

SNV Tanzania is looking for a:

SENIOR EDUCATION ADVISOR

SNV Netherlands Development Organisation is dedicated to a society where all people enjoy the freedom to pursue their own sustainable development. We contribute to this by strengthening the capacities of local organisations.

SNV Tanzania focuses its work on poverty reduction through two major impact areas: increasing production, income and employment opportunities (economic development); and increasing access to basic services in the sectors of water, sanitation and hygiene, education, health and renewable energy. *Governance for Empowerment* is an important cross-cutting theme. Sustainability, gender equity and social inclusion are key elements in this. The emphasis of our work is on **poverty alleviation through capacity development** to local organizations to enable them improve their performance.

Tanzania's home-grown National education sector strategies (MKUKUTA, MDG 2/3, goals) inform our strategic choices and targets. SNV-Tanzania is working mainly at sub-national level in strengthening the capacity of decentralised education service providers in the delivery of quality and all inclusive education services.

In the education sector, SNV focuses its interventions on the ownership of the local government and citizens with a strong emphasis on public accountability at local level with the main objective to allow more access to better services, especially for girls. The two axes of intervention are:

- Improving the performance of local actors in planning, implementation, monitoring and evaluation to promote education, especially girls' enrolment;
- Developing social responsibility for public accountability.

In this context, SNV Tanzania is seeking advisors with a background in capacity development in the education sector.

Main responsibilities:

A. Advisory services

- Lead-adviser for large education constellations and local capacity builders at national level, assuming the role of account manager
- Support other advisers on sub national client assignments, ensuring coherence and delivery of quality SNV services.
- Initiate the development and consolidation of the SNV education sector products, mainstreaming *Governance for Empowerment*, providing the link with SNV delivery channels
- Provide capacity building services in order to create an enabling environment for the strengthening of education actors at the micro and meso level and works towards bridging the macro- micro divide.
- Monitor processes and quality of work delivered by all involved parties, including local capacity builders
- Facilitate evaluation and impact assessment of the programme interventions both at Client/Partner and beneficiary level and proposes corrective measures based on the evaluations.

B. Learning and teamwork

- Lead collective learning and feedback amongst the education sector team, client groups (Micro-Meso-Macro level interaction) and ensures cross sector interaction.
- Provide leadership in developing and consolidation of SNV Tanzania knowledge base in education at organisational and through coaching at individual levels.
- Provide on-the-job technical support and coaching of advisers and local capacity builders, for effective delivery of quality advisory services.

C. Knowledge management and development

- Introduce/share international best practices on education with clients, partners and team.
- Play an active role in the regional (East and Southern Africa) education network
- Document results and best practices in form of case studies, advisory practice experiences, training materials together with the clients and the team, and present study and research findings at relevant forums and networks
- Provide coaching support to other advisers for documentation of best practises and lessons learnt.
- May represent SNV Tanzania as the country education Knowledge Network Leader in the (extended) country management team (as assigned) and effective contributions and participation in the ESA education network.

D. Strategic positioning and resources mobilisation

- Ensure up to date contextual and sector analysis within education, clearly identifying and interpreting emerging opportunities, barriers and threats to the SNV strategy and services.
- Advise on refinement of SNV Tanzania Education Strategy, validating the strategic choices and basic assumptions in view of emerging opportunities and threats and keep an up to date positioning rationale (including *Governance for Empowerment*)
- Assume a leading role in the country education team in ensuring understanding and internalisation of strategic directions and developments within the sector, and ensure quality of SNV services in the education sector and enhance the professional identity of SNV
- Support SNV's management in mobilizing resources for its advisory support to clients as well as brokering funds for clients with third party financing agencies

E. Engagement and Strategic scoping

- Play a leading role in identifying strategic actors/clients; assessing the impact potential of these actors in line with the results chain of the education sector and prepares proposals for engagements.
- Initiate multi actor assignments at national and sub national level
- Initiate and maintain relationships with key sector actors, sector coordination mechanisms, and other strategic national partners

Requirements:

Educational background: Masters Degree in Education or any other related studies.

Experience:

- Proven track record of minimum five (5) years of relevant working experience in capacity building through providing advisory services and process facilitation, having demonstrated competencies in improving access to basic services and advice in decentralization process.
- Ability and experience in analysing the socio- economical and political context of Education.
- Excellent analytical skills combined with a practical / pragmatic approach oriented towards lasting results.
- Proven record of resource mobilisation and network building.

Knowledge:

- Strong (state of the art) knowledge of basic education promotion approaches.
- Knowledge of (inter)national strategies for poverty alleviation, basic services development.
- Knowledge of themes as good governance, social inclusion and gender equity.
- Proven knowledge and experiences in basic service delivery with sound understanding of other relevant education services concepts and approaches.
- Strong knowledge and experience in the sector, including understanding of the protocols governing education services, the relevant forums and networks.
- Achieved recognized results in related knowledge development (e.g. articles, publications, as speaker on relevant professional forums).

Skills:

- Leadership, entrepreneurship, coaching and self-reflection skills.
- Proactive, creative and out-of-the-box thinking.
- Proven abilities and experience in team building and participatory techniques.
- Networking and negotiation abilities combined with result orientation.
- Proven ability to work in different cultural settings and multi-cultural environment.
- Proven ability to take initiatives independently and to have perseverance under adverse circumstances.
- A strong flare for problem solving and evidence-based approaches to capacity development.
- Readiness to work and travel in rural districts with minimal amenities.
- Fluency in Swahili and good command of English (SNV's corporate language).

Other: Computer skills and ability to work in a challenging and dynamic context.

Nationality: Tanzanian

Duty station: Arusha

Starting date: as soon as possible

Length of contract: 3 yrs

Information/application: Send your application letter and CV (in English) by email to **tanzania@snnworld.org** or **vmollel@snnworld.org** by **15th May 2010**

Women are strongly encouraged to apply for this position.