Technical Lead in Education – Regional Teachers Initiative for Africa (RTIA)

Project description.

The Regional Teachers Initiative for Africa (RTIA), a programme funded by the European Union, aims to improve learning outcomes and the socio-emotional development of children in Africa, by having a more competent, motivated and inclusive teacher workforce in basic education.

The RTIA will especially seek to achieve the following outcomes over the remaining 3 years of implementation:
1. Improve the governance, management, attractiveness, and gender balance of the teaching profession, with a strong focus on increased digitalisation and innovation.
2. Enhance the quality, relevance, and effectiveness of initial and continuous teacher professional development, notably through digital education, peer-to-peer learning approaches and regional collaboration.

Within RTIA, the Facility (the Team Europe contract led by Expertise France) supports teacher policy and improve teacher education and professional development systems by
i providing capacity building at country level through technical assistance,
ii promoting innovation and scaling of effective teaching solutions;
iii increasing the production and use of data and evidence,
iv promoting the use of regional frameworks, evidence-based practices, and joint learning at regional level.

The Facility from the RTIA reaches the above-mentioned objectives through 3 types of instruments or "windows":
1) one window to deliver technical assistance on teacher governance and teacher education and professional development based on the demand from eligible partner countries,
2) one window with 3 types of interventions : scaling existing tools or programs that have a demonstrated effect on teachers' pedagogical skills, testing new solutions for effective teaching practices and supporting teachers' work in crisis/fragile contexts, with a focus on the thematic areas of digital skills, gender, green skills, and pedagogical skills,
3) a research window to create new evidence and support the integration of evidence in the policy making process and in the design of teacher education and professional development programs.

In addition to these windows the Facility's knowledge management and communication activities further contributes to the sharing of knowledge, evidence, and best practices related to the overall Initiative outcomes.

The Facility is funded by the European Commission and is co-implemented by the Partnership formed by 4-Member States (MS) agencies: Expertise France for France, Enabel for Belgium, ESTDEV for Estonia and EDUFI for Finland. Expertise France has been designated the Coordinating Agency for this Partnership. The Facility works closely with both UNESCO and AUC, the implementing partners in charge of the other 2 contracts that make up the RTIA.

Following the extension of the Facility to January 2030, the action is entering a new phase focused not only on implementation, but also on consolidation, cross-window and cross-

partner synergies, learning and knowledge uptake, scaling of results, policy dialogue and sustainability.

The duration of the action is scheduled from 01.02.2024 to 31.01.2030 (72 months) with a budget of 92.000.000 EUR.

Assignment description.

Located at the EF coordination office in Addis Ababa (Ethiopia), with frequent travel within Sub-Saharan Africa and occasional travel to Europe, the Technical Lead in Education (or TLE) will continuously provide technical support, backstopping, and ensure quality assurance for key activities delivered by the Facility, particularly under Windows 1 but also across the other components of the Facility (Windows 2 and 3, as well as the cross-cutting component). He/she will ensure the Facility stays consistently aligned with relevant international technical frameworks, standards, and norms related to teacher policy, teacher-related issues, teacher competency frameworks, and teacher education and professional development, incorporating best practices.

The TLE will work as part of a team comprising three other Technical Leads (TLEs), one from Enabel and two from EDUFI, also based in Addis. He/she will mainly work in close coordination with the other TLEs, the Education Officers based in Paris & Addis and a pool of thematic Key experts (digital, gender, green education, etc.). According to his/her portfolio, he/she will contribute to a coordinated and coherent approach to the implementation of the Facility's activities across its different components.

Under the supervision of the Facility Deputy Team Leader/Technical Hub Coordinator based in Addis, the main tasks entrusted to the Technical Lead in Education are:

<u>Responsibility 1 - Technical support and Quality assurance</u>

a) *Under Window 1 (Technical assistance):*

- Develop strategies to engage eligible countries in the preparation and submission of a technical assistance request, in collaboration with the team of Education Officers, and when applicable the Cross-Cutting Thematic Experts.
- Collect information and collaborate with the partner countries, the Local Education Group (LEG), the EUMS liaison office and relevant local, national and regional stakeholders, as well as the EU delegation on the co-construction of Country Action Plans (CAPs), in order to ensure alignment with national education strategies and reforms and action synergies with partner's initiatives.
- Promote synergies and opportunities for scaling up with other programmes implemented by Expertise France and its implementing partners, while identifying potential opportunities to leverage additional funding from DFI and ensure the continuity and sustainability of funding.
- Lead CAP development missions together with respective Ministries (MoE) and relevant partners to co-construct the country action plan and determine its associated deliverables to assess feasibility and prepare actions.
- Proactively search for experts particularly by facilitating access to and promoting European expertise whenever appropriate and relevant, to implement the technical assistance activities.

- Review Terms of Reference (TORs) for actions implemented, ensuring coherence and quality assurance with the CAP.
- Provide guidance on identifying and planning technical expertise to address specific needs.
- Develop and implement quality assurance processes to make sure that the provided technical assistance responds to the countries' needs.
- Contribute to and implement any process aimed at ensuring that decision-makers take ownership of the technical assistance deliverables (knowledge transfer).
- Contribute to the enhancement of standard operating procedures, templates, business processes, and FIT (Facility Implementation Team) organization aiming at improving the delivery of technical assistance.
- Contribute to the MTR (Mid-Term Review) and Closure/Evaluation exercise at CAP level.
- Contribute to the exchange of knowledge and information with other EF projects and/or facilities' staff, with a view to creating synergies with other education-related initiatives (especially EU-funded).

b) Window 2 (testing and scaling effective programs) and Window 3 (Research):

- Contribute to the selection process of the second phase of the call for proposals (CfP) (teachers in crisis contexts)
- Participate in Window 2 and Window 3 monitoring meetings with partners operating in the countries covered by their portfolio
- When relevant, review and provide feedback on the implementation reports of the projects implemented through the call for proposals.
- Participate from time to time in regular monitoring meetings or key momentum (Learning Workshop, etc) with partner CSO/NGO funded by the Facility under this CfP.

<u>Responsibility 2: Coordination and Networking</u>

- Contribute actively to the regular information sharing and coordination meetings led by the DTL/THC with other Technical Leads (and Cross-Cutting Experts)
- Develop professional networks at national, European, Sub-Saharan Africa, and international levels to broaden the spectrum of expertise engaged by the Facility in key sectors.
- Assist in identifying potential collaborative institutions and new partners in Europe and Sub-Saharan Africa.
- Engage with external stakeholders, potential collaborators, and partner institutions at country level to address matters concerning the development of RTIA.
- Participate in the various governance and coordination bodies of the RTIA and the Facility, when requested.
- Attend relevant national and international workshops, seminars, and conferences aligned with the strategic interests of the Facility, when requested.
- Represent the Facility Team Leader and the Deputy Team Leader, including at partnership events and strategic gatherings, as well as in awareness, communication, and visibility activities, whenever needed.
- Provide technical inputs (and any necessary information) to the Technical Hub Coordinator/DTL to support the coordination with the Facility's partners based in Addis Ababa, as well as the European Union representatives
- Act as Country Technical Coordinator or Focal Point (depending on the countries in the portfolio) for the Facility, thus creating linkages between the 3 Windows.

Responsibility 3: Reporting, Knowledge Management and Evaluation

- Provide technical support on education and teacher policy matters for essential reporting, monitoring, and evaluation activities within the Facility.
- Facilitate the identification and exchange of tools, experiences, and practices developed with RTIA support.
- Collaborate with the Knowledge Management Team to contribute to knowledge management processes focusing on teacher-related issues.
- Contribute to the sound implementation of the MEAL strategy and activities, in collaboration with the MEAL Team and Education Officers.
- Contribute to the dissemination of knowledge products, in coordination with the Facility's Communications Team.

The described tasks involve the necessity to network and interact with a multiplicity of institutions from EU and Sub-Saharan countries and require readiness and ability to travel abroad when necessary.

The TLE could undertake any other tasks that may be assigned by Expertise France in line with the achievement of the RTIA's objectives.

Qualifications.

Required Skills:

- Minimum Master degree in Educational Sciences, Educational Policy and Planning, Economics of Education, Teacher Education, or equivalent by experience. PhD in education related issues would be an asset.
- Profound understanding of teacher policy, teacher questions, teacher competency framework, and teacher education and professional development (including good practices).
- Working knowledge of education and teacher education systems and stakeholders in Sub-Saharan Africa.
- Deep understanding of the specific challenges faced by children and teachers in crisis contexts (conflicts, displacements, economic shocks, climate-related disasters, etc.) with the ability to strategize and address these issues effectively.
- Good knowledge of the policies and institutional actors of education in an EU Member State and if possible, at European level
- Solid understanding of European and international frameworks and institutions concerning issues related to teachers.
- Capable of guiding result-oriented strategic and activity planning processes, including the formulation of country action plans.
- Proficient in project management tools and processes. Familiarity with EU administrative, project management, and financial procedures is advantageous.
- Excellent planning, organisational, interpersonal and communication skills.
- Strong analytical skills, excellent leadership competences, strong interpersonal and communication skills.
- Proven ability to cooperate and negotiate with local and institutional partners as well as government representatives. Politically and culturally sensitive with qualities of patience, tact, and diplomacy.
- Full command of standard computer applications (Microsoft Office)
- Fluent French and English spoken and written skills are essential. Other languages desired: Portuguese, Spanish, Arabic





Required Experience:

- Minimum of 10 years' professional experience on an education advisor position, preferably with focus on teacher-related issues.
- Working experience in the field of education in Sub-Sahara Africa (through long term assignments or short-term missions), preferably in large complex projects (> 2M€) and/or in crisis context.
- Experience in the creation, maintenance, coordination and animation of networks of expertise.
- Experience in working and coordinating with international and national partners, government and donor agencies.
- Working experience with the promotion of inclusivity of vulnerable groups, in the broad sense of the word.
- Work experience in a multi-lingual/international environment and ability to accommodate cultural differences to interact effectively with people of different cultures.
- Ability to communicate, to exchange ideas, to listen to, and to network with various partners and stakeholders.
- Demonstrated experience in designing theories of change and facilitating discussions/activities/workshops on the articulation of activities-outputs-outcomes and impact

Contract information.

Job location: Addis Ababa, Ethiopia. The position will start with an induction in Paris over a period up to 1 month, before relocation in Addis Ababa (Ethiopia).

Contract information: the contract period is for 12 months (extendable). We offer an expatriate EF contract with a competitive salary and expatriation package.

Starting date: January 2027.

Application.

Documents to be provided:

- A CV
- A cover letter
- Three business references including email and telephone contacts.

Candidates interested in this opportunity are invited to submit their application as soon as possible. Expertise France reserves the right to pre-select candidates before the recruitment closing date.