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Approved
04 NOV 2026

Summary of the Consultancy:

Project Title: Protection Assistance to Refugees and Asylum Seekers, Returnees and Internal Displaced Persons in South Sudan.

Application Location: Gorom Refugee Settlement

Application Deadline: November 10, 2026-Midnight South Sudan Time

Position Title: Education Facilitator

Reports to: Project Assistant – Education

Start Date: November 15, 2026

Application Type: External application

Period of Engagement: Five (5) Days

Background:

Humanitarian and Development Consortium (HDC) is a South Sudanese National NGO established in 2008, legally registered by Relief and Rehabilitation Commission (RRC) under registration number No. 137. HDC Vision is to empower communities. HDC delivers high-quality programming targeting women, children, and others persons of concern affected by the crisis and climate shocks across South Sudan. HDC is implementing a years' strategic plan with five program pillars: i.e. protection, Gender & inclusion, peacebuilding and Justice; food security and Livelihood; public & Reproductive health and Education. HDC has operational presence across five (5) states and two administrative areas (Greater Pibor & Ruweng) in South Sudan, working with a dedicated team.

HDC with funding from UNHCR is implementing Education, protection, and Legal support in Gorom Refugee camps in Juba County. The overall project objective is Protection Assistance to Refugees and Asylum Seekers, Returnees and Internal Displaced Persons and host community in South Sudan. HDC is seeking for a qualified facilitator to conduct refresher training for 36 teachers and school management on: pedagogy, leadership, class management, assessment, South Sudan teachers' code of conduct, Inclusive Education, Monitoring and supervision.

Purpose of the Consultancy:

The purpose of this refresher training is to:

1. Train 25 teachers on: pedagogy, classroom management, teachers' code of conduct, inclusive education, assessment, peace education, learner competencies in South Sudan Curriculum, and child protection

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2. Train 11 school administrators on: Building and sustaining effective teams, building leadership capacity, creating and communicating a vision, leading effective teaching and learning, leading your school finance and the power of coaching.

The specific objective of the Refresher Training:

I. Strengthen instructional leadership of school administrators to effectively coach, observe and mentor teachers.
II. Ensure policy and compliance alignment by updating their knowledge on education mandates, safety protocols and regulatory requirements.
III. Create space for peer sharing, reflective practice and professional communities.
IV. Refresh strategies for meeting diverse student needs, adapting to various learning styles, and supporting special education.

Methodology of the Training:

The training methodology involves face- to-face facilitation sessions with the consultant facilitating different sessions in five days. The first three days will be sessions for 25 teachers and the last 2 days will be training sessions for school administrators.

The facilitator will demonstrate active learning with his role only being a facilitator during the sessions.

HDC Education Assistant is the focal person to coordinate, plan, organize and mobilize participants for the refresher sessions with support from the Program Manager-Education. The training will be conducted in Gorom where the teachers are located.

Mode of the training:

The following methods of training will be adopted

1. Administer pre and post test for both teacher's refresher training and School administrators training.
2. Encourage and ensure active learning is enhanced with the consultant role as a facilitator and not a teacher during the sessions.
3. Maintain daily attendance records of the participants on a daily basis.
4. Engage the trainees in all the activities and demonstrations
5. At the end of each module, assess learning ability and skills gained by participants.
6. After completion of the training, conduct evaluation to gauge whether or not beneficiaries have met their expectations.

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Expected Deliverables:

- ❖ Draft 2 training Report- (Refresher Teacher training and School administrator Training)
- ❖ Training attendance for the 2 trainings
- ❖ Pre-and post-assessment results
- ❖ Prepare training schedule/agenda for the training before the sessions
- ❖ Prepare the training content to be shared with the education team.

Key duties and responsibilities:

1. Instruction & Curriculum Delivery

- ❑ **Tailored Learning:** Adapt teaching methodologies to suit different learning paces and accommodate diverse linguistic and cultural backgrounds.
- ❑ **Immersive Environment:** Create a communicative, student-centered environment that encourages natural and active participation.
- ❑ **Remedials**: Support students with remedial lessons to place all students at the same levels.

2. Assessment & Feedback

- ❑ **Needs Analysis:** Conduct initial assessments to identify students' current proficiency levels, learning goals, and specific areas for improvement.
- ❑ **Progress Monitoring:** Regularly evaluate student performance through quizzes, homework, reflections and speaking exercises to ensure they meet their benchmarks.
- ❑ **Targeted Feedback:** Provide immediate, constructive, and actionable feedback during the sessions.

3. Lesson Planning & Material Design

- ❑ **Curriculum Adaptation:** Create or adjust daily lesson plans/training agenda that fit the intensive, fast-paced nature of the program.
- ❑ **Resource Integration:** Select authentic materials and integrate multimedia tools and technology to keep lessons engaging and relevant.
- ❑ **Homework Management:** Design and assign relevant practice exercises to reinforce in-class learning.

4. Student Support & Administration

- ❑ **Motivation & Confidence:** Build meaningful, supportive relationships to boost student morale, especially for those who may feel overwhelmed by the rapid pace of the sessions.
- ❑ **Administrative Tasks:** Maintain accurate records of attendance, grading, and overall student performance.
- ❑ Address significant behavioral issues and ensure safety

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- ❑ Respect learners 'rights and dignity without prejudice to gender, tribe, language, religion, age, ability and nationality.
- ❑ Ensure safe and healthy learning environment

Required skills and experience:

- Experience in teacher training for more than five years, training teachers in different educational components in the context of South Sudan.
- Has a bachelor's degree or related field in Education

Training Timeline:
The training is planned for **Monday - Friday, 15th – 20th November 2026**

Safeguarding & Gender Equality:

HDC is committed to safeguarding and promoting the involvement and participation of the communities it serves. The selected consultant will undergo an orientation or induction on safeguarding and will be required to sign the HDC Code of Conduct.

Interested and qualified applicants can submit their application letters including a CV in English, copies of Nationality and qualification documents, both phone and email contacts details of at least three professional reference (At least one a direct supervisor) to the following email: hdc.recruitment@hdcafrica.org or hand delivery at HDC Coordination Office in Hai Jebel Kujur, Rockcity- Juba, South Sudan. In a subject line of the email, indicate clearly the position you are applying for

Note: The applications will be reviewed on a rolling basis and applicants will be subjected to interviews before the deadline.

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