



IYIP INTERNSHIP 2024-2029

Resource mobilization and Gender Officer

Internship location: Maseru, Lesotho

Host organization: [Lesotho Association of Teachers \(LAT\)](#)

The Lesotho Association of Teachers (LAT) is a teachers' union whose core mandate is to champion and defend the interests and rights of teachers, fighting for economic justice at workplace and most importantly strongly advocate for provision of free quality education for all in Lesotho. As a union comprising of educators in the knowledge industry, LAT has leveraged on a repertoire of its members not only as professional experts but also proponents of community development agents in the implementation of a myriad of programs designed for the benefit of the general public.

Formed in October 1986 as a non-governmental organization, the Union has left indelible marks in terms of progressive policy advocacy in the Ministry of Education and Training and relevant ministries, advocacy for inclusive education for the marginalized, financial support from international partners (Ontario Teachers Federation) to economically struggling learners, inter alia. Through the support of Education International (EI), LAT has engaged in programs designed to educate its members as well as the public on HIV and AIDS, Gender- based violence, WHO protocols on COVID 19 and in collaboration with UN Office of the High Commissioner on Human Rights provide education on human rights to students. These are but some of the programs whose direct beneficiaries are the public.

MANDATE (include tasks and responsibilities)

Reporting to the CEO, the mandate of the intern focuses on:

- 1) The development of an activity plan on resource mobilization and gender equality from the 2025/2028 LAT Strategic Plan
- 2) The activity plan on resource mobilization will entail, among other things, donor/partnership mapping and needs analysis and to develop and implement retention strategies.
- 3) The activity plan on gender equality will include data collection on gender representation in LAT leadership structures, development of proposals on gender initiatives to Education International and other partners such as the Canadian Teachers Federation (CTF) and education campaigns on gender equality
- 4) Assistance to the Union in finding more local and international partnerships both on resource mobilization and gender equality promotion

- 5) Establishment of links with international organizations with similar goals to LAT
- 6) Implement the Gender and Financial Sustainability Policy and Finance Policy
- 7) The development of a ten-year financial record/history of the Union
- 8) Assistance to branches on resource mobilization and gender equality programs

In addition, the intern will:

- 1) Always comply with the policies of the Union
- 2) Assist with content creation for the Union social media platforms
- 3) Represent LAT activities on national media
- 4) Attend Union activities such as leadership training workshops
- 5) Collaborate with staff in developmental programs of the Union

Required interest and skills: The candidate must have interest in international studies, working with developing countries and gender promotion. The candidate must be competent in desktop research, digital development and human rights.

Language: English (spoken and written), French will be an added advantage as the Secretariat leadership is in the process of learning French

Training before departure and upon return from the internship

Before leaving, participants have the chance to participate in a 2-weeks (10 business days in total) professional training course (**in French and English with accommodations**) led by instructors **recognized in their field**, during which they will address diverse themes as per the following program.

The IYIP also aims to help participants integrate the job market when they return. In this context, participation in the program includes **workshops** designed to **improve interview skills and strengthen job search tools**.

In addition, participation in the IYIP covers:

- Travel and medical insurance costs;
- Plane tickets;
- Mandatory vaccinations*;
- The cost of the visa, if necessary;
- The organization of accommodation ;
- Daily living expenses ;
- Personalized follow-up during your international stay.

Duration of international stay: 3 months

To be eligible for the International Youth Internship Program (IYIP), the candidate must:

- Be a Canadian citizen or permanent resident;
- Be facing barriers to employment by belonging to or identifying with a group of people who face discrimination such as people living with disabilities, Indigenous people, racialized youth and members of the 2SLGBTQI+ community.
- Be between the ages of 18 to 30 years old at the time of final selection (i.e. at the time of signing the contract by the intern and Alternatives);

- Have never participated in the IYIP (with some exceptions: see our FAQ section)

Language requirements: good knowledge of written and spoken English required. French will be an added advantage as the Secretariat leadership is in the process of learning French.

Interested? To register, please access the form below by clicking on apply.

Only those who send their CV and covering letter (via the registration form) will be considered in the selection process.

Information: psij@alternatives.ca

[Take your chance and apply here!](#)