

Together we can beat poverty for good. Will you join us?

# ROVING EDUCATION TEAM LEADER

## PROGRAMMES

Closing Date: 2 weeks from advertisement

Vacancy Type: Fixed term

Vacancy Reference: TBC

**Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our [values](#) are recruited to work for us.**

The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

All offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam GB also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By applying, the job applicant confirms his/her understanding of these recruitment procedures.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from diverse backgrounds to apply.



## Shaping a stronger Oxfam for people living in poverty.

### ABOUT OXFAM

Oxfam is a global community who believe poverty isn't inevitable. It's an injustice that can be overcome. We are shop volunteers, women's right activists, marathon runners, aid workers, coffee farmers, street fundraisers, goat herders, policy experts, campaigners, water engineers and more. And we won't stop until everyone can live life without poverty for good.

Oxfam GB is a member of the international confederation [Oxfam](#).

Oxfam has been working in South Sudan since 1983, devoted to empowering people against poverty. In 2015 the organisation consolidated its efforts to meet the needs of the most vulnerable and has reached over 1.2 million people across South Sudan with life-saving sustainable assistance. The Oxfam Humanitarian and Development programme currently operates through 12 field bases in the former Jonglei State (5 bases) including GPAA, Lakes State, Central Equatoria State.

Gender justice programming is a mainstream in all the work we do, and standalone gender justice projects are being developed. Oxfam works in partnerships where possible and aims to increase the number of women's rights organizations partnered to 40% by 2019.

### OUR TEAM

The team is responsible for the strategic development and management of the country Humanitarian program. Supports Oxfam's impact locally, regionally, continentally, and globally through ensuring Humanitarian program alignment to the key strategic objectives and program standards. Provides strategic leadership and support to resource mobilisation efforts. Ensure that the humanitarian programmes make the proper shift, with the quality needed to ensure a proper achievement of the South Sudan Oxfam Response Strategy. Ensures that the promotion of women's rights is at the heart of all Oxfam in South Sudan's program work.

### JOB PURPOSE

Collaborate with all team members and Partners, especially those in the emergency response team, to ensure high-quality programming, delivery, and learning, is backed by evidence of impact at the field level. The incumbent will have the responsibility of supporting the implementation of the Education projects across Pibor throughout all stages of project cycle management (PCM), encompassing planning, coordination, delivery, and monitoring of Education activities in alignment with Oxfam's strategy in South Sudan and donor commitments. This involves direct involvement in the Education Core Competency (CC) or through an integrated approach. Work closely with team members to supervise and guide educational initiatives at Oxfam in South Sudan. Contribute to the development and execution of strategies aimed at enhancing the quality of education programs, ensuring they align with organizational objectives and standards. Strengthening coordination with other education partners with in GPAA and the education cluster.

### WHAT THE RECRUITING MANAGER HAS TO SAY ABOUT THE ROLE?

To ensure that Oxfam in South Sudan has the management, technical and logistical capacity to manage its humanitarian, resilience and sustainable development work.

CORE DETAILS			
<b>Location:</b>	South Sudan		
<b>Salary:</b>	Competitive salary package		
<b>Internal Grade:</b>	C2 National		
<b>Division</b>	National	<b>Job Family:</b>	Programme
<b>Contract type:</b>	Fixed Term.		
<b>Hours of work:</b>	40 hours per week. This is a full-time role; however, Oxfam offers various flexible arrangements which candidates can discuss with the Recruiting Manager at interview stage		
<b>This role reports to:</b>	TBC		
<b>Staff reporting to this post:</b>	TBC		
<b>Annual budget for the post:</b>			
<b>Key relationships/interactions:</b>	OXFAM South Sudan Response Team, Country Technical teams, Field staff, Safeguarding Shared Service.		
<b>Screening checks:</b>	All successful candidates will be screened through <a href="#">Refinitiv World-Check One</a> to comply with counter terrorism and financial sanctions regulations.		
<b>References:</b>	Should you be successful and not already employed by Oxfam, we will require minimum of two references covering five years of employment history.		

## KEY RESPONSIBILITIES

- Work closely with Senior Education Coordinator, Project Managers, Roving Teacher trainers, and Education officers to develop Oxfam's vision for Education programs.
- Engage in the Education and TVET Technical working groups, Education Cluster with Ministry of Education, and relevant ministries and Partners.
- Lead the preparation of project reports (Monthly, quarterly, and annual report) and other requested reports.
- Support Partner staff and consultants, in consultation with relevant line ministries, during education program implementation and report to Line manager.
- Engage and support the supervision of Partners' day-to-day work in implementing ALP, FAL, TVET activities.
- Foster collaboration with other thematic teams such as Gender, protection, WASH, and Livelihood to strengthen the Education sector within Oxfam and other agencies.
- Translate and document lessons learned at the program level to inform senior management strategy and documentation of success stories and case studies in coordination with program managers.
- Contribute to strategic technical planning and program design.
- Maintain, guide, and rollout project schedules, review work plans, and evaluations.
- Ensure the quality of work and accountability mechanisms in Pibor, Rumbek, and Juba, working with the technical team, and support managers in delivering responsibilities for work quality and accountability.
- Conduct Monthly field monitoring support and provide support during reporting to ensure project quality and meet reporting deadlines.
- Implement accountability and community feedback mechanisms according to agreed principles and minimum standards.
- Build capacity of Oxfam and partner staff on Education and program quality.

## TECHNICAL SKILLS, EXPERIENCE & KNOWLEDGE

### Essential

- Bachelor's degree in education, Vocational Education and Technology Studies or Development Studies is essential with progressive work experience in MEAL.
- A Diploma in any Technical and Vocational Education accredited training course is an added advantage requirement.
- More than 3-3 years of relevant work experience in the field of Education, FAL and TVET as per Oxfam Education thematic program priorities
- Proven and strategic implementation ability with strong connectional and analytical skills for planning, monitoring, and learning. Experience in designing and implementing Education project, TVET projects through non-state providers e.g. private sector providers, NGOs, industry, and employers.
- Qualitative and quantitative analysis skills and experience of working on monitoring, evaluation and learning processes within an INGO context preferably in Development context.
- Excellent understanding of the Education landscape (Basic Education, ALP, FAL and TVET) in South Sudan and hands-on expertise in apprenticeship, Adult Education and TVET pedagogical skill training, Green TVET approaches and Private sector engagement.
- Strong interpersonal skills and ability to communicate in English clearly both verbally and in writing and with all levels of staff.
- An understanding of TVET provision for informal employment sectors e.g. small businesses for mechanics, engineering, construction agriculture, and community-based entrepreneurial activities.
- Experience in organizing events, meetings, workshops, and conferences.
- Experience in training and facilitation
- Motivated, flexible and innovative team player with excellent communication skills
- Excellent written and spoken English
- Skilled in IT (Microsoft Office)

- Willingness to work and travel in country, often under difficult and insecure environments, for up to 80% of time.

### Behavioural competencies (based on Oxfam's Leadership Model)

Practice Category	Leadership Practice	Description
Self	Self-Awareness	We are able to develop a high degree of self-awareness around our own strengths and weaknesses and our impact on others. Our self-awareness enables us to moderate and self-regulate our behaviours to control and channel our impulses for good purposes. We self-moderate appropriately to different context thereby optimizing our ability to achieve goals.
	Humility	We put 'we' before 'me' and place an emphasis on the power of the collective, nurture the team and play to the strengths of each individual. We are not concerned with hierarchical power, and we engage with, trust and value the knowledge and expertise of others across all levels of the organisation. We work to achieve goals together not just individually.
Seeing the 'big picture'	Vision Setting	We have the ability to identify and lead visionary initiatives that are beneficial for our organisation, and we set high-level direction through a visioning process that engages the organisation and diverse external stakeholders. Clarity in our communication of vision allows others to focus on delivery and their contribution to the wider changes we seek.
	Systems Thinking	We view problems as parts of an overall system and our contributions to change in relation to the whole system, rather than reacting to a specific part, outcome or event in isolation. We focus on cyclical rather than linear cause and effect. By consistently practicing systems thinking we are aware of and manage intended and unintended consequences of organisational decisions and actions.
	Strategic Thinking and Judgment	We use judgment, weighing risk against the imperative to act. We make decisions consistent with organisational strategies and values
	Agility, Complexity, and Ambiguity	We scan the environment, anticipate changes, are comfortable with lack of clarity and deal with a large number of elements interacting in diverse and unpredictable ways. We develop strategies to maximise adaptability and agility, encourage forward thinking, new ideas and learning from experience.
Relationship Skills	Listening	We are good active listeners who can see where deeper levels of thoughts and tacit assumptions differ. Our messages to others are clear and consider different preferences.
	Influencing	We have the ability to engage with diverse stakeholders in a way that leads to increased impact for the organisation We spot opportunities to influence effectively and where there are no opportunities we have the ability to create them in a respectful and impactful manner.
	Relationship Building	We understand the importance of building relationship, within and outside the organisation. We have the ability to engage with traditional and non-traditional stakeholders in ways that lead to increased impact for the organisation.

	Enabling	We all work to effectively empower and enable others to deliver the organisations goals through creating conditions of success. We passionately invest in others by developing their careers, not only their skills for the job. We give more freedom and demonstrate belief and trust, underpinned with appropriate support.
Ability to Deliver results	Mutual Accountability	We can explain our decisions and how we have taken them based on our organisational values. We are ready to be held to account for our actions and how we behave, as we are also holding others to account in a consistent manner.
	Decisiveness	We are comfortable to make transparent decisions and to adapt decision-making modes to the context and needs. We recognize that decisions may not always lead to the results we seek but enable us to continually learn and improve.

**OXFAM LEADERSHIP COMPETENCY FRAMEWORK - For your information only. Please use criteria in the 'Person Specification' section to demonstrate your suitability for the role.**

Competencies	Description
<b>Decisiveness</b>	We are comfortable to make transparent decisions and to adapt decision making modes to the context and needs.
<b>Influencing</b>	We have the ability to engage with diverse stakeholders in a way that leads to increased impact for the organization. We spot opportunities to influence effectively and where there are no opportunities we have the ability to create them in a respectful and impactful manner.
<b>Humility</b>	We put 'we' before 'me' and place an emphasis on the power of the collective, nurture the team and play to the strengths of each individual. We are not concerned with hierarchical power, and we engage with, trust and value the knowledge and expertise of others across all levels of the organization.
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<b>Listening</b>	We are good listeners who can see where deeper levels of thought and tacit assumptions differ. Our messages to others are clear, and consider different preferences.
<b>Mutual Accountability</b>	We can explain our decisions and how we have taken them based on our organizational values. We are ready to be held to account for what we do and how we behave, as we are also holding others to account in a consistent manner.
<b>Agility, Complexity, and Ambiguity</b>	We scan the environment, anticipate changes, are comfortable with lack of clarity and deal with a large number of elements interacting in diverse and unpredictable ways.
<b>Systems Thinking</b>	We view problems as parts of an overall system and in their relation to the whole system, rather than reacting to a specific part, outcome or event in isolation. We focus on cyclical rather than linear cause and effect. By consistently practicing systems thinking we are aware of and manage well unintended consequences of organizational decisions and actions.
<b>Strategic Thinking and Judgment</b>	We use judgment, weighing risk against the imperative to act. We make decisions consistent with organizational strategies and values.
<b>Vision Setting</b>	We have the ability to identify and lead visionary initiatives that are beneficial for our organization and we set high-level direction through a visioning process that engages the organization and diverse external stakeholders.
<b>Self-Awareness</b>	We are able to develop a high degree of self-awareness around our own strengths and weaknesses and our impact on others. Our self-awareness enables us to moderate and self-regulate our behaviors to control and channel our impulses for good purposes.

<b>Enabling</b>	We all work to effectively empower and enable others to deliver the organizations goals through creating conditions of success. We passionately invest in others by developing their careers, not only their skills for the job. We provide freedom; demonstrate belief and trust provide appropriate support. We give more freedom and demonstrate belief and trust, underpinned with appropriate support.
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