

**SAVE THE CHILDREN INTERNATIONAL  
ROLE PROFILE**



<b>TITLE: Education Specialist</b>	
<b>TEAM/PROGRAMME:</b> Programme Development and Quality	<b>LOCATION:</b> Dar-es-Salaam with frequent travel to the field
<b>GRADE:</b> 2	<b>CONTRACT LENGTH:</b> 1 year, renewable
<p><b>CHILD SAFEGUARDING:</b> Level 3: ✓ the post holder will have contact with children and/or young people <i>either</i> frequently (e.g. once a week or more) <i>or</i> intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p>	
<p><b>ROLE PURPOSE:</b> Save the Children is expanding its activities in the education sector, particularly in early childhood development (ECD) and basic (primary) education. The Education Specialist will provide strategic and technical leadership in this process. She/he will assume the overall responsibility for the growth and development of the education portfolio, including training for staff implementing in the field and operations research to test new approaches or the application of approaches in Tanzania. S/He must bring an innovative leadership profile with a proven record of accomplishment in education and a sound technical background in programme design and delivery. The post holder should also have a solid understanding of the public education sector in Tanzania and some of the current challenges to delivery of quality basic education. The position is a core actor in mobilising new resources for our education portfolio.</p>	
<p><b>SCOPE OF ROLE:</b> <b>Reports to:</b> Director of Programme Development and Quality</p> <p><b>Dimensions:</b> Save the Children has been operational in Tanzania (starting in Zanzibar) since 1986. It is currently implementing a strategic plan (2022-2024), with an overall funding ambition of approximately \$40 million. The advocacy work at Save the Children in Tanzania is a strong component of the Programme Development and Quality Team to accelerate campaigns against early/forced child and corporal punishments and other forms of physical and humiliating punishments (PHPs), among others marriage. The necessary policies, systems and operational structures required to address child marriage are largely lacking and accorded low-priority on the national development agenda. The project funded by Breakthrough Strategic Investment will support the campaign by piloting a diagnostic toolkit to identify which children are excluded and what are the drivers behind their exclusion. The project will be designed in consultation with national statistics authorities, local academics and other organisations working on exclusion and data to engage their expertise as well as build longer-term relationships with these actors in support of other activities connected to the campaign.</p> <p><b>Staff directly reporting to this post:</b> to be determined</p>	
<p><b>KEY AREAS OF ACCOUNTABILITY:</b> <b>Strategic Planning and Programme Development</b></p> <ul style="list-style-type: none"> <li>• Be fully aware of and actively participate in the development and review of country strategy and thematic programme plans. Specifically lead the development and implementation of the Education strategy in collaboration with other technical sectors.</li> <li>• Build on technical knowledge, personal understanding of education policy and services in Tanzania, and current/previous programming to develop projects for funding in close coordination with the programme quality team (including monitoring, evaluation, accountability and learning). Ensure all new programming supports the achievement of Save the Children strategic and thematic objectives in both development and humanitarian contexts. Maintain a gender sensitive lens and work towards gender equity in programmes. All programming must reflect the Government of Tanzania’s priorities (or influencing updates in policy)</li> </ul>	

and be aligned to building their capacity to effectively provide education services to all Tanzanians, particularly adolescent girls and the disabled.

- Analyse donor priorities and positions on issues related to education; identifying institutional funding opportunities and developing/maintaining contacts with potential donors, partners and key technical agencies. Ensure that new partnerships in this technical area reflect the programme quality we expect of ourselves.
- Ensure that programme strategy supports and demonstrates good practice in child safeguarding and gender mainstreaming.
- Using a child rights programming lens, ensure that our Education programming is built around the Theory of Change and aligns with Global Initiative strategic directions for Education, including Education in Emergencies (where appropriate).

### **Advocacy and Policy Development**

- Be fully aware of national policies, strategies and other initiatives and developments by the Government of Tanzania and other stakeholders relating to Education (especially early childhood development and primary education), and critical intersections with child protection, health and nutrition, and child poverty. Regularly assess and communicate the implications for Save the Children's programme and priorities of any changes in the operating environment relevant to this theme in close collaboration with the relevant Specialist(s).
- Help to clearly articulate the Education advocacy messages for the Tanzania country office. Develop an advocacy plan (with timeline and key outcomes) and ensure its implementation at national, county and community level, particularly aligned to ending corporal punishment and elimination of child marriage.
- Develop policy briefs and position papers when required related to the Education programme in coordination with the Child Protection, Health and Nutrition, Child Rights Governance and Senior Campaign and Advocacy Manager. This may require technical collaboration with other Technical Specialists within the country office or within the SC Members.
- Represent and advocate for Save the Children with UN agencies, donors, Government of Tanzania, NGOs and others at the highest levels in both verbal and written communications to ensure Save the Children is seen as the lead international agency in terms of innovation and quality of implementation that focus on education and child protection issues. Specifically ensure the following:
  1. Participation in regular working groups and technical meetings.
  2. Ensure presence at relevant Education partner coordination meetings, especially with the Government of Tanzania and key donors
  3. Advise field teams to ensure adequate field visibility through attendance at technical meetings at regional and district level.
  4. Ensure active dissemination of programme findings and lessons learned through the production of high technical quality lessons learned documents and their effective dissemination to key stakeholders
  5. Participate in and contribute to SC Global Initiative activities for Education, as relevant.

### **Programme Quality**

- Monitor and provide timely, relevant, accurate input on overall technical aspects of Save the Children Education programme work in Tanzania. The position will be required to travel 30-40% of the time to Save the Children field locations.
- Liaise with the Programme Operations department to ensure all Education and other programme staff receive the necessary and appropriate technical support. In consultation with staff and project managers agree on the range of advice, support, training and/or other assistance required from you to facilitate high quality programming and ensure it is delivered in a timely fashion. This will involve regular visits to Save the Children operational areas.

- Assist in the development of tools for project staff and partners to improve the quality of Education work. Where necessary provide technical training for project staff and partners as required (e.g. monitoring tools, programme quality tools, etc.).
- Where external consultants (local or international) are required to technically support or monitor and evaluate projects, lead the recruitment and subsequent management of contracted consultants as per the recruitment guidelines.
- Review relevant monitoring reports to donors to ensure that technical debates are well articulated and reports are of acceptable quality before submission. Provide support where necessary to improve report-writing skills.
- Provide input on partner selection and coach partners in Education programming principles.
- Analyse and provide feedback on programme implementation to ensure gender equity and adequate child participation.

#### **Monitoring and Evaluation**

- Ensure the development of an M&E framework and key indicators for access, equity, retention, transition, completion and learning outcomes that help each project improve quality of reporting, clearly articulate progress and impact of projects, identify issues for advocacy and new programmes/projects in the future.
- Participate in the design of baseline, mid-term and end of project evaluations for ECD and basic education programmes, or Education components of multi-sectoral programmes. Monitor the evaluation process and provide input and clarification as needed. Review evaluation findings and ensure that lessons and recommendations are captured in the Lessons Learned database.
- Regularly review and monitor education programmes for child safeguarding issues. Take corrective action in modifying programme activities and/or report incidents.

#### **Other**

- Participate actively in PDQ programme meetings, planning and review activities, providing enhanced insight into Education programming.
- Actively participate in key relevant internal meetings such as Quarterly Programme Review Meetings, BVA review meetings and Field office meetings as required. Participate in any Donor visit to project(s) within the country office portfolio, as required.
- Ensure the recruitment and training of ECD and Basic Education programme staff in technical areas of expertise as appropriate and ensure availability of appropriate professional development opportunities.

#### **BEHAVIOURS (Values in Practice)**

##### **Accountability:**

- holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values;
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved;

##### **Ambition:**

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same;
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale;

##### **Collaboration:**

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters;
- values diversity, sees it as a source of competitive strength;
- approachable, good listener, easy to talk to;

**Creativity:**

- develops and encourages new and innovative solutions;
- willing to take disciplined risks;

**Integrity:**

- honest, encourages openness and transparency; demonstrates highest levels of integrity;

**QUALIFICATIONS AND EXPERIENCE**

- Bachelors’ degree or equivalent in education or related field.
- At least 7 years of professional experience (not limited to teaching experience alone).
- Demonstrated experience in designing technical strategies around education, specifically early childhood development and primary education.
- Experience with early grade reading/literacy and numeracy.
- Prior experience at a senior level, advising projects of at least Tshs 50 million.
- Technical expertise in education, specifically pre-primary and/or primary education.
- Demonstrated experience of developing and managing relationships and funding from donors such as DFID, USAID, World Bank or other development partners.
- Demonstrated experience working with national and/or regional level government structures to strengthen the capacity of the government to deliver services.
- Demonstrated experience of project design and proposal development.
- Ability to work with local structures to plan and effectuate change in behaviour around teacher training, pre-primary and basic education and community mobilisation. Demonstrated ability to work at a community level.
- Strong English communication and interpersonal skills, especially working with multicultural teams.
- Experience in building personal networks, resulting new opportunities for the organisation.
- Experience solving complex issues through analysis, definition of a clear way forward and ensuring buy-in of others.
- Commitment to the Save the Children values and willingness to abide by Save the Children’s Child Safeguarding Policy.
- Ability to read, write and speak in Kiswahili.
- Fluency in English, both verbal and written, required.

**DESIRABLE:**

- Exposure to NGO project design and delivery: 3+ years with education development projects.
- Highly developed cultural awareness and ability to work well in an international environment with people from diverse backgrounds and cultures.
- Strong results orientation, with the ability to challenge existing mind sets
- Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy in.

**Additional job responsibilities**

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

**Equal Opportunities**

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures;

**Child Safeguarding:**

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

**Safeguarding our Staff:**

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

**Health and Safety**

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

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