



Call for Application

Tanzania Young Human Rights
Defenders and Graduate
Mentorship Program

1.0 About Mentorship Program

The Tanzania Young Human Rights Defenders (YHRDs) and Graduate Mentorship Program aim to empower and enhance work-related skills for Tanzanian graduates and young human rights defenders aspiring to work with human rights organizations, human rights institutions, justice institutions, and civil society organizations.



This mentorship program serves as a mechanism to prepare, nurture, guide, and motivate young professionals to join the civil society sector and the human rights sector, fully equipped with practical skills and relevant knowledge. The goal is to help young professionals develop focus and specialization in their career trajectory. The Tanzania Human Rights Defenders Coalition (THRDC), being an organization dedicated to human rights defenders, is keen on encouraging many young professionals to enter the human rights sector during and after their graduate studies.

THRDC, a non-partisan human rights organization formed by 300 human rights-focused organizations aims to protect and promote the rights of human rights defenders in Tanzania. With its headquarters in Dar es Salaam (Mainland) and a branch in Zanzibar, the Coalition strategically ensures a secured working environment for human rights defenders throughout Tanzania. Its membership and representation operate through 11 designated zonal coordinating units spread across the United Republic of Tanzania (Mainland and Zanzibar).

Aligned with THRDC's volunteering policy and young human rights defenders' development policy, the YHRDs mentorship program seeks to increase the number of skilled and passionate young professionals in the civil society and human rights fields. This initiative ultimately enhances human rights protection and promotion, especially at the grassroots level in Tanzania. THRDC's empowerment programs extend to the current community of human rights defenders, duty bearers, civil society officials, young professionals from relevant academic fields, and other partners actively involved in promoting and protecting human rights.

1.1 Rationale

In the current employment sector, numerous challenges affect young professionals and the civil society and human rights fields. Many recent graduates lack the professional skills and capacity to easily integrate into the job market and meet current global professional growth demands. Simultaneously, aspiring young professionals' lack proper guidance and mentorship programs to prepare them for the employment market, especially in the field of human rights. This program aims to fill these gaps by nurturing the skills of young professionals and connecting them with relevant institutions.



Youth are often associated with creativity and tenacity, which, if well nurtured, can significantly contribute to various sectors development. However, many fresh graduates and young professionals in Tanzania lack mentorship programs, creating a knowledge gap between senior and junior professionals. The quality and the quantity of young professionals who join the Civil sector and human rights field is not promising. And those few who join lack both skills and passion in human rights work. This program seeks to address these challenges and promote a culture of mentorship and skills development from the family level through education to employment levels.

Another challenge arises from the attitudes of young professionals, as some fail to recognize the importance of investing in career development prior to pursuing full-time employment. This disparity has led to a knowledge gap between senior professionals and their younger counterparts in numerous workplaces. While young professionals grapple with the need for immediate financial gains, senior professionals strive to impart their knowledge and skills. As a nation, we should actively promote a culture of mentorship and skill development from the family level, through education, and into the employment sphere.



1.2 Objectives of the Mentorship Program

- a) Identify young professionals with passion, capacity, and interest to work in the human rights field and civil society organizations.
- b) Offer an opportunity for young professionals to connect with more experienced professionals in the field of human rights, social justice, and civil society.
- c) Provide a platform for young professionals to fine-tune their career goals, plans, grow their professional network, and learn work-related skills and job functions.
- d) Prepare young professionals to enter the employment sector with relevant job skills and capacities.
- e) Help young professionals understand key issues about civil society organizations and enhance their understanding and basic knowledge about human rights.

2.0 Targeted Groups

This program is coordinated by THRDC in collaboration with affiliated and interested partners, targeted mentors from human rights NGOs, civil society organizations, law firms, media houses, justice institutions, and other related groups. Mentees (young professionals fresh from schools) will be recruited from various academic disciplines, particularly those most needed in the civil society and human rights fields.

A) Mentors

Mentoring YHRDs and fresh graduates will have a significant impact on mentors and the country. Accepting mentees into your organization or institution provides an opportunity to share experiences and gain innovative skills from fresh and young professionals. This collaboration may positively shape the future of YHRDs in the field of human rights, civil society, and the country at large. The mentor's role is to share professional experiences, providing guidance and support to the mentee.

B) Mentees


Mentees are young professionals fresh from schools who aspire to work in the civil society sector and the field of human rights. These professionals may come from various academic fields such as social science, finance, law, medicine, etc. Being a mentee in this YHRDs Mentorship Program can be a transformative learning opportunity for those aspiring to work on social problems and human rights issues within and outside the country.

3.0 Program Modality

Selected mentees will be enrolled in a one-year mentorship program and placed in various organizations for a year, supported by THRDC and other interested partners, including host organizations. In the initial 30 days, mentees will undergo an intensive online training program on human rights and the civil society working environment, supervised by the East Africa Human Rights Institute.

The program aims to equip mentees with human rights and civil society management skills, including field research, documentation of human rights violations, report writing, human rights litigation for those with a legal background, human rights advocacy, project management, designing and launching effective lobbying and advocacy campaigns, and using modern media to raise awareness of rights violations.






At the of the program, mentees will develop a project addressing a community problem of their choice. Those who prove to be exemplary mentees stand higher chances of being employed by the mentor organization or being recommended to other institutions. A mentorship certificate will be issued at the end of the program and signed by the mentor organization and THRDC.

4.0 Eligibility Criteria and Application

A) To be eligible for this mentorship program, applicants must:

- (i) Be between 21–32 years of age.
 - (ii) Hold a bachelor’s degree in human rights, law, international relations, media, public relations, finance, social work, accounting, project management, ICT and technology or any other relevant field.
 - (iii) Be fresh graduates from undergraduate or postgraduate studies.
 - (iv) Have a track record of involvement in human rights activities, civil society-related activities, or communities during school.
 - (v) Be currently unemployed or not employed before.
 - (vi) Have excellent command of both Swahili and English (spoken and written).
 - (vii) Possess good computer skills and the use of all social media and digital forums.
 - (viii) Commit to attending this one-year mentorship program at a partner organization and performing all tasks and activities related to career development.
 - (ix) Submit certified academic documents.
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B) Application Procedure

Interested applicants should send an application letter, one page motivation letter, one reference letter, academic documents, and their CV to the following email address info@thrdc.or.tz before 20th January 2024. Applicants should also visit THRDC website and fill an online application form **www.thrdc.or.tz**

Please note that applying for this program does not guarantee onboarding as a mentee in the one-year program. Only eligible mentees will be invited for an interview before the final selection process. For more detail contact 0764364713.

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