Call for applications

Trainers and mentors for the AGILE Africa Resilience Incubator

Location: Remote, with a programme focus on Kenya, Tanzania and Uganda

Application deadline: 18 November 2026 23:59 EAT

Background

Thomson Media invites applications from experienced trainers and mentors for the AGILE Africa Resilience Incubator, a remote programme working with independent media organisations in Kenya, Tanzania and Uganda.

The incubator is part of Advancing Global Innovation and Learning Effectively to Build Resilience in Independent Media (AGILE). The project is funded by the European Union and implemented by a consortium led by Internews Europe, with ARTICLE 19, Fojo Media Institute/Linnaeus University, Thomson Media and Transtélé Canal France International.

The incubator supports independent media organisations to strengthen their audience engagement, financial sustainability and organisational resilience.

Purpose of the assignment

Selected experts will provide practical training and mentoring in their chosen area of expertise, tailored to the needs and operating contexts of participating media organisations.

Applicants may apply for one or more thematic areas, provided they demonstrate extensive expertise in each area they choose. Experts may be based anywhere; extensive, demonstrable professional experience working in East Africa or on issues relevant to the region is essential.

Thematic areas

Applications are invited in the following areas:

- **Audience development:** Audience insights, engagement and growth.
- **Media business development and innovation:** Business models and revenue diversification.
- **Media finance and product costing:** Financial planning, pricing and costing.
- **Media safety and source protection:** Digital and physical safety for journalists.
- **Media operations and continuity:** Media systems and continuity planning.
- **Responsible AI and product governance:** Ethical AI and product oversight.

Essential experience and skills

Applicants must demonstrate:

- Extensive practical expertise in each thematic area for which they apply, supported by specific examples of relevant work.
- Extensive relevant professional experience working in East Africa or on issues affecting the region, with an understanding of media and the operating contexts relevant to the proposed assignment.
- A demonstrated record of training, mentoring or advising media organisations or practitioners in the relevant field.
- The ability to facilitate practical and participatory online learning for organisations with different capacities and business models.

- Strong English communication and facilitation skills, and the ability to produce clear, practical materials and feedback.
- An understanding of editorial independence, confidentiality, data protection and the safety considerations relevant to the work.

Experience in Kenya, Tanzania and/or Uganda, knowledge of relevant local languages, and familiarity with both community radio and digital media would be an advantage. Applicants do not need to be based in any of the three countries.

Application requirements

Please submit the following in English:

- A CV including relevant assignments and responsibilities.
- A statement of interest, of no more than two pages per thematic area, identifying the area or areas applied for, explaining relevant specialist expertise and providing specific examples of professional work in or relevant to East Africa. Please include a brief approach to the assignment and your availability.
- An indicative daily rate in EUR for each thematic area, specifying whether VAT is applicable.
- Up to two examples or links to relevant work, where available and where confidentiality permits.

If applying on behalf of an organisation, identify the named expert who would deliver the assignment and provide their CV. Applicants applying for more than one area should provide a separate statement for each and include the relevant indicative daily rate.

How to apply

Send your application to mea.recruitment@thomsonfoundation.org. The email subject line must identify the thematic area or areas for which you are applying, using the following format:

AGILE Africa application - [Thematic area or areas] - [Applicant name]

Applications will be assessed against relevant thematic expertise, the extent and relevance of East Africa experience, the proposed approach to training and mentoring, availability and value for money. Further assignment details, including time commitments, will be shared with shortlisted applicants during pre-contracting onboarding.