

## Mentors for Investigative Journalism in East Africa Truth Matters: Countering Digital Threats

### Terms of Reference

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Project Title: **Mentors** for Investigative Journalism in East Africa,  
Truth Matters: Countering Digital Threats

Location: East Africa, incl. Kenya, Uganda, Tanzania, Ethiopia, Somalia,  
Sudan, South Sudan

Assignment Period: 1 July – 15 November 2024

Language required: English

Application Deadline: 12 May 2024

### Background

DW Akademie is Deutsche Welle's center for international media development, journalism training and knowledge transfer. Our projects strengthen the human right to freedom of expression and unhindered access to information. DW Akademie empowers people worldwide to make independent decisions based on reliable facts and constructive dialogue. DW Akademie is a strategic partner of the German Federal Ministry for Economic Cooperation and Development. We also receive funding from the Federal Foreign Office and the European Union and are active in more than 70 developing countries and emerging economies. We stand for free media, free expression, and free societies worldwide.

### Project Description

In East Africa, an increasing economic system of disinformation and hate speech has been established in recent years, leaving societies exposed to digital threats such as misinformation, propaganda and hate speech, and to applications of mass surveillance technology and harmful use of artificial intelligence. These threats distort the understanding of citizens for reality and possibilities to make informed decisions, and hence, democratic processes are systematically undermined. Especially women are victims of misogynous online attacks.

The investigative fellowship program aims to support the research and reporting project on digital challenges as well as on concrete solution-based approaches, and therefore offers mentorship for journalists implementing relevant in-depth stories. The selected mentors will

have the opportunity to learn more about current digital threats and join professional media networks in the East African region pursuing similar thematic projects.

### Scope of Services

DW Akademie is seeking **skilled mentors** (5 positions) to support the fellowship programme for investigative journalism implemented in Eastern African countries, including Kenya, Uganda, Tanzania, Ethiopia, Somalia, Sudan, and South Sudan.

Each mentor will guide three investigative journalists from East African countries to complete their in-depth stories. The mentor will be available throughout the entire duration of the fellowship which will last from July to middle of November 2024. In total, 9 days of mentoring will be required.

After the selection process has been finalized, all mentors will meet with the project manager for one **online session** in July 2024 to plan the work ahead and for two additional **check-in meetings** to report about the development of the stories.

The **kick-off event** with the mentees takes place end of June 2024 in Nairobi. The mentors will be invited to join the gathering, get to know the mentees in person, and comment on the presentation of the different pitches.

In one-on-one sessions, the mentors will assist the research fellows in triangulation of sources and guidance regarding appropriate story angles. They will ensure that the final stories are quality journalistic products based on deep research which can be published in the media organisations the fellows are working for.

Together with the research fellows all mentors are invited to the online **closing event** in November 2024. Some of the final in-depth stories will be published in Deutsche Welle channels for international exposure.

### Profile of Applicants

The applicants should have expertise as senior investigative journalists, including thorough understanding of the theme digital threats. Furthermore, he/she should have extensive knowledge of the East African region and the media landscape and is equipped with excellent analytical skills. In addition, strong communication skills are required, both written and verbal, proven experience in mentoring, and fluent in English.

In addition, the applicant should have a valid passport and can travel to Kenya. Travel and accommodation costs will be covered by DW Akademie.

## Application Procedure

Qualified candidates are kindly requested to submit:

(1) **ONE PDF** file with:

- (a) up-to-date **Curriculum Vitae**, and
- (b) **one reference letter**,

**and**

(2) completed **online survey**, incl. links to selected **investigative work samples**,  
see link here: <https://forms.office.com/e/ymybumPLKe?origin=IprLink>

We strive for gender parity at all levels of the organization and particularly encourage women to apply.

Applications should be submitted to Almuth Schellpeper at the following email address: **dw-akademie.kenya@dw.com** with the **subject line "Mentorship"**.

The submission **deadline** is **12 May 2024**.

Only complete applications will be considered.