

# Call for Mentors in South Africa, Botswana and Zambia

8 September, 2021

**ICLD is making a call for national Mentors in South Africa, Botswana and Zambia for the ICLD local government network Partnerships for Human Rights which includes the International Training Programme “Inclusive Local Governance”**

The main responsibility of the Mentor is to support a team of public officials and a civil society representative from the networks 8 local governments in SA, Zambia and Botswana with their Municipal Partnerships (<https://icld.se/en/what-we-do/municipal-partnerships/>) and their training (<https://icld.se/en/what-we-do/international-programmes/>).

Each team will be working on one dilemma, related to human rights, participatory democracy, and Inclusive Local Governance.

The Mentor should have the following qualifications:

- be well versed in local governance, human rights and participatory democracy;
- be experienced in the planning, implementation and follow up of projects;
- have knowledge and understanding of the national context from a local governance perspective;
- be an experienced educator;
- have an excellent command of the national language and of English;
- have connections, knowledge and/or experience on Local Government / Municipalities;
- have experience from an international context (training, work, education or other);
- be experienced in change management, communication and coaching of others.

Previous knowledge of Local Governance and/or interest in applying in the local government context is essential.

**Interested applicants should send a CV and a letter of interest including answers to the Mentor questions here below, to Liene Ledaine, [liene.ledaine@icld.se](mailto:liene.ledaine@icld.se)**

**Shortlisted applicants will be contacted for a live interview in November, 2021.**

**Deadline for the applications: 31 October, 2021**

**Mentor questions (max 3500 characters):**

1. Why did you choose to apply to be a Mentor?
2. Describe your experience working with Human rights at local governance, Human rights/human rights-based approach and/or participatory democracy
3. In your understanding, what are the strengths of and challenges for local governments and their local communities (from a rights-based approach?) in your country?
4. How do you envision that you want to work with the team or teams assigned to you, to support them?

5. How will you and your experience help the teams implement sustainable/organizational change in their municipality/district?

**Call for Applications and Terms of Reference:**

**National Mentor in the Partnerships for Human Rights network which includes the International Training Programme “Inclusive Local Governance”**

Number of Mentors wanted in this call:

**2 persons for South Africa.**

**1 Person for Botswana.**

**1 person for Zambia.**

Duration of assignment: Approximately 18 months starting from January 2022 – July 2023 (with possibility of extension)

Total nr of hours/working days for this assignment: 28 working days (approximately 14 for workshops, 14 for preparation visits and meetings, support, reporting etc.)

**Brief description of tasks:**

The Mentor is the national expert/coordinator of the training program. The Mentor supports the participants in its country with their change project and training. The change projects, which are all implemented in teams are related to inclusive leadership in local governance.

Mentor will participate in four workshops that will be held in southern Africa and (one) in Sweden if circumstances such as the COVID-19 pandemic allows, otherwise digitally: the Inception Workshop, the Follow up Workshop, the Swedish Phase and the Final Workshop. In between the workshops the Mentor will maintain close contact with the teams providing them support as need arises with their projects. The Mentor is expected to visit its teams at least two times during each program period. In the international workshops, the Mentor is expected to do presentations on the situation in its country and workshops/lectures on his or her area of expertise. The Team Visits can as well be done electronically if the travelling is restricted or impossible. When a workshop is held in the Mentor’s home country (and even during other workshops), the Mentor is expected to support the ICLD in hosting the workshop and arranging study visits, connecting the management team with experts, etc.

The Mentor reports three times annually to the ICLD plus the Final Report, in accordance with the reporting format.

Remuneration: Total sum: 10 000 Euro. The remuneration will be paid at 3 occasions during the 12 months, after delivery of reports. Some travel and accommodation costs related to the project visits are paid by the ICLD (if motivated).