

National Council: Mbekezeli Benjamin (*Chair*), Itumeleng Mothlabane, Nontsikelelo Dlulani, Masechaba Ntsane, Nomhlekhabo Masondo, Zamaswazi Madonsela, Sifiso Mthabela, Dineo Mogadime, Sesule Magwaza, Siyabulela Ncetani, Luyanda Dladla, Kholeka Mbalo, Edna Gubula, Khanyisile Mkhize, Athabo Somazembe, Yenzeka Shabalala, Katlego Sekhaolelo, Emihle Tima, Thandeka Mkhwanazi, Luphumezo Ngcetane.

WANT TO WORK FOR A DYNAMIC YOUTH-LED ORGANISATION?

Equal Education in Gauteng is calling for applications for the 2026 Community Leadership Internship Programme.

Equal Education's Community Leadership (CL) Internship Programme is for young people who are passionate about being leaders within and outside of their communities. Through the programme, aspiring young activists develop leadership, facilitation, community organising and communication skills. During the internship, CLs will be involved in running Youth Groups; Youth group is our main platform for engaging and developing Equalisers. The work of a CL will entail: working with a team of facilitators, building strong relationships in communities and schools, and participating in assisting with campaigns. Participants must be energetic, hard-working, self-motivated, have good facilitation skills and be team players who can adapt to a fast-changing environment.

The 2026 CL Internship Programme entails the following:

1. It is a one-year, full-time, paid internship based in our Gauteng office. Building strong relationships with various stakeholders, including parents, schools, and organisations.
2. Each CL will be an integral part of youth groups, which includes working with a team of facilitators, Equalisers (high school-going learners), parents, and ensuring that logistics around youth groups are taken care of.
3. Political education, leadership development, and other training workshops.
4. Representing EE on public and private platforms.
5. Contribute to shaping an environment that is equal and safe for Equalisers to participate in.
6. Contribute to the creation of a positive environment for both members and staff at EE.
7. Provide support and training to facilitators.
8. Show a commitment to movement building and building communities.
9. Must have an interest in working with young people.
10. Office hours are 09:00 – 17:00. However, CLs work flexible hours (late evenings and weekends).

WHO SHOULD APPLY?

1. Must be between ages of 18 –30.
2. Past experience working with schools and facilitation would be an advantage.
3. Can commit 100% of your time to the organisation. Successful applicants must be able to start the programme full-time on **2nd February 2026**.
4. Skills and Competencies

- a. Must have matriculated or have a Level 4 equivalent
- b. Basic computer literacy
- c. Strong organising skills / Ability to bring people together
- d. Have people working skills
- e. Previous facilitation and public speaking experience would be advantageous
- f. Previous experience at a youth development organisation would be advantageous

5. Characteristics we are looking for include:

- Ethical Leadership
- Ability to work hard and focus
- Passion for community development
- Responsibility
- Creativity
- Excellent written and verbal communication skills
- Interest in human rights issues
- Honesty and accountability
- Proactive
- Punctuality
- Problem-solving ability

APPLICATION FORM IS ON THE FOLLOWING PAGE.

APPLICATION FORM

Name: _____

Surname: _____

Gender:

- Male
- Female
- Non-binary

Province/City: _____

Date of Birth: ____ (DD) ____ (MM) _____ (YYYY)

Cell phone number: _____

Email: _____

Home address: _____

Name of High School you went to: _____

Matriculated in which year: _____

Previous involvement with EE (if any):

(Please tick in the circle)

- Volunteer
- Equaliser
- Facilitator

Other (please explain) _____

Answer the following questions on a separate piece of lined papers/document. Please ensure to include your full name on the answer sheet. You are allowed to respond in a language you are most comfortable with.

Question 1:

In 200 words, explain what you understand equal and quality education to mean and why it is important, particularly for schools based in rural and township communities?

Question 2:

Funding for organisations and social movements such as EE is shrinking, this impacts our ability to organise in a way that reaches a large number of people. How do you think we can still organise in a way that is impactful with limited resources?

Question 3:

In 200 words, explain why you would like to be a member of the 2026 CL Internship Programme and why you think you are suited to this programme.

Question 4:

Overcrowding in Gauteng schools has been a pressing issue for some time. If you were to step into the role of leading advocacy campaigns, how would you embark on this journey in less than 150 words? What is your understanding of Overcrowding and which stakeholders do you believe are essential to build a relationship with in order to drive meaningful change?

QUESTION 5:

The online admission system was introduced to bring equality and make the process easier. However, what we have observed is seeing frustrated parents and a lot of unplaced learners every year in long queues at districts. The schools are unable to assist parents which makes it even more frustrating for them. The department of education has been aware of this challenge. What approach do you think the department should take to resolve this issue and ensure all learners are admitted / placed on time?

-
- Do not hesitate to contact us should you have any queries or require clarity regarding the application.
 - Completed applications must be sent via email to the email addresses at the bottom **by Friday, 16 January 2026, 17:00.**
 - Please indicate the **position and province** you are applying for in the subject line of your email (Example: *“Application for 2026 CL Programme-Gauteng”*).
 - Alternatively, you can complete your application, take pictures and send it via WhatsApp to the following contacts:

Contacts

Tevin Mahlangu

Head of Organising in Gauteng

tevin@equaleducation.org.za

+27 83 358 5471

Nozipho Njomo

Human Resource Coordinator

hr@equaleducation.org.za

Short-listed applicants will be contacted for an interview. If you are not contacted by 30 January 2026, please consider your application unsuccessful.