

Terms of Reference (ToR) for a Short -Term Assignment

Technical Assistance:	3 Expert /qualified trainers in English language proficiency
Project:	Providing Safe access to Basic Education & Protection services for Crisis affected populations.
Service Contract Number:	FCA 2020/01/11964
Target Beneficiaries:	130 teachers in Fangak County, Jonglei.
Duration of Assignment:	4.5 months (mid-February to June 2020)
Location:	Fangak County, Jonglei State
Targeted Sub-sector:	Teacher training and capacity support to Primary school teachers

1. Background on FCA Operation in South Sudan

Finn Church Aid is a faith-based organisation founded in 1947. FCA is the largest Finnish development cooperation organisation and the second largest provider of humanitarian aid. FCA operate in around 15 countries in Asia, Africa and the Middle East. We work with the poorest people, regardless of their religious beliefs, ethnic background or political convictions. Our operation includes long-term development cooperation, humanitarian assistance and advocacy, and we operate around three thematic areas: Right to Quality Education, Right to Livelihood and Right to Peace. Finn Church Aid is a member of ACT Alliance.

In South Sudan, FCA implements programs in three thematic areas of Right to Quality Education (R2QE), Right to Peace (R2P) and Right to Livelihood. Under R2QE, we have interventions on Education in Emergency, Technical and Vocational Education and Training (TVET) and education sector development. FCA targets youth and young adults, out-of-school adolescents and youth, youth on the move and crisis affected children.

2. Background, description and objective of the project activity

The provision of education in South Sudan was already extremely low prior to the outbreak of the current civil war. According to the South Sudan 2011 Statistical Yearbook and 2013 Education and Management Information System (EMIS) of the Ministry of General Education and Instruction (MoGEI), 73% of men and 84% of women above 15 years old were illiterate, 60% of the teachers were untrained or their qualifications were not known, and three out of five school-aged children were not enrolled in the primary school.

Today, South Sudan continues to have the lowest schooling coverage in all sub-sectors (pre-primary, primary, alternative, secondary, technical, and vocational education and training) in the region. Access to education has been hindered by number of issues ranging from; schools occupied by armed groups and soldiers, school facilities destroyed during conflict, protection issues of insecurity or armed conflict, schools without classroom structures or sanitary facilities, and lack of sanitary protection and menstrual hygiene management for adolescent girls.

The quality of education is hampered by too few teachers and too few schools; poorly trained and ill-equipped teachers contribute to unsafe and unfriendly classrooms, which disproportionately drive out children with disabilities and girls.

To promote the use of English as a medium of instruction in primary schools in Fangak County, FCA is seeking to hire competent and qualified English Language Instructors to provide continuous training and mentorship of primary school teachers in Fangak County, Jonglei State, South Sudan. The purpose of this Terms of Reference (ToR) is to provide a framework for training of 130 teachers over a period of 4.5 months running from mid-February to June 2020.

3. Description of assignment

3.1 Specific objective and scope of work.

The specific objective of this assignment is to provide assistance to the Ministry of General Education & Instruction (MoGEI) more specifically, the support to the capacity building and competence on English proficiency targeting teachers in selected primary schools in Fangak, Jonglei state for a period of 4.5 months.

In the scope of this objective, these activities are foreseen:

- Undertake rapid assessment to identify the level of English proficiency among teaching staff in the selected primary school.
- Prepare and conduct training program that suits the level, context and needs of the targeted teachers within the available time frame.
- Intersperse one-on-one support and mentorship during training period
- Undertake relevant learning assessment and evaluate training progress take improvement actions.
- Conduct exit assessments to determine the level of improvement in English language proficiency as a medium of instruction.
- Any other task deemed fit in relation to this assignment.

3.2 Key role/activities of FCA

- Support training through regular field visits, supervision and monitor of training activities in the target schools.
- Mobilise teachers and follow up to ensure that teachers attend and complete the training session(s).
- Liaise with the relevant authorities in support of the training program at field level.
- Provide training material (including learning aids).
- Ensure that training take place in a safe, secure and conducive training environment
- Cater for flights to/from Juba and all transport within field locations.
- Facilitate the process of obtaining a travel clearance for the trainer(s) if required.
- Provide for accommodation in the field (Fangak).
- Ensure appropriate orientation on security, FCA policies, and program context is done for the trainer(s) in the field location.
- Provide local translators where necessary to ensure smooth delivery of the assignment.
- Document of success stories and lesson learns for further improvement and replication.

3.3 Key deliverables:

1. Detailed work plan
2. Detailed list of required training materials/teaching aids.
3. Training report

3.4 Schedule and reporting

1. Detailed work plan: After 1 week after deployment to the field.
2. Detailed list of required training materials/teaching aids: After 1 week after deployment to the field.
3. Training report: **Progress reports** expected every month and a **final report** expected 1 week after completion of the training program.

4. Required qualifications, skills and competencies

Required Education Qualifications:

- Minimum of a University Bachelor's degree in Education (with a specialization in Linguistics, English language or Teacher Education).
- Postgraduate diploma in Education will be an added advantage.

Experience:

- a) 3-5 years of experience in teacher education or a teacher trainer with a reputed agency, organization or training institution in South Sudan.
 - Expertise in teacher training, development of learning and teaching materials, and/or educational materials or related fields would be an asset.
 - Client experience in English proficiency training for civil society, non-governmental organisations or government entities would be an asset.
- b) Technical competencies and qualifications should be attached, including CVs, copies of academic certificates, and professional certification or registration.
 - Experience with a proven record of providing training services from English to local/national languages in South Sudan.
 - Flexibility and familiarity in using the major language(s) spoken in Fangak, Jonglei will be an added advantage though not a must.
- c) Proven ability and capacity to deliver training within a tight deadline, such as the flexibility to work extra hours in attempt to accomplish the assigned tasks.
- d) Previous experience of working with the International NGOs and other such organisations would be an asset.
- e) Ability to live in a diverse cultural context with basic minimum social services and limited recreational facilities.
- f) Familiarity with the context in Fangak, Jonglei State is a plus.

Competencies

- Experience in training teachers and conversant with adult learning model.
- Demonstrated previous expertise in teacher education and training.
- Strong interpersonal, teamwork and communication skills
- Strong analytical and presentation skills.
- Proficiency in Microsoft Word, Excel, PowerPoint and Outlook

5. Application procedure:

Interested candidates should submit the following information;

- i. CV and copies of relevant academic document and,
- ii. A maximum of one page cover letter explaining your interest and suitability for the assignment.

Candidates meeting the above qualification, experience and competencies are encouraged to submit their CV, Cover letter and copies of academic documents zipped in one folder by email with the subject "**FCA Short Term Assignment : 2020/01/11964**" to procurement.ssuco@kua.fi by midnight of **February 12, 2020**.

Any application submitted after February 12, 2020 will be automatically disqualified and rejected. **Qualified female candidates are highly encouraged to apply.** FCA is an equal opportunity employer.