

Job Description Form

Position title: Director of Educational Innovation and Systems Transformation

Organization Aflatoun
Location Remote/Netherlands
Job type Consultancy/Full time or part-time
Salary Based on experience and type of contract

Deadline
05/07/2024

The Organization

Aflatoun International is a non-profit organization, which offers social, financial & entrepreneurship education to children and young people worldwide, empowering them to make a positive change for a more equitable world. Aflatoun creates high-quality curricula for different age groups, which are contextualized to local needs and circumstances, and are implemented by over 300 partner organizations in 101 countries. Aflatoun programmes inspire children to discover their talents and put them to use, to stand up for their rights and those of their communities through active learning and problem solving. They learn how to save, how to budget, and how to set up social and financial enterprises that benefit themselves, their families and their communities. Aflatoun has been recognized globally (Brookings, Harvard, HundrEd, Million Lives Club) for its high-impact, low-cost model, which has been shown to be effective in changing behaviors of participants across the globe.

By using a social franchise model, Aflatoun transfers curricular content, monitoring and evaluation tools, and training capacity to partner organisations, helping them enhance their existing expertise and create an efficient learning ecosystem. Aflatoun's programmes follow an active-learning, participant- centered methodology, which combines social and financial education (SFE) through engaging participants, educators, government institutions and civil society organisations.

We are currently looking for a dedicated and enthusiastic Director of Educational Innovation and Systems Transformation to lead the work on content innovation and systems transformation to join us in our mission.

Position

The Director will spearhead Aflatoun's initiatives on content development and quality assurance, ensuring excellence and innovation in all educational materials. This role demands comprehensive oversight and management of the technical work produced at Aflatoun. The Director will lead the efforts related to educational resources development, Monitoring Evaluation Research and Learning as well as systems change that focuses on building the capacity of governments and supporting

organizations in improving financial inclusion of youth. Key responsibilities include overseeing the creation, enhancement, and maintenance of Aflatoun's curricula, training programs, e-learning platforms, and research products. This pivotal leadership role not only encompasses these functional responsibilities but also involves active participation as a member of the Management Team, driving strategic direction and organizational success.

Key Areas of Responsibility

Strategic Leadership

- **Vision and Strategy:** Develop and implement a strategic vision for educational content development, quality assurance, and systems transformation aligned with Aflatoun's mission and strategic plan.
- **Management Team Participation:** Actively participate in the Management Team, contributing to strategic planning and decision-making processes to drive organizational success.

Educational Resources Development

- **Content Creation:** Provide guidance to the team responsible of the creation, enhancement, and maintenance of Aflatoun's curricula, ensuring it meets the highest standards of quality and relevance to the Aflatoun Network.
- **Training Programs:** Provide guidance to the team overseeing the development and implementation of effective training programs for educators and partners, promoting best practices in teaching and learning.
- **E-Learning Platforms:** Provide guidance to the team responsible of the development and optimization of digital learning solutions, ensuring accessibility and engagement for all users.

Innovation and Digital Transformation

- **Innovation Leadership:** Foster a culture of innovation within Aflatoun, encouraging the exploration and adoption of new educational technologies and methodologies.
- **Digital Solutions:** Lead the development and integration of digital solutions to enhance the accessibility and effectiveness of Aflatoun's educational programs.

Quality Assurance

- **Standards and Compliance:** Ensure that the MERL unit maintains rigorous quality assurance standards for all educational materials and programs, ensuring compliance with organizational and donor requirements.
- **Continuous Improvement:** Implement continuous improvement processes, utilizing feedback and evaluation data to enhance the quality and effectiveness of educational resources.

Monitoring, Evaluation, Research, and Learning (MERL)

- **Evaluation Frameworks:** Provide guidance to the team working on designing monitoring and evaluation frameworks to assess the impact of Aflatoun's educational initiatives.
- **Research Initiatives:** Provide guidance to the team working on research projects to generate insights and evidence that inform program development and policy advocacy.
- **Learning and Adaptation:** Promote a culture of learning and adaptation within the organization, leveraging evaluation findings to refine and improve programs.

Systems Change and Capacity Building

- **Capacity Building of government:** Provide guidance to the team on how to develop and implement capacity-building initiatives to enhance the capabilities of government and partner organizations in delivering effective financial education.

Stakeholder Engagement

- **External Relations:** Represent Aflatoun at international forums, advocating for educational innovation and financial inclusion.
- **Collaboration:** Engage with donors, partners, and other stakeholders to build strong relationships and secure support for Aflatoun's initiatives.

Resource Management

- **Budget Oversight:** Manage budgets and resources for content development, research, and training activities, ensuring optimal allocation and use.
- **Resource Mobilization:** Identify and pursue opportunities for funding and resource mobilization to support Aflatoun's programs and initiatives.

Team Leadership and Development

- **Team Management:** Lead, mentor, and develop a high-performing team, fostering a collaborative and inclusive work environment.
- **Professional Development:** Promote continuous professional development and learning opportunities for team members.

Non-technical responsibilities as Aflatoun staff

- Positively contribute to team discussions and the effective running of the organisation;
- Cross-departmental collaboration, compliance with organisational policies and procedures including submitting monthly timesheets;
- Promote Aflatoun's work on social media;
- Perform other duties and tasks, consistent with the skills and expertise, as required

in non-routine circumstances;

- Be willing to adapt to different tasks and different cross-organisational tasks, this includes but is not limited to helping deliver Aflatoun events such as the International Conferences and staff retreats.

Required Skills & Qualifications

- Education: Advanced degree (Master's or Ph.D.) in Education, International Development, Social Sciences, Business Administration, or a related field.
- Experience: Minimum of 10 years of experience in educational content development, e-learning, quality assurance, and strategic leadership at the international level. Experience in managing multiple departments and units within an international or non-profit organization is highly desirable
- Strong people, project and budget management skills, including demonstrable on donor-funded projects.
- Analytical, critical thinking and strong problem-solving skills
- Fluent written and spoken English (required). Knowledge of additional languages such as Arabic, French, Russian or Spanish would be an advantage.
- Ability to multi-task and to work under pressure.
- Ability to work effectively in a small team in an international environment.
- Strong computer skills, including sound knowledge of Windows and Microsoft Office applications, including Outlook, Word, Excel and PowerPoint.
- Ability and willingness to travel internationally.

Employment details

The position is for a full time. The salary level awarded will depend on relevant work experience and educational background.

Due to the nature of Aflatoun's work with children around the world, specific attention is drawn towards Aflatoun's Child Protection Policy and its Policy on the Protection of Sexual Exploitation and Abuse (PSEA). These two policies are required to be signed by new employees and forms part of the employment documents related to the employment contract. The applicant commits to zero tolerance towards sexual exploitation and abuse.

Screening for integrity is part of the recruitment process. Aflatoun considers it important to ensure the reliability, professionalism and the Integrity of its organization and its employees. By applying for this position, the candidate accepts to be screened by Aflatoun which involves conducting a background check with 2 referees from the professional environment of the candidate, submitting a self-declaration of good conduct along with the CV and cover letter, and submitting a declaration of good conduct issued by the Judicial Documentation system in their home country in case they reach the final stage of the hiring process. The screening will cover up to 10 years. Only the data relevant for the screening of the position will be collected. In case the candidate is not selected for the position, the data will be destroyed 4 weeks after the closing of the position.

For technical positions, an additional written test may be required.

Management may appoint at a lower step based on the candidate's skills and

experiences against the position's requirements

Reaction

Please apply online at <https://aflatoun.bamboohr.com/careers/221> no later than 05/07/2024. If you have any specific, questions on the position please contact the HR Officer Chitra at chitra@aflatoun.org.