



## SCIENCE TEACHERS' INITIATIVE JOB PROFILE

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Approved

12/2/21



### I. Post Information

Job Title: **ECD Specialist (Pre-primary education Specialist)**  
Post Location: **Juba South Sudan**

Reports To: Country Director  
Department: Education Programs

### II. Organizational Context and Purpose for the job

Science Teachers Initiative (STI) is a registered International Non-Government Organization (INGO) with aims and goals to improving the quality of education in Africa and to promoting the use of scientific knowledge, innovation, and research in solving socio-economic challenges through, developing practical reading/learning materials, promoting numeracy and literacy, retooling teachers in practical science teaching through provision of science kits and mini laboratory for primary and secondary education and increasing access to inclusive quality basic education and education in emergencies, provision of quality inclusive Pre-primary education. STI works closely in partnership with the Ministry of General Education and Instruction, and the National Curriculum Development Centre (NCDC) to improve the quality of education.

**Job organizational context:** The ECD Specialist GJP is to be used in a Country Office (CO) where ECD is a programme component of the Country Programme (or UNDAF).

**Purpose for the job:** The ECD Specialist reports to the **Country Director** for general guidance and direction. In close collaboration with relevant sectors, the Specialist is responsible for coordinating the design, development, planning, implementation, monitoring and evaluation of ECD programmes within the Country Programme.

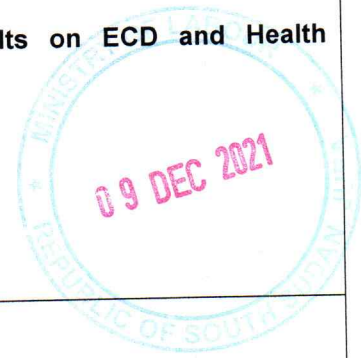
The Specialist is also responsible for the provision of timely and effective advocacy and technical support to national counterparts for the design, implementation and monitoring of ECD policies, promoting the rights of the younger children as established under the Convention on the Rights of the Child, international treaties/framework and UN intergovernmental bodies.

The Specialist contributes to the achievement of concrete and sustainable programme/project results on ECD related programmes/projects according to plans, allocation, results based-management approaches and methodology (RBM) and STI's Strategic Plans, standards of performance and accountability framework.

### III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. **Technical leadership in ECD programming and Public Health**
2. **Strategic management, monitoring and delivery of results on ECD and Health programmes**
3. **Advisory services, quality oversight and technical support**
4. **Advocacy, networking and partnership building**
5. **Innovation, knowledge management and capacity building**



**1. Technical leadership in ECD programming**

- Provide ECD technical assistance leading the development, adaptation and implementation of the project
- Provide technical assistance to the government officials and Ensure capacity building and mentoring at national, state and county level ,
- Work with the country teams to systematically document all processes, tools and lessons learned and liaise with other senior project staff in order to identify areas of improvement
- Explore and take advantage of opportunities to share/disseminate HI's ECD program evaluation results.
- Assist in preparing donor progress reports
- Facilitate knowledge generation and lessons learned events within STI and with relevant stakeholders through, meetings, reports, Education cluster and inter agency meetings.
- Lead the knowledge management related to ECD programming, coordinate with other relevant sectors .
- Lead technical discussions and strategic thinking around ECD (particularly early detection, early intervention, MHPSS for the caregiver and child) with key internal stakeholders, such as the Specialists from UNICEF and other likeminded NGO
- the other Technical Directions (Rehabilitation, Social & Inclusion, Protection), Operation Officers Design and update the situation analysis and assessments on ECD related issues to establish evidence-based data to support holistic policy and programme development, as well as coordinated planning, implementation and monitoring of early childhood development programmes/projects within the country programme.
- The ECD Specialist will lead and managed ECD activities, coordinating with the Knowledge Management Direction to stay abreast of research and best practices related to multi-sectoral ECD interventions.
- Keep abreast of national, regional and international development priorities to identify opportunities where ECD can enhance inter-sector partnership, integration and linkages.
- Participate in CO programme planning to determine strategic areas for ECD integration/intervention. Contribute to the formulation, design and preparation of the Country Programme to ensure integration of ECD in a holistic manner across programme areas and to ensure alignment of ECD programmes with STI's Strategic Plans and coherence/integration with South Sudan ECD curriculum and guidance, and national priorities, plans and competencies.
- Establish specific goals, objectives, strategies and implementation plans for the ECD programmes/projects using a results-based planning terminology and methodology (RBM). Prepare required documentations on ECD related issues for programme review and approval.
- Promote and provide technical expertise to major monitoring and evaluation exercises, programme reviews and annual reviews with government and other counterparts to



assess ECD progress and to engage stakeholders to take required action/interventions to achieve results

- The ECD Specialist will contribute to strategic plans, budget development, and annual/quarterly work plans as well as provide overall ECD technical guidance in line with STI South Sudan strategic vision
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies and to determine national priorities/competencies to promote inter-sector partnerships and holistic approach to ECD.
- Provide authoritative technical and operational support throughout all stages of programming processes to ensure ECD integration, coherence and harmonization with other STI's sectors and achievement of results as planned and allocated.

## **2. Strategic management, monitoring and delivery of results on ECD and Health programmes**

- Plan and/or collaborate with monitoring and evaluation initiatives to establish benchmarks, performance indicators and other UNICEF/UN system indicators, to assess/strengthen performance accountability, coherence and delivery of concrete and sustainable results on ECD programmes/projects.
- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in programme management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Monitor ECD programmes/projects to assess progress, identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Plan, monitor and control the use of ECD programme resources (financial, human, administrative and other assets) certifying/verifying compliance with organizational rules, regulations and procedures, donor commitments and standards of accountability and integrity. Ensure timely reporting and liquidation of resources.
- Submit/prepare ECD programme/project reports to donors and other partners to keep them informed on programme progress and critical issues.

## **3. Advisory services, quality oversight and technical support**

- Provide technical advice and/or written guidance to key government officials, NGO, UNICEF and partners on policies, strategies, best practices and approaches on ECD issues to support programme development planning, implementation and delivery of results.
- Participate in strategic discussions, meetings and other international/national meetings and workshops to provide ECD evidence based papers and inputs to influence policy and agenda setting on ECD.
- Prepare ECD policy papers, briefs and other strategic programme materials for management use, information and consideration in programme development discussion and planning

## **4. Advocacy, networking and partnership building**

- Build and strengthen strategic partnerships through networking and advocacy with local/national governments, UN system agency partners, donors, internationally recognized institutions, NGOs, funding organizations, research institutes, universities, private sector and communities to reinforce cooperation and/or pursue opportunities to promote goals and achieve sustainable and broad results on ECD.
- Prepare communication strategies and implementation plans and activities for ECD initiatives for maximum communication impact and outreach to promote awareness,



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establish partnership/alliances and promote increased investments in ECD interventions.

- Participate and/or represent UNICEF in inter-agency (UNCT) discussions and planning on early childhood development to ensure organizational position, interests and priorities on early childhood development are fully considered and integrated in the UNDAF development planning and agenda setting process. Collaborate with inter-agency partners/colleagues in the UNDAF planning and preparation of programmes/projects including emergency preparedness.

#### 5. Innovation, knowledge management and capacity building

- Promote critical thinking, innovative approaches and good practices for ECD programmes/projects initiatives through advocacy and technical advisory services.
- Keep abreast, research, benchmark, introduce and implement best and cutting edge practices on ECD. Institutionalize and disseminate best practices and knowledge learned to support development planning and implementation.
- Contribute to the development of policies and procedures and introduce innovation and best practices to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize/plan/implement capacity building initiatives to enhance the competencies of a wide range of internal and external partners/stakeholders to promote sustainable results on ECD programmes/projects.



#### IV. Impact of Results

The strategic and effective advocacy, planning and formulation of holistic ECD programmes/projects and the achievement of concrete and sustainable results from ECD programmes contributes to the achievement of STI goals for care and protection of children from the early stages of their life and promotes/protects their rights to survival, development and well being in society. Achievements in programmes and projects in turn contributes to maintaining/enhancing the credibility and ability of STI to provide programme services for mothers/caregivers and children that promotes greater social equality in South Sudan.

#### V. competency Required for this job (based on the updated Framework)



**i) Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability

**ii) Core Competencies (For Staff with Supervisory Responsibilities) \***

- Nurtures, Leads and Manages People (2)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

or

**Core Competencies (For Staff without Supervisory Responsibilities) \***

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

\*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Manages people is only applicable to staff who supervise others.



**VI. Recruitment Qualifications**

Education:	An advance university degree in one of the following fields is required: child development, ECD or another relevant technical field related. A first level university degree, in combination of qualifying experience may be accepted in lieu of the advanced university degree.
Experience and skills:	A minimum of eight years of professional experience in social development planning and management in early childhood development , Strong understanding of global evidence, best practices, and gaps around early childhood development interventions. Experience integrating ECD into health contact points with caregivers and their children.



	<p>Ability to manage multisectoral approaches and teams.</p> <p>Experience working in a developing country is considered as an asset.</p> <p>experience operationalizing the Nurturing Care Framework and integrating ECD interventions into other service delivery platforms, such as rehabilitation, education, and protection</p> <p>A sound comprehension of the gender, age and disability perspective on ECD is a plus.</p> <p>demonstrate familiarity with integrated and inclusive ECD, including relevant global guidance documents, stakeholders, and networks</p> <p>- proficient in the concepts of Gender, Age and Disability Inclusion, and the Human Rights-based Approach to disability inclusion</p> <p>Demonstrate success in working with government and international and local development partners for integrated, multi-sectoral ECD interventions.</p> <p>A broad capacity building and training experience, including providing remote technical support.</p> <p>A strong record of fostering new and effective partnerships on an international level including participation in technical advisory groups, international consultations, boards, etc.</p> <p>An in-depth experience undertaking and supporting research, data collection, analysis and report and article writing.</p> <p>Strong interpersonal skills and experience working effectively in interdisciplinary teams and cross-cultural settings</p> <p>Demonstrate understanding of the socio-cultural issues and nuances of working in communities and with Vulnerable populations</p> <p>Excellent time management and personal organization skills</p> <p>Excellent communication skills as well as excellent strategic and analytic thinking.</p> <p>Proven expertise with USAID/UN/OFDA/DFID/EU/SIDA/world bank, rules and regulation</p> <p>Able to work on complex projects in multitasking and to respect tight deadlines</p> <p>Show diplomacy, self-confidence, leadership and patience</p>
<p>HOW TO APPLY</p>	<p>Interested and Qualified candidates should submit Cover Letter indicating their suitability for the position, CV, copies of academic documents, Passport and any other relevant documents, 4 professional references (three of which must be current or former direct supervisors) with details of their daytime Telephone contacts and email addresses:</p> <p><a href="mailto:recruitment@scienceteachersinitiative.org">recruitment@scienceteachersinitiative.org</a> not later than December 30<sup>th</sup>, 2021</p> <p>We are an equal opportunity employer and Female Candidates are strongly encouraged to apply.</p>



ND: Only short-listed candidates will be notified including the date of formal interview and the application documents are non-refundable. And priority shall be given to Internal candidates who meets this criteria.  
This position is open to international expatriates only.

ACKNOWLEDGEMENT OF RECEIPT

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
\_\_\_\_\_

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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