

Team Leader – Facility of the Regional Teachers Initiative for Africa (RTIA)

Project description.

The Regional Teacher 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

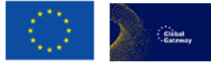
- i. providing capacity building at country level through technical assistance,
- ii. promoting innovation and scaling of effective teaching solutions;
- iii. increasing the production and use of data and evidence,
- iv. promoting the use of regional frameworks, evidence-based practices, and joint learning at regional level.

The Facility of the RTIA reaches the above-mentioned objectives through 3 types of instruments or “windows”:

- one window to deliver technical assistance on teacher governance and teacher education and professional development based on the demand from eligible partner countries,
- 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,
- 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 Union and is co-implemented by the Partnership formed by 4 member state (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.

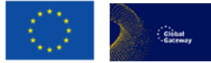
Based in Expertise France coordination office in Paris, with regular travels to MS coordination offices in Europe and occasional travels in Africa, the Team Leader will be in charge of the overall strategic leadership, supervision, coordination and representation of the Facility to achieve the project objectives in an efficient and effective manner.

At Facility level:

- The Team Leader will provide direct line management to the Expertise France team, including the Deputy Team Leader/Technical Hub Coordinator (based in Addis-Ababa), the Programme Coordinator, the Support Services Coordinator and the Communication Officer (based in Paris). While Project Managers of each Implementing Partners (IP – Enabel, ESTDEV, EDUFI), Enabel & EDUFI's TLEs and Knowledge Management team (EDUFI) remain under the hierarchical authority of their respective agencies, they will work under the functional coordination of the Team Leader to ensure the overall coherence, alignment, and effective implementation of the Action.
- He/she will ensure strategic oversight of Facility performance, reporting, knowledge and learning, including the consolidation and strategic positioning of key results, evidence and messages for donors and governance bodies.
- On behalf of Expertise France as consortium coordinator, the Team Leader will ensure consolidated oversight of programme implementation, partner contributions, budget execution, risks and results, in accordance with the Multi Partnership Contribution Agreement (MPCA), Partnership Agreement (PA) and the respective responsibilities of each IP.

At Initiative level:

- The Team Leader will ensure that the Facility delivers on its objectives and contributes coherently to the broader objectives of the RTIA Initiative. He/she will provide strategic direction, facilitate coordination across the Facility's Implementation Partners, ensure alignment with Initiative-level priorities, arbitrate cross-cutting or strategic issues, and assume overall accountability for the Facility's performance, governance and delivery.
- He/she is responsible for coordinating the RTIA governance bodies, driving discussions on strategic priorities, and escalating key challenges and issues requiring attention or decision-making.
- He/she will maintain regular and structured information exchange with relevant governance bodies, European Commission services, Member State administrations, EU Delegations, beneficiary institutions, Implementation Partners and other key stakeholders of the RTIA Initiative, including UNESCO and the African Union.
- He/she will represent the Facility at the appropriate strategic and institutional level, in particular with the European Commission/INTPA, RTIA governance bodies and the Facility's consortium partners.



Under the supervision of the Head of the Education, Higher Education and Research Unit at Expertise France's headquarters in Paris/France, the main tasks entrusted to the Team Leader are:

Responsibility 1: Strategic Management and Oversight

At Facility level:

- Set the strategic direction and priorities of the Facility (as defined in the Description of the Action and further agreed through the project governance bodies).
- Ensure coherence across the Facility's three windows and cross-cutting functions.
- Arbitrate strategic or cross-cutting issues within the Facility and clarify priorities where needed.
- Clarify decision-making and accountability lines, ensure effective articulation between strategic, technical, operational and support functions, and delegate the corresponding responsibilities to the relevant leads.
- In close cooperation with the Liaisons Officers (in charge of the overall monitoring and support to the project in each MS agency's headquarters) and the Facility Management Team, the Team Leader will prepare and facilitate the Partnership Committee (PC) and the Project Management Unit (PMU) meetings.
- Coordinate with EU Commission services and engage with international education stakeholders to secure their involvement in defining the Facility's strategic objectives.

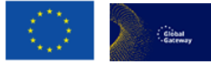
At Initiative level:

- Ensure continuous alignment of the Facility with EU policies and strategies for Africa, AU's Continental Education Strategy, SDGs, Global Gateway and any other relevant international framework or initiative for Teacher's policy development in Africa.
- Contribute to the strategic coordination of the Facility with the other components and Implementing Partners of the RTIA Initiative (including UNESCO and the African Union) and ensure that the Facility contributes coherently to the broader objectives and results of the RTIA Initiative.
- Connect Facility results, evidence and learning with Initiative-level priorities, policy dialogue and strategic positioning.
- Represent the Facility at the appropriate Initiative-level governance and institutional forums.
- Prepare and facilitate the ISC (Initiative Steering Committee) and the TCC (Technical coordination Committee).

Responsibility 2: Team Leadership and Coordination

At Facility level:

- Lead the collective management of the Facility Management Team, ensuring clear roles, responsibilities and decision-making lines, through a direct (EF) or a functional link (Implementing Partners).
- Ensure that operational, technical and support responsibilities are delegated to the appropriate functions.
- Set goals, objectives, and deliverables for directly managed team members.
- Steer appropriate coordination of deliverables across the wider project team.
- Validate consolidated Facility work plans, annual budgets and major resource allocations, based on inputs from the relevant functional leads and in coordination with the Support Services Coordinator.



- Resolve cross-functional management issues and validate major organisational and resource decisions, based on inputs from the relevant functional leads.
- Foster team cohesion and effective cross-IP collaboration through regular and ad hoc meetings.

At Initiative level:

- Ensure that Facility-level management and planning are coherent with the governance and coordination arrangements of the broader RTIA Initiative.
- Facilitate effective coordination with the management representatives of the other RTIA components and Implementing Partners where issues concern Initiative-level priorities or cross-component synergies.
- Bring Facility-level strategic issues requiring Initiative-level discussion or decision to the appropriate RTIA governance body.
- Translate Initiative-level decisions and orientations into Facility-level priorities and management.

Responsibility 3: Strategic Oversight of Performance, Reporting, Knowledge and Learning

At Facility level:

- Set strategic objectives and expected contributions for major areas of Facility activity, including reporting, knowledge management, learning and MEAL.
- Provide strategic oversight of knowledge management, learning and MEAL, while leaving technical and operational leadership to the relevant functions.
- Lead the strategic reporting and narrative of the Facility and work, with the relevant functions and Implementing Partners, to shape coherent strategic key messages, evidence-based analysis and clear strategic positioning the messages conveyed to donor (UE) and RTIA governance bodies.
- Ensure that reporting provides a coherent picture of Facility performance, results, challenges and lessons learned across the three windows and Implementing Partners.
- Use evidence, knowledge and learning to inform Facility-level decision-making, adaptation and strategic positioning.
- Identify cross-window lessons, opportunities for scaling and areas requiring strategic attention.
- Supervise any necessary monitoring, learning or evaluation exercise conducted by Expertise France (or by a body engaged by Expertise France) or the donor, with the relevant functions.

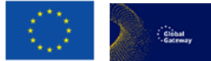
At Initiative level:

- Promote Facility reporting, evidence and learning to the broader reporting and strategic positioning of the RTIA Initiative.
- Ensure that relevant evidence and results can inform discussions on scaling, sustainability and the longer-term contribution of the Initiative.
- Connect Facility knowledge and learning with Initiative-level priorities.

Responsibility 4: Communication and Visibility

At Facility level, with IPs and the relevant functions:

- Ensure compliance with the donor's (EU) communications and visibility requirements.



- Set strategic communication and visibility priorities for the Facility, in line with its objectives and results.
- Ensure that key Facility results, evidence, lessons and good practices are identified and translated into appropriate communication priorities and messages.
- Support coherence in the communication and visibility of the Facility across its three windows and Implementation Partners.
- Promote the visibility of Facility achievements and their contribution to teacher policy and teacher development in Africa.
- Ensure that communication priorities support stakeholder engagement, learning and uptake.

At Initiative level:

- Position key Facility results and achievements within the broader RTIA Initiative and African education agenda.
- Ensure that RTIA results and lessons contribute to broader discussions on the post-2030 education agenda.
- Support coherent communication of the Facility's contribution to the RTIA Initiative vis-à-vis INTPA, EU stakeholders, African institutions and other strategic partners.
- Guide the dissemination and strategic positioning of evidence, lessons and results at regional and continental level.
- Contribute to strategic communication around the longer-term contribution, scaling and sustainability of the RTIA Initiative.

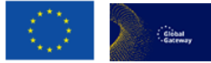
The TL could undertake any other tasks that may be assigned by Expertise France in line with the achievement of the RTIA's objectives.

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.

Qualifications.

Required Skills:

- Minimum Master's degree in international relations and development, project management, education, or other relevant fields. PhD would be an asset.
- Strong understanding of the international cooperation architecture in Africa, including EU external action and relevant African continental and regional institutions
- Knowledge of education and teacher education systems and stakeholders in Sub-Saharan Africa.
- Excellent project management skills with good command of EU administrative, project management and contractual and financial procedures.
- Excellent project 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: Spanish, Portuguese, Arabic.



Required Experience:

- Minimum of 10 years' professional experience in programme management, preferably in the field of education and / or in Sub-Saharan Africa.
- Demonstrated experience as project manager or a team leader of projects providing policy advice and capacity building to public institutions (eg. technical assistance, peer-to peer exchanges among civil servants, etc.) on education related issues.
- Recognised strategic leadership with a proven ability to influence key stakeholders and drive strategic dialogue at senior level.
- Experience managing large complex projects (> 10M€) preferably funded by the European Union or other international donors.
- Proven ability to successfully lead, manage and develop large teams, demonstrated by substantial previous management experience.
- Experience in working and coordinating with international and national partners, government and donor agencies.
- Experience with the promotion of inclusivity of vulnerable groups.
- Experience in a multi-lingual/international environment and ability to accommodate cultural differences to interact effectively with people of different cultures.

Contract information.

Job location: Paris, France

Contract information: the contract period is for 12 months (extendable to 36 months). We offer an EF contract with a competitive salary and benefit package, which includes comprehensive insurance cover, social security, pension contribution, holiday allowance, 13th month, etc.

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.