



Job Opportunity

**Strategic Education Advisor
- Gender and Equity**

WVOB office in Africa

Deadline for applications: 28 January 2025

VVOB is an international non-profit organisation with programmes and projects in ten countries worldwide. Our head office is based in Brussels, Belgium.

When you join VVOB, you become a key player in VVOB's mission to ensure quality education as a key enabler for achieving the sustainable development goals. We implement our programmes and projects with one shared passion: to ensure the improvement of quality education. Our teams of national and international experts achieve this by providing technical assistance to governmental and other education actors. In doing so, worldwide we ensure capacity building of governmental and other education actors.

Do you share our ambition to ensure that learners around the world can enjoy their fundamental human right to quality education, without exception? Are you convinced as well that quality education guarantees equal opportunities for everyone and is the key to a better world?

We are looking for a **Strategic Education Advisor** for the **African Centre for School Leadership (ACSL)** who will further the development of the **African Centre for School Leadership (ACSL)**, taking the lead as a key expert in **Gender and Equity**. You will operate from one of our **offices located in Rwanda, Kenya, Uganda, Tanzania, Zambia, or South Africa, with a preference for Kigali, Rwanda.**

Do you want to take on this challenge? Then continue reading!

Result areas of the Strategic Education Advisor – Gender and Equity

As Strategic Education Advisor in the African Centre for School Leadership (ACSL), you contribute to the ambition and values of VVOB by being a key person on scaling school leadership initiatives in Africa, focusing on gender and equity. You offer technical and strategic advice and guidance on this domain both within VVOB and to external stakeholders.

Reporting to the ACSL Technical Lead, based in Rwanda, you will collaborate closely with Global and other Strategic Education Advisors, as well as with the Regional Coordinator, VVOB staff, and VVOB partners at both cross-country and in-country levels.



You will:

- You **design and develop relevant and scalable school leadership initiatives** in close collaboration with internal and external stakeholders, focusing on gender and equity.
- You provide both short- and long-term **strategic advice, information, and guidance** to VVOB and VVOB's partners on **gender and equity**, in line with policy trends, new developments and the latest research and thinking in education and international development.
- You take up a variety of roles in the **capacity development** process according to the needs, particular situations, and phases of the programme.
- You **create and manage partnerships** and strong networks with relevant partners, institutions, and organisations on scaling school leadership initiatives.
- You **represent VVOB** in relevant platforms and proactively look for synergies and complementarities.
- You contribute to internal and external **knowledge development and learning**, by systemising lessons learned and proactively sharing lessons learned between partners, colleagues and other VVOB country teams.
- You support the Communication and Advocacy team on **developing content for communication** (e.g., website, video, social media...) and contribute to the dissemination of findings and results (e.g., international conferences, seminars, workshops, and other events) on scaling school leadership initiatives.
- You will work in collaboration with ADEA to gather case studies on promoting gender-responsive school leadership across Africa and use the findings to update the existing policy brief accordingly.

If you're our Strategic Education Advisor, your workweek at the office will include the following highlights:



Together with VVOB and ACSL partners, you provide support, and give input for a proposal for a new school leadership initiative to be implemented in Zambia and your advice on how to address gender barriers in school leadership in Zambia.



You think of strategic adjustments that need to be made to one of the ongoing school leadership initiatives in Ghana, to ensure equitable access to the professional development initiative.



You develop several strategic actions that would need to happen for these changes to be made, which you put into a presentation to be shared with the ACSL team.



Lunch! A perfect way to informally check in with your VVOB colleagues to hear the latest updates about the implementation and scaling phases of the ACSL.

You prepare for a workshop on inclusive coaching and mentoring, with key members in the Ministry of Education in Tanzania, liaising with key colleagues for their inputs in the planning.

You take some deep-dive time to work on your comparative report on factors and variables influencing school leadership career pathways in various African countries.

Does this look like your dream job?

Then read on and check whether your profile matches the job requirements!

Who are you?

Your Expertise and Experience:

- You have a master's degree in education, human sciences or related field, or equivalent experience.
- You have in depth understanding of the regional education systems and education sector; especially with regards to gender, equity and inclusion.
- You have experience in developing and implementing scaling strategies for innovations in education.
- You have insight in school leadership and school leadership professional development is an advantage.
- Experience in organisational and institutional capacity development.
- Proficiency in English (C2) is essential; advanced knowledge in French (B2) and/or Portuguese (B2) and/or Swahili (B2) is an advantage.
- You are authorised to work in Rwanda/Kenya/South Africa/Uganda/Zambia or Tanzania.

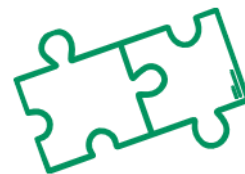
Matching Competences

VVOB core competences:

- Results Oriented
- Continuous Improvement
- Cooperation

Function specific competencies:

- Strategic Networking and Partnership Building
- Persuasiveness
- Creativity
- Vision Building
- Problem Analysis and Judgement



What we're offering:

- A full-time national contract, potentially until 2030, subject to confirmation of funding;
- A dynamic working environment in an international context;
- An exciting job in a growing organisation with varied responsibilities and opportunities for professional development;
- A competitive salary and benefits package;
- Please note that for this position frequent travel within the African continent is required.

Join us:

As soon as possible!



What's next?

Your motivation letter detailing your match with the profile as well as your motivation behind applying for the vacancy and a detailed CV are expected no later than **28 January 2025**. Please use the [webform](#) to apply for this vacancy.

Shortlisted candidates will complete a written test, participate in an interview process, and attend an external assessment centre before potentially receiving a final offer.

VVOB firmly believes that quality education can only be achieved if equity is ensured. Qualities of people prevail, regardless of age, gender, ethnicity or disability. If you require reasonable accommodation including disability accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to recruitment@vjob.org.

Is this not exactly the job you are looking for? Please have a look at our other vacancies at: <https://www.vjob.org/en/vacancies>.



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