



## CALL FOR MENTORS FOR WOMEN AND YOUTH WITH DISABILITIES

### Background

Sightsavers is an international non-governmental organisation that works in more than 30 countries globally with partners to eliminate avoidable blindness and empower persons with disabilities to participate equally in society. We have been working in Zimbabwe since the 1950s.

### Realising the African Disability Protocol Programme (RAD-P)

As part of Sightsavers' growing [social inclusion](#) work, we are implementing the Realising the African Disability Protocol Programme (RAD-P) funded by the European Union. The goal is that people with disabilities - particularly the most excluded - in Malawi, Zambia and Zimbabwe - participate in governance and decision-making structures, influencing inclusive policies and local development processes in alignment with the [African Disability Protocol \(ADP\)](#). A key focus is strengthening Organisations of Persons with Disabilities (OPDs) to advocate for the ADP's domestication and implementation. As part of this, we are launching a mentorship initiative to support emerging women and youth with disabilities leaders.

### Mentorship Project

The mentorship project will link emerging women and youth with disabilities leaders (mentees) with leaders in civil society (mentors) to build their skills and confidence. The project will pair mentees with mentors for individual skills and competencies building. The mentorship program is an unpaid voluntary program with a duration of 6 months.

As a volunteer, the RAD-P programme will support with training on inclusive disability inclusion practices, and how-to mentor people with disabilities. We will also support you with resources, periodic mentorship relationship troubleshooting and support, as well as organise mentors peer-peer exchange. We are flexible for either physical or virtual pairing and prioritise the accessibility of sessions for women and youth with different types of disabilities.

Although we strongly urge mentors who reside in Harare, Bindura, Gweru, Chinhoyi, Masvingo and Bulawayo to apply. However, anyone from other provinces in Zimbabwe are allowed and they can be paired virtually to their mentees. Mentors interested in the programme can apply and submit by 21 January 2026.

### Application Form

Please complete the application below for consideration to be a mentor in the Realising the African Disability Protocol Programme (RAD-P) and send to [rfpzim@sightsavers.org](mailto:rfpzim@sightsavers.org). For any further information call on +2638677212180

1. Title:

2. Name (first before surname):



**3. Gender:**

- Female
- Male
- Prefer not to say

**4. Do you have any disability?**

- Yes
- No
- Prefer not to say

**5. If your answer in 4 is yes, what type of disability do you have?**

**6. Age:**

**7. Phone number:**

**8. Email:**

**9. Address:**

**10. City/Town/ Province of residence:**

**11. Organisation name:**

**12. Organisation address:**

**13. Position in the organisation:**

**14. Please tell us a little about your professional background (including volunteer work):**

**15. What is your motivation for being a mentor for women and youth with disabilities?**

**16. How would you prefer to meet your mentee for the time:**

- Physically
- Virtually
- Hybrid

**17. We have applicants from areas below, indicate your preference:**

- Harare
- Chinhoyi
- Bindura
- Bulawayo
- Any of the above



**18. What is your level of understanding of sign language? (Not a requirement)**

- None
- Beginner
- Intermediate
- Fluent

**19. What challenges if you anticipate any, would you propose for program staff to address while implementing this mentorship program?**

Thank you for your application, we will respond shortly