



A GLOBAL NGO NETWORK  
FOR PRINCIPLED AND EFFECTIVE  
HUMANITARIAN ACTION



THE INTERNATIONAL  
PRIDE CENTRE  
PROTECTION, RIGHTS, INCLUSION  
IN DISPLACEMENT & EMERGENCIES

Job Title	Internship - Communications – The International PRIDE Centre
	Internship (monthly honourarium)
Organisation	The International PRIDE Centre
Location and Duration	Remote 3-4 months
Reporting to	Executive Director

**NOTE: All applications must address the qualification “Knowledge of and experience living and/or working with SOGIE individuals and communities in all their diversity.” Applications which fail to address this in their cover letters will not be considered.**

### I. About The International PRIDE Centre

The International PRIDE Centre: Protection, Rights, and Inclusion in Displacement and Emergencies is a new initiative which is working to ensure that the urgent, critical needs of people and communities with non-traditional Sexual Orientation and Gender Identity and Expression (SOGIE) in Africa are included in emergency responses to natural disasters, refugee displacement, and climate-driven displacement.

The International PRIDE Centre will focus on six pilot countries in Africa with a planned Phase 2 scale-up.

The International PRIDE Centre is an independent secretariat hosted by ICVA, established in 2024. Governed by a Strategic Advisory Board, the Centre is an initial team of four, working with local partners.

### II. About ICVA (host organisation)

Established in 1962, the International Council of Voluntary Agencies (ICVA) comprises a worldwide network of more than 160 non-governmental organizations (NGOs) engaged in activities across 160 countries. Operating at global, regional, national, and local tiers, ICVA is dedicated to enhancing the principled and effective nature of humanitarian action. Through collaborative and independent efforts, the organization strives to influence policies and practices, fostering a collective impact on the humanitarian landscape.

With a historical foundation in Geneva, the ICVA Secretariat extends its reach across Africa, Asia, Latin America, and the Middle East and North Africa (MENA) region.

### III. Summary of Role

Help us tell our story, help us build SOGIESC inclusion in emergency aid and humanitarian responses, and help us push back on homophobia, transphobia and anti-LGBTQIA+.

The International PRIDE Centre is looking for a Communications Intern to help us with our communications needs. Focus will be on our online outputs including socials posts (we don't use X or Meta platforms), website content, messaging, and presentation and materials design.

If you have creative, online experience with responsible yet effective messaging that combines advocacy with reach and effective messaging, we want you.

A monthly honourarium will be paid.

### IV. Main Duties and Responsibilities

Socials	<ul style="list-style-type: none"> <li>Expand our reach and followers through sustained online engagement</li> <li>Using a strategic plan, draft posts for LinkedIn, Mastadon, BlueSky, and other platforms (if you can convince us of the strategy and impact)</li> <li>Online outreach and engagement throughout PRIDE month</li> </ul>
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	<ul style="list-style-type: none"> <li>• Monitor social media interactions and report to the PRIDE team</li> </ul>
Website	<ul style="list-style-type: none"> <li>• Update our website with new content, including blog and socials posts.</li> </ul>
Messaging and media	<ul style="list-style-type: none"> <li>• With the Executive Director, use key messages for social and web content use by the PRIDE Centre</li> <li>• Input into reactive and crisis messaging framework</li> <li>• Monitor media in pilot countries and globally to identify potential responsive media opportunities for the Executive Director</li> <li>• Assist in writing and editing blogs, newsletters, and press releases</li> </ul>
Presentations and tools	<ul style="list-style-type: none"> <li>• Prepare PowerPoint and other presentation materials for PRIDE Centre staff</li> <li>• Help to prepare collaterals and materials for events.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• If you want to pick up and run with other issues and files, we will work to help you find these opportunities!</li> </ul>

## V. Qualifications and Experience

Education	<ul style="list-style-type: none"> <li>• At least 2 years enrolment in, or completion of, a post-secondary communications programme or related third level programme or experience</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Extensive experience on socials with demonstrated ability to increase reach, engagement and followers.</li> <li>• Demonstration of responsible social media use.</li> <li>• Experience (including volunteer) with civil society, not for profits, NGOs or community groups</li> <li>• Strong writing and editing skills experience.</li> </ul>
Values	<ul style="list-style-type: none"> <li>• Demonstrable experience working within and promoting core humanitarian values, including the ICRC's Fundamental Principles, anti-racism and aid decolonisation.</li> <li>• Knowledge of and experience living and/or working with SOGIE individuals and communities in all their diversity.</li> </ul>
Language	<ul style="list-style-type: none"> <li>• Fluency in written and spoken English. French and/or Swahili a major asset.</li> </ul>

The Strategic Advisory Board will review this Job Description on an annual basis and amend if required.

*The PRIDE Centre is rooted in a foundation of anti-racism and aid decolonisation across all outputs and operations. We embrace SOGIE communities in all their diversity, inclusive of indigenous understandings of non-CIS sexual identity and gender expression and identity.*

### The International PRIDE Centre's Commitment on Diversity, Equity and Inclusion

The International PRIDE Centre, its staff and board, are committed to a world that embraces diversity, equity, and inclusion. We believe that every individual—regardless of gender identity, sexual orientation, race, ethnicity, or socio-economic background—deserves dignity, safety, a livelihood, and a sense of belonging.

We champion the rights of LGBTQI+ communities globally, with particular emphasis on the unique challenges, strengths, and experience of those in the Global South. We acknowledge the intersectionality of oppression and empowerment, understanding that experiences of discrimination are shaped by colonial histories, economic disparities, religion, and cultural contexts.

This commitment extends across all our work, outputs, activities, and our advocacy and external representation.

To apply please send a cover letter, CV/resume to [internationalpridecentre@pridecentre.org](mailto:internationalpridecentre@pridecentre.org) with the subject "INTERN", by **17:00 East Africa Time on 25 April 2025**. Applications will be considered on a rolling basis. Incomplete applications and applications received after the deadline will not be considered. Please note that only shortlisted candidates will be contacted.