



TERMS OF REFERENCE TEACHERS - PYEI

Organization	Adeso - African Development Solutions, www.adesoafrica.org
Project	PYEI – Pastoral Youth Education Initiative
Position Type	Consultancy – Six (6) Teachers
Position Location	Marsabit County (Kalacha, Elgarde, Dirib, Kargi, Korr, Laisamis)
Duration	One (1) Year
Reporting To	Project Coordinator - PYEI
Working With	Adeso Staff
Starting Date	Immediately
Application Deadline	2 nd February, 2018 (Extended to 11 th February, 2018)
Vacancy Contact	Please send applications to consultancy@adesoafrica.org – Adeso will only respond to short-listed applicants.

ORGANIZATIONAL BACKGROUND

Adeso is an expanding and vibrant African based international development and humanitarian organization. At Adeso, we work with African communities who are yet to realize their full potential; working inside these communities to create environments in which Africans can thrive. Our belief that economic, social and environmental security is the bedrock of a healthy community drives the nature and intent of our programming. We work to prevent and overcome situations that adversely affect community well-being by: reinvigorating the economy, developing skills for life and work, providing humanitarian aid, and influencing policy.

For the past 20 years we have strengthened rural livelihoods through environmental awareness, training, technology transfer and innovative humanitarian projects in pursuit of a peaceful, self-reliant, and greener future.

Adeso is an exciting and dynamic organization experiencing managed rapid growth. It offers sound employment conditions with opportunities for personal growth and development.

BACKGROUND FOR CONSULTANCY

This position is part of the Pastoralist Youth Education Initiative (PYEI), a multi-donor project that forms the second phase of Adeso's approach to enhance economic and social opportunities of marginalized pastoral children in Marsabit, Kenya through improved access to quality education. Taking a holistic approach, the PYEI is looking to build on the successes and lessons learned from a 2 year pilot Mobile Non-formal Education (MNFE) in providing access to primary and post primary education for pastoralist youth focusing on female participation.

Under the direct supervision of the Project Coordinator, the Teachers will be responsible for the implementation and evaluation of the Non formal education curriculum and imparting knowledge, skills, developing personality and character that will provide a lasting and inspiring impact on the lives of pupils to develop a positive attitude.

SPECIFIC ROLES AND RESPONSIBILITIES

1. Curriculum Implementation and Evaluation

- To prepare all professional records for curriculum implementation.
- Develop teaching/learning resources for effective and motivating lessons.

- Keep all records and use them to improve performance
- Conduct continuous assessment tests and terminal exams, mark and record results.
- Train children in co-curricular activities so as to compete with others.
- Participate in timetable review with the CECs.
- Keep records of all monitoring tools including the exit forms, class register, and NFEC pupils' performance.

2. **Facilitate Community Participation in Promoting Non Formal Education**

- Train parents on basic concepts of upbringing their children.
- Participate in CEC meetings in the NFECs.
- Participate in community mobilization and sensitization about the project.
- Involve the community through the CECs to support education.
- Encourage the community to give girls equal chance in education through mobilization.
- Encourage the CECs and Pupils to make the center environmentally friendly.
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3. **Managing Non formal Education Centre (NFEC) Resources**

- Responsible for proper management of center resources issued for promoting teaching/learning environment i.e. textbooks, teaching aids and etc.
- Accountable for keeping proper and accurate list of books issued to NFEC pupils.
- Ensure proper utilization of any used material during classroom instruction.
- Ensure proper storage and safety of equipment/materials after use by children, this includes the floor mats, tents, textbooks and register and football equipment.
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4. **Promote Partnership with Local Educational Institutions**

- Regularly monitor the attendance, scholastic performance and learning needs of the children in the NFEC in close liaison with Adeso PYEI project staff.
- Initiate close relationship with teachers from the local primary schools to share approaches for effective teaching in the NFEC

5. **Development of Human Potential in Students**

- Prepare high achieving pupils for post primary education.
- Develop the pupils' potential abilities to their maximum through a variety of experiences.
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- Develop in pupils, an awareness and appreciation of education in the field of education and an ability to utilize them.
- Develop in pupils, an awareness of the principles which underline good human relationship and use of these in their dealings with the community.
- Prepare the pupils to face life with self-confidence and independence.
- Promote clear logical thought and critical judgment.
- Offer carrier guidance to pupils.
- Conduct counselling for pupils in need of counselling. Liaise with parents of individual learners for effective delivery of counselling services.

CONSULTANCY PERIOD

One (1) year renewable.



QUALIFICATIONS

Essential:

- BED primary option/P1 teachers' certificate.
- At least one year experience in a similar position.
- Ability to teach Kenya primary curriculum.
- Ability to work well with minimal supervision.
- Good communication skills and organizational skills
- Ability to establish strong working relationship with the community
- Willing to travel and work regularly within remote areas.
- Ability to work as part of a team
- Ability to coach and mentor
- Self-confidence, maturity & ability to co-operate with a wide variety of people
- Must be a resident of Marsabit County
- Experience working with Pastoralist communities

Desirable:

- Commitment to vision, Mission and values, aims and policies (especially gender relations).
- Uphold Adeso Values at all times.
- Robust energy and interpersonal skills at high level.
- Working at community level and with NGOs.
- Ability to work on own initiative & under pressure and to meet deadlines.
- Personal commitment to working as reliable, honest, & trustworthy member of a team.

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APPLICATION PROCESS

All applications should be sent to consultancy@adesoafrica.org by the **11th February, 2018** with “**Teacher – PYEI**” on the subject line. The selection committee will review all applications as they arrive. All applicants must meet the minimum requirements described above, and those unable to meet these requirements will not be considered.

Each application package should include the following:

- An application letter addressing the selection criteria including how the consultant’s previous experience matches the consultancy objectives as well as the interest for the position. It should also indicate the candidate’s availability and consultancy rates. The letter should be no longer than two pages;
- Updated CV including relevant work experience and qualifications;
- Contact details of 2 references.

Applications not including all of the above information will not be reviewed. Adeso is an equal opportunity employer.