities (OPDs). IDA advocates at the UN for a more inclusive global environment for persons with disabilities and their organisations. The Convention on the Rights of Persons with Disabilities (CRPD) is our touchstone. IDA is invested in ensuring that the 2030 Agenda and the Sustainable Development Goals are inclusive and in line with CRPD. IDA supports organisations of persons with disabilities worldwide to take part in UN and international human rights processes and use international accountability mechanisms. With member organisations globally, IDA represents the estimated one billion people worldwide with disabilities. This is the world’s largest and most frequently overlooked marginalised group. More information is available on www.internationaldisabilityalliance.org.

About IDA Fellowship Programme: The IDA Fellowship Programme has a dual objective of providing support to IDA members’ operational capacity to advance the rights of persons with disabilities and to build the capacities of individual disability activists as contributors to the disability rights movement. IDA fellowships provide a unique combination of opportunities for learning, mentorship, exposure to different policy, advocacy and monitoring processes, and contribution to initiatives aimed at advancing the rights of persons with disabilities in the Global South. Fellowships are mutually beneficial for the fellow and the hosting organisation.

B. Fellowship advert

Background on Fellowship

There is growing evidence that young persons with disabilities throughout the world are disproportionately isolated within their own communities and are far less likely than their peers to achieve the same educational and employment outcomes, and in many cases, they are unable to begin families or establish healthy sexual partnerships as is seen with their non-disabled peers.

Many, if not all of the difficulties have been drastically exacerbated by the COVID-19 pandemic and related precautionary measures, particularly in the Global South. Youth with disabilities have also experienced disruptions in their access to essential services related to assistive
devices, sexual and reproductive health services and rehabilitation. Physical distancing has often resulted in social isolation, having been separated from their friends and colleagues.

Due to the overall under-resourcing of the disability sector particularly in relation to rights-based approaches, youth with disabilities, particularly those from underrepresented groups, are often not included in the limited capacity building initiatives that exist for persons with disabilities around monitoring of commitments on human rights and development and to contribute towards treaty body jurisprudence. Young persons with disabilities hold diverse identities including gender, sexuality, racial, ethnic, and class identities, but there is little discussion of intersectional approaches to build their capacity to be leaders within both the disability movement and other movements.

**Mission of the youth Fellow**

The main mission of the Youth Fellow is to support the IDA Youth Committee and IDA members in enhancing knowledge, capacity and leadership of youth with disabilities, towards their full and effective participation in the global disability-inclusive sustainable development agenda.

**C. Criteria for Fellowship Applicants**

**Role and Responsibilities**

Under the guidance of the Senior Officer, Intersectionalities and cross-movement collaboration, role of the Youth Fellow would be supporting IDA’s work to strengthen the global and regional networks of youth persons with disabilities by:

- Supporting the Youth Committee and the Youth Caucus (List Serv), WhatsApp group
- Supporting the hosting of webinars in different languages for youth with disabilities, including topics related to the Summit of the Future, Global Disability Summit among others.
- Supporting the hosting of meetings for the Youth Committee and briefing for participants who require additional supports.
- Supporting the coordination between the Youth Committee and the Global Youth with Disabilities Caucus on strategy development and interventions in advocacy opportunities in both global youth advocacy movements as well as within the disability movement.

In addition, and under the guidance of the Senior Officer, Intersectionalities and cross-movement collaboration, the Youth Fellow will be expected to:

- Closely support IDA’s Programmes and Impact Unit in other tasks as regards representation and visibility of youth with disabilities and other underrepresented groups of persons with disabilities in capacity building initiatives, including trainings about the CRPD, SDGs and disaster risk reduction and core resources of humanitarian work.
- Under the guidance of IDA’s Senior Communications Officer, support in the building of social media campaigns such as the engagement of Youth in the Summit of the Future, international day of persons with disabilities, among others,
- **Support timely documentation, reporting and communication on the inclusion of youth with disabilities**
  - Support timely monitoring, reporting and evaluation on activities, including data disaggregation by country, region, gender, age, ethnicity and disability, ensuring regular updates to members, secretariat and partners
  - Fellows will be expected to write regular updates on their fellowships.

**Hosting and management of the Youth Fellow**

The youth Fellow will report to the IDA’s Intersectionalities and Cross-Movement Collaboration Senior Officer who will in turn be supported by IDA’s Programmes and Impact unit. The Youth Fellow will also be available to work with other colleagues working more specifically on advocacy agendas.

**D. Skills and Qualifications**

All candidates must agree to compliance with IDA’s Code of Conduct and safeguarding policy.

**Requirements**

Applicants must not be older than age 30 on the date of application.

- At least 3 years of relevant work experience within the disability rights movement, specifically working with organizations of persons with disabilities
- A graduate degree or equivalent work experience in Human Rights, Law, Public Policies, International Development or Public Affairs, Social Sciences or similar,
- Knowledge of human rights reporting process before the UN system, and of the UN Convention on the Rights of Persons with Disabilities, as well as the Sustainable Development Goals,
- Good knowledge of development agenda and dynamics,
- Good written and oral communication skills in English,
- Commitment to the human rights of persons with disabilities and experience of supporting meaningful engagement of organisations of persons with disabilities, including from underrepresented groups,
- Ability to work collaboratively, to multi-task, and under intense pressure, as well as to respect multiple deadlines,
- Practical experience in communication and use of social media,
- Flexibility and capacity to work with limited supervision,
- Knowledge of communication and information accessibility requirements.
- At least 3 years of relevant work experience within the disability rights movement, specifically working with organizations of persons with disabilities
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- Ability to work collaboratively, to multi-task, and under intense pressure, as well as to respect multiple deadlines,
- Practical experience in communication and use of social media,
- Flexibility and capacity to work with limited supervision,
- Knowledge of communication and information accessibility requirements.

Desirable requirements

- work with the mainstream movement of youth, or other development agendas
- Being Bridge CRPD-SDG alumni or having attended equivalent trainings in the past,
- Work and/or life experience in Global South countries.
- Knowledge of at least one other UN language or familiarity with using language translation tools

Other considerations

- Daily access to internet and a personal computer,
- Willingness and ability to work occasionally at non-standard hours, in different time zones,
- Willingness to remain available on instant communication modes like WhatsApp,
- Persons with disabilities are highly encouraged to apply, in particular from the underrepresented groups.

E. Application Form

- Confidential. All information given on the application will be treated in a confidential manner.
- Please complete in type only. Once completed, please return this form via email to Consultancy@ida-secretariat.org indicating in the subject line: “Youth Fellowship”.
- We kindly ask candidates not to attach a separate CV or motivation letter to the application.
- After receiving your application, confirmation of receipt will be sent to you via email. Should you not receive confirmation, please contact the IDA Secretariat by email.
- **Closing date for receipt of applications: 30 August 2024.**
- Only completed application forms will be accepted. Any applications received after the closing date will not be considered. *Only shortlisted applicants will be informed about the next steps of the selection process.*

**Application Form**

**Forename(s) or given name:**

**Home address:**

**Telephone** (cellular):

**E-mail:**

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**Education**

**General education (schools from age 16)**

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<th>Name and address of school</th>
<th>From / to</th>
<th>Qualifications obtained (level and grade)</th>
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**Further/higher education**

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<th>Name and address of college/university</th>
<th>From / to</th>
<th>Full-/ part-time</th>
<th>Qualifications obtained</th>
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**Training and development**

Please give details of any training courses attended which are of direct relevance to your application.

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<th>Date of training</th>
<th>Qualifications obtained</th>
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**Membership of technical or professional bodies**

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<th>Membership Name and Organization</th>
<th>From / to</th>
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Present and previous occupations
Please give details of your occupation(s) starting with the most recent. Please include any unpaid work that is relevant to the post and explain any gaps.

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<th>Employer’s name and address (please start with current/most recent)</th>
<th>From/to (month/year)</th>
<th>Position held including brief description of your duties</th>
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Language skills, including sign language

**Reading skills**

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<th>Excellent</th>
<th>Very good</th>
<th>Good</th>
<th>Basic</th>
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**Writing skills**

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<th>Excellent</th>
<th>Very good</th>
<th>Good</th>
<th>Basic</th>
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**Verbal skills**

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<th>Excellent</th>
<th>Very good</th>
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<th>Basic</th>
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Computer literacy

Please indicate your computer knowledge stating all the software programs you are confident of using.

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<th>Software Program</th>
<th>Excellent</th>
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Please explain how you meet the employment specifications and give us any further information about yourself that is relevant to this application. Please keep your response to one page. (NOTE: This section of the application is one of the most important and will be considered as your motivation letter to the vacant position within our organization)

Supplementary information

What is your preferred reading medium? Please underline:
Ordinary print
Digital format

If you were shortlisted for interview, would you have any special requirements such as timing, wheelchair access or the presence of an interpreter or signer? Please specify.
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Have you ever been convicted of a criminal offence?
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References

Offers of employment/contracts are subject to receipt of satisfactory references. Please provide the names, addresses and telephone numbers of at least two referees, one of whom should be your present or most recent employer or an academic referee if more appropriate. Referees will not be contacted without your prior permission.

Referee 1
Name: ............................................................................................................................................................
Position: ..........................................................................................................................................................
Address: ..........................................................................................................................................................
Telephone number: ........................................................
E-mail: ..........................................................................................................................................................
What is your connection with this referee? .................................................................................................
May we approach this referee prior to interview?
Referee 2
B. Name: .............................................................................................................
Position: ..................................................................................................................
Address: ..................................................................................................................
Telephone number: .................................................................
E-mail: .....................................................................................................................
What is your connection with this referee? .........................................................
May we approach this referee prior to interview?

Referee 3
Name: .............................................................................................................
Position: ..................................................................................................................
Address: ..................................................................................................................
Telephone number: .................................................................
E-mail: .....................................................................................................................
What is your connection with this referee? .........................................................
May we approach this referee prior to interview?

Declaration
I declare that the information provided on this form is correct to the best of my knowledge
and understand that any information submitted in connection with employment and
subsequently found to be incorrect or deliberately misleading could lead to dismissal without
notice.

Signed

Date