

## Terms of Reference

**Position title:** Expert Consultancy –Instructional designer

**Organization:** Aflatoun International

**Location:** Remote

**Job type:** Open call for Consultants

**Deadline:** 30-09-25

### 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 shown to be effective in changing behaviours 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.

### Required Skills & Qualifications

- Bachelor's degree in Instructional Design, Education, Learning Technologies, or related field.
- 3+ years of experience in instructional design, curriculum development, or training development.
- Proficiency in eLearning authoring tools especially Articulate 360 and Learning Management Systems (LMS).
- Strong understanding of learning theory, adult education principles, and assessment strategies.
- Experience with graphic design and graphics design tools (e.g., Adobe Illustrator).

- Strong creative skills to transform scripts into engaging, contextually appropriate modules.
- Ability to develop detailed storyboards that align with provided narratives and objectives.
- Proficiency in English for effective communication and development of English subtitles.
- Proficiency in Arabic, French and Spanish is an added advantage.
- Ability to meet tight deadlines and manage revisions in a timely manner.

### Hiring details

This is an open call. The selected candidates will become part of Aflatoun's Consultant Roster. We offer a dynamic and pleasant multicultural working environment. 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 consultants and forms part of the consultancy 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 team. 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.

If you have any specific, questions about the position or responsibilities please contact the digital learning consultant at [stephanie.kibaara@aflatoun.org](mailto:stephanie.kibaara@aflatoun.org)

### Application

Please apply through the Bamboo system at the following link

<https://aflatoun.bamboohr.com/careers/237>

by sending your CV and portfolio (including daily rates) no later than 30 September 2025.