

## OVERSEAS PLACEMENT: Leadership and Management Advisor, Ethiopia

<b>PARTNER NAME :</b>	Abbiyi Addi College of Teacher Education
<b>LOCATION:</b>	Ethiopia
<b>EXPECTED START DATE:</b>	October 1 2010 (flexible)
<b>LENGTH OF PLACEMENT:</b>	24 months

### ABOUT CUSO-VSO

CUSO-VSO is an international development organization that works through volunteers. We work directly with local partners in 40 developing countries around the world, helping connect North American professionals with opportunities to contribute to life-changing work overseas.

### THE VOLUNTEER'S ROLE

More than 60 schools clustered around 12-cluster resource centers have benefited from previous VSO volunteer observation, feedback and in-service training. Colleagues in the cluster coordination unit (CCU), where the VSO volunteer was based, have now become self-sufficient in assessing needs, planning and delivering in-service trainings. However, the leadership and management practices need to be improved so as to ensure quality education in the area.

Overall placement purpose and specific placement/ partner objectives:

1. To promote the practice and culture of participatory and accountable leadership and management in schools, Woreda education offices, and teacher training institutes to respond to the needs of disadvantage groups.

Likely duties of the volunteer:

- Work with the CTE (College of Teacher Education) and Woreda Education Office to improve systems and procedures, including organisational learning and information management, with a particular emphasis on gender equity and environmental efficiency.
- Build the capacity of officials of Woreda Education Office to offer professional and supportive services to schools.
- Develop the capacity of the CTE staff, supervisors and school directors in the Woreda to lead CPD effectively.
- Work with directors, supervisors and communities in developing and implementing School Improvement Plans.

- Build the expertise and confidence of the Woreda education office staff by, with them, training supervisors, directors and teachers by:
  - Working with school directors on leadership skills and developing schools as child-centred learning environments, especially through the School Improvement Programme;
  - working with supervisors to enable them to become effective facilitators of CPD programmes, working supportively and positively with teachers to improve learning in the classroom, especially through the cluster system.
- Work as a team with other VSO volunteers and other colleagues at the college to undertake training needs analysis, design and deliver appropriate training, and monitor and evaluate the training.
- Strengthen links between the Woreda education office and the CTE, so that good practices and expertise can be shared systematically.
- Share experiences with other VSO volunteers working in the cluster and curriculum development areas.

## SKILLS AND QUALIFICATIONS:

### Essential requirements

- Degree in any Education Field + some years of experience in leadership and management (e.g. as principal/vice principal teacher in primary education)
- Project management (planning, monitoring, evaluating) skills
- Experience in developing leadership and management training materials
- Good practical knowledge of peer-to-peer support to share experience and learning
- Good interpersonal skills combined with a flexible and adaptable attitude.
- Excellent communication skills with good command of both spoken and written English

### Desirable requirements:

- Team work and people management skills
- Computer literacy and knowledge
- Experience of current developments in Education
- Experience of staff development
- Willingness to travel to different locations in the Woreda where cluster centres and schools are found.
- To have a realistic outlook of what can be achieved in the placement in the light of socio-economic conditions and their knock on effects within the organization.
- Willingness to share his/her skill with colleagues in a professional but sensitive manner without appearing to be aggressive or impatient.

## ABOUT ETHIOPIA

Ethiopia is situated in North Eastern Africa, bordering Eritrea, Sudan, Kenya, Somalia and Djibouti. The Simien Mountains are arguably the most spectacular mountain range in Africa, and Lalibela, with its 13th century rock-hewn churches, the medieval castle of Gondar, and the multitude of different tribes of the Omo Valley make for a very different experience from most other African Countries.

## TRAINING AND FINANCIAL SUPPORT

Our training and support package covers the costs of being an overseas volunteer, allowing you to enjoy a modest but healthy lifestyle while you volunteer abroad. This includes:

- Attendance at a CUSO-VSO assessment day (candidates must cover the first \$150 of the most cost-effective travel expenses and accommodation costs).
- Travel and accommodation costs associated with pre-departure training.
- Return airfare and visa/permit (this includes a return flight in the case of a family emergency).
- Coverage for required vaccinations, medications and comprehensive health insurance.
- Accommodation while overseas.
- A modest living allowance, which varies depending on the country where you are placed
- Quarterly payments to support you in your placement

## KEY INFORMATION AND DATES

<b>APPLICATION DEADLINE:</b>	As soon as possible
<b>ASSESSMENT DAYS (GROUP INTERVIEW)</b>	August/September 2010
<b>TRAINING DATES:</b>	September/October 2010
<b>APPLY ONLINE:</b>	<a href="http://www.cuso-vso.org/volunteer/apply-online/">http://www.cuso-vso.org/volunteer/apply-online/</a>
<b>FOR MORE INFORMATION, EMAIL:</b>	<a href="mailto:questions@cuso-vso.org">questions@cuso-vso.org</a>

**PLACEMENT REFERENCE CODE:** Ethiopia-LTV-73