

JOB TITLE:	EDUCATION ADVISER (GLOBAL PARTNERSHIP FOR EDUCATION (GPE))
GRADE:	A2
POSITIONS AVAILABLE	X1
LOCATION:	KIGALI, DFID RWANDA
START DATE:	APRIL 2020
SALARY:	RWF 48,456,121 per annum
REFERENCE NO:	RWA0220
DURATION:	4 YEAR FIXED TERM

About DFID

The Department for International Development (DFID) leads the UK's work to end extreme poverty, deliver the Global Goals, and tackle global challenges in line with the government's UK Aid Strategy. Our aid budget is spent on tackling the great global challenges – from the root causes of mass migration and disease, to the threat of terrorism and global climate change – all of which also directly threaten British interests. We are ending the need for aid by building peaceful and stable societies, creating jobs and strong economies, fighting corruption, unlocking the potential of girls and women, tackling climate change and helping to save lives when humanitarian emergencies hit. We are doing this because it is both the right thing to do and firmly in Britain's national interest. DFID works in partnership across Whitehall and with governments, civil society, the private sector and multilateral institutions, including the World Bank, United Nations agencies, and the European Commission.

The UK's overall objective is to support a Rwanda that is stable, open and prosperous: where all benefit from prosperity; where Rwanda has strong and productive relationships with its neighbours; and where Rwanda is a driving force for peace, security and development in the region. The UK supports Rwanda by: increasing the effectiveness of the state; strengthening service delivery; encouraging the structural transformation of the economy; building human capital, building the resilience of the most vulnerable; and supporting a transition to a more open and inclusive society.

After the genocide in 1994, Rwanda was devastated. It was ranked second from bottom in the Human Development Index. The Government of Rwanda (GoR)'s strategy has been to seek to overcome ethnic divisions and promote long-term stability through increasing the prosperity and prospects of all citizens. The gains that Rwanda has made since 1994 are remarkable. Maternal and child mortality rates fell dramatically, and life expectancy at birth doubled in 20 years. Rwanda met all but one of the Millennium Development Goals and has achieved, over an extended and about 16% in extreme poverty (EICV5). Rwanda is still ranked 142 out of 157 countries in the Human Capital Index.

In the education sector, Rwanda has made good progress in ensuring access to basic education. In 2018 the Primary Net Enrolment Ratio (NER) reached 98.3%. However serious concerns remain about quality, efficiency and learning outcomes. In 2018 the primary repetition rate remained high at 13%. The 2017 LARS assessment found that only 54% of primary grade 3 pupils in Kinyarwanda and 59% in Maths reached expected grade-level benchmarks.

Weak learning outcomes in basic education are widely recognised as a key constraint on economic and social development. In response, DFID Rwanda has placed human capital development at the centre of its programming and GoR has renewed its commitment to education improvement. GoR has coherent plans, documented in the Education Sector Strategic Plan (ESSP). The ESSP was developed with substantial input from development partners (DPs) and enjoys a wide consensus. The GoR is in the process of reviewing and revising its Education Policy with support from DFID Rwanda.

The Global Partnership for Education (GPE) is a collaboration of developing country partners, bilateral and multilateral development agencies, and civil society organizations, members of the private sector, and private foundations that support education in developing countries.

GPE has supported Rwanda since 2007: US\$ 70mil (2007-2010); US\$ 35mil (2009-2010); US\$ 70mil (2011-2014). The last GPE grant for Rwanda was \$25.2mil (2015 –2018). The grant included a fixed tranche of \$17.64mil sector budget support to education sector strategic plan implementation and \$7.56mil variable tranche linked to disbursement linked indicators. All DLIs were delivered.

	<p>DFID has been a Grant Agent and Coordinating Agent for GPE since 2011. From 2018, UNICEF became the Coordinating Agent while DFID continued with the Grant Agent role accountable for the GPE grant and ensuring its effective programme implementation</p> <p>Rwanda applied in November 2019 for a new grant (\$30.8mil country allocation). The new programme comprises of 70% fixed tranche focused on:</p> <ol style="list-style-type: none"> i. Teacher training in curriculum delivery with emphasis on English teaching and teachers' English proficiency and Inclusive Education; ii. Procurement of teaching and learning materials, readers and materials for learners in pre-primary, and upper primary including for children with special educational needs; iii. Enhancing Science Technology Engineering and Maths (STEM) subjects in Pre-Primary, Primary and Lower Secondary; and iv. School Infrastructure in Lower Secondary. <p>The 30% variable tranche focuses on:</p> <ol style="list-style-type: none"> i. Learning Outcomes: Learner achievement in Mathematics at P6 and Kinyarwanda at P3; ii. Equity: Number of in-service teachers trained in inclusive and special needs education. Increase in enrolment for learners with disability; and iii. Efficiency: Reduced repetition rate.
<p>Purpose of Job</p>	<p>This is an exciting role working as an Education Adviser working in the dynamic Human Capital and Resilience Team. The postholder will lead advisory support to and management of GPE Programme in DFID Rwanda's capacity as the GPE Grant Agent (80%). You will also provide advisory support and contribute to outcomes across the broader Education portfolio in DFID Rwanda (20%). You will play an important role in ensuring the successful implementation of the new GPE grant. The successful candidate will also be expected to work closely with other Education Advisers in DFID Rwanda and across DFID to support improving education and learning outcomes.</p>
<p>Key Accountabilities and Responsibilities</p>	<p>1. Lead on GPE Programme in DFID' Rwanda's role as Grant Agent</p> <ul style="list-style-type: none"> • Provide leadership collaborating with GoR overseeing the GPE programme implementation: <ul style="list-style-type: none"> ○ Ensure Social, Environmental and Safeguards Assessments are completed at the start of programme implementation; ○ Regularly review and provide updates of the GPE programme implementation plan in collaboration with the Rwanda Education Board (REB) and the Ministry of Education (MINEDUC); ○ Undertake close monitoring and follow-up on progress of activities against implementation plan in close collaboration with MINEDUC and REB, including joint field visits and regular update meetings involving members of the Basic Education Sector Working Group (BESWG) ○ Ensure timely funds disbursement to GoR as set out in the GPE MOU. • Ensure high quality and timely submission of progress reports to GPE as per agreed schedule: <ul style="list-style-type: none"> ○ Liaise with the Ministry of Finance (MINECOFIN) to ensure GPE funds are reflected in the earmarked budget lines; ○ Liaise with REB and MINEDUC to ensure timely progress and financial reports as per agreed schedule; ○ Develop and submit GPE reports (according to GPE templates) with REB and MINEDUC full participation and inputs; ○ Ensure the BESWG and a broader Education Sector Working Group (ESWG) provide updates on GPE programme implementation progress as set out in the GPE guidelines in collaboration with the Coordinating Agency (currently UNICEF). • Maintain close collaboration with the GPE Secretariat and the Coordinating Agent (currently UNICEF). • Provide leadership in policy engagement on GPE related issues in collaboration with other education advisers in DFID Rwanda. • Provide leadership and management of the GPE programme in collaboration with the Government of Rwanda (GoR) and all the education sector stakeholders to submit the GPE programme application and any other relevant GPE grants and oversee timely and quality implementation.

2. Lead effective sector coordination in liaison with other DFID Rwanda Education Advisers and UNICEF in DFID'S role as sector co-chair	<ul style="list-style-type: none"> • In liaison with MINEDUC and, in particular, the Permanent Secretary (PS), plan and propose agenda for the ESWG and the Joint Review of the Education Sector (JRES). • Alternate co-chairing of the ESWG and sessions in the JRES in collaboration with UNICEF. • In collaboration with UNICEF and in liaison with MINEDUC plan schedule of ESWG, subsector working groups and the technical working groups • Coordinate with the various subsector co-chairs and technical working groups co-chairs to ensure the meetings are undertaken on time and feed into the ESWG
3. Support on DFID Rwanda's Education Programming and implementation	<ul style="list-style-type: none"> • In collaboration with other DFID Rwanda Education Advisors, support in the leadership and management of DFID Rwanda' Education Financial Aid and Technical Assistance programme.
4. Policy Influencing	<ul style="list-style-type: none"> • Support in mapping out education sector policy issues for DFID prioritisation • Actively engage in policy discussions to support DFID Rwanda's priorities.
Expected profile	<p>The successful candidate will be an experienced Education Adviser with proven skills and experience in working with government in programme delivery. They will combine breadth and depth of technical competence with demonstrated high level leadership and management skills.</p>
Successful Candidate Criteria	
Behaviours	<p><u>Seeing the Big Picture</u></p> <ul style="list-style-type: none"> • Developing a deep understanding of the operating context synthesising the view-points of multiple stakeholders. • Scanning the wider country context to ensure that policy development is relevant to the needs of all Rwandans and the policy priorities of GoR, GPE and DFID. • Designing implementation strategies that maximise sustainable impact on learning outcomes. • Maintaining an up-to-date understanding of relevant developments in the technical evidence base to provide the best possible advice to MINEDUC, REB, GPE and DFID. <p><u>Changing and Improving</u></p> <ul style="list-style-type: none"> • Proactively seeking out opportunities to create effective change and improvement in Rwandan education policy development and implementation. • Supporting development of a responsive and innovative programmes in MINEDUC, REB, GPE and DFID. • Identifying challenges and risks in policy implementation and designing strategies for mitigation in collaboration with government and other DPs. • Identifying opportunities for the adoption of innovative delivery models - including enhanced use of technology. <p><u>Making Effective Decisions</u></p> <ul style="list-style-type: none"> • Using sound judgement, and weighing evidence to provide, expert and professional advice and policy recommendations. • Ensuring that MINEDUC, REB, GPE and DFID have the best quality evidence available to inform decision making, policy development and programming. • Identifying the main issues in complex problems, clarify understanding or stakeholder expectations, to seek best option. • Drawing together and present reasonable conclusions from a wide range of complex and possibly incomplete evidence and data. <p><u>Leading and Communicating (Influencing)</u></p> <ul style="list-style-type: none"> • Take leading role in MINEDUC, REB, GPE and DFID in fostering policy debate. • Communicating effectively using a variety media, tailoring communication to diverse audiences. • Persuasively presenting evidence to positively influence policy development. • Engaging with stakeholders and colleagues at all levels to generate commitment to policy goals

	<p><u>Collaborating and Partnering (Working Together)</u></p> <ul style="list-style-type: none"> • Creating and maintaining positive and trusting working relationships with a wide range of colleagues at MINEDUC ,REB, MINECOFIN, GPE, DFID and Education Development Partners. • Working collaboratively to building professional capacity in MINEDUC and REB. • Engaging and co-ordinating other development partners and communicating clearly with all stakeholders. <p><u>Delivering at Pace</u></p> <ul style="list-style-type: none"> • Taking responsibility for the team’s delivery including prioritising between competing demands and delivering quality analysis and material, often to tight timelines. Ensuring team members understand roles, responsibilities and expectations and have an opportunity to shape them. Contribute to building a performance culture within the DFID Rwanda Human Capital Resilience team and office including performance management.
<p>Experience</p>	<p>Essential:</p> <ul style="list-style-type: none"> • A Master's degree in education, public administration or another relevant field. • At least minimum 5 years knowledge and experience of working in the education sector in similar role. • Excellent communication and networking skills with the ability to establish relationships with a variety of senior stakeholders from across government and external partners; • Ability to think politically and engage well with government and experienced in development diplomacy; • Strong people and programme leadership experience; • Track record of influencing, collaboration and team work; • Proven capability of managing complex programme portfolio and understanding of financial aid modalities; • Experience of working with Government, private sector, NGO and multilateral organisations to deliver large and complex programmes. • Strong written and oral communication skills <p>Desirable:</p> <ul style="list-style-type: none"> • Experience with Global funds like GPE
<p>Technical Competencies</p>	<p>Applicants will be assessed for accreditation to the Education Cadre at A2 grade and therefore able to demonstrate the following technical competencies:</p> <p><u>Education systems, sector planning and programme design</u></p> <p><u>Knowledge/understanding of:</u> Determinants of student access, participation, and learning; Pedagogy that addresses learning needs at different stages of development; The range of modalities for delivering education; Linkages between different sub sectors: Cost effectiveness and efficiency in the education sector; The range of aid instruments; Strengths and weaknesses of different financing models; Governance and anti-corruption in the education sector</p> <p><u>This will enable you to:</u> Monitor budget and expenditure and identify impact on education outcomes and poverty reduction; Identify fiduciary risk and ensure tracking of resources allocated to programmes. Develop the GPE programme annual report in collaboration with government and other DPs; Contribute to DFID Education programmes annual reviews; Provide evidence and guidance related to development assistance; Design, lead and contribute to evidence-based appraisals of education systems and institutions; Contribute to the design of DFID’s education portfolio and choice of projects, delivery channels and aid modalities as part of business case planning.</p> <p><u>Education policy analysis</u></p> <p><u>Knowledge/understanding of:</u> Priorities and constraints in education systems in low-resource environments and trade-offs of policy options; Range of tools for monitoring and evaluation of education systems; Data limitations and how to address them, including building EMIS capacity; Impact of public sector reforms, including financing, decentralisation, human resource management and constraints; Finance for development in education; including domestic sources and results based financing.</p> <p><u>This will enable you to:</u> Engage in policy consultations, taking into account the social and political dimensions; Design programmes that measure and monitor learning outcomes and systems effectiveness; Monitor progress on student access, survival rates, and learning outcomes; Identify key</p>

	<p>factors affecting recruitment, deployment, retention and management of education personnel; Develop a clear understanding of education financing framework and the impact of different inputs.</p> <p><u>Global education context including the international education architecture and influencing</u></p> <p><u>Knowledge/understanding of:</u> Structure, policy and approach of key multilaterals and global funds major bi-lateral development agencies, foundations, academic institutions, private entities, and civil society; Principles of and tools to measure VfM in education investments; Working with other UK government departments on global education; Networks, thought leaders, academics and policy makers, especially in the Global South.</p> <p><u>This will enable you to:</u> Understand how major players work and identify opportunities to work effectively; To engage in national and international dialogue on education issues; identify and work to GPE and DFID’s comparative advantage; Forge strategic partnerships and strengthen GPE’s and DFID’s ability to provide expertise and evidence to partner countries and international organisations; Apply cutting edge knowledge and communication approaches to disseminate key messages and results to influence global dialogue on education.</p> <p><u>Equity issues and application of pro poor education interventions</u></p> <p><u>Knowledge/understanding of:</u> The range of demand and supply factors that impact on learning and cause children to be excluded from education; Targeted interventions to reach the poor and excluded; Pedagogical approaches that maximise the impact on poor and marginalised groups; Accountability mechanisms that can support the excluded to attend, stay in and learn in school; Evidence for the role of community participation in reaching the poor and excluded.</p> <p><u>This will enable you to:</u> Analyse social and political dimensions of policy processes; Advise and propose solutions to strengthen pro-poor and equitable policy, implementation and budget processes; Develop practical proposals for engaging communities in planning, monitoring and accountability; Advise and support civil society coalitions; Support multi-sectoral and non-education sector approaches to improve education outcomes for all.</p> <p><u>Application of evidence, innovation and evaluation</u></p> <p><u>Knowledge and Understanding of:</u> Key quantitative and qualitative research methodologies; Global education research priorities and modalities; Key sources of published research, systematic reviews and other evidence on education; How to access and critically appraise research and assess the quality of evidence; Designing rigorous evaluations of country programmes; Making use of research in policy and practice; Tools to build capacity of researchers and institutions.</p> <p><u>This will enable you to:</u> Stay professionally up-to-date; Critically appraise new evidence and understand its relevance; Incorporate evidence from evaluation and research into programme and policy activity and build research and impact evaluation into programme design and policy development; Contribute to development of DFID education policy and strategies; Develop effective monitoring and evaluation frameworks; Use evidence to develop creative responses to complex problems; Develop networks and sources of information for knowledge management; Develop and build capacity for research</p>
<p>Additional Notes</p>	<ul style="list-style-type: none"> • Security clearance required - BPSS (SAIC) • Travel requirements - local travel in Rwanda • Working Patterns - full time with opportunities for flexible working • Fixed contract – 4 years
<p>HOW TO APPLY</p>	<p style="text-align: center;"><u>IMPORTANT – HOW TO APPLY</u></p> <ul style="list-style-type: none"> • The candidate must complete the application form in full and send it to AfricaHRHubApplication3@dfid.gov.uk. • Please quote the following reference number when applying “RWA0220”. Failure to do so may result in your application not being viewed. • Closing date of applications is midnight on 02 February 2020. Applications shown as being received after this time will not be accepted. • Feedback will only be given to candidates who reached the interview stage.

- Failure to follow the outlined procedure may result in the application not being considered
- While we thank all applicants for your interest, only those selected for interviews will be contacted. Any form of lobbying will lead to automatic disqualification.

- **IT IS ESSENTIAL THAT THE APPLICANTS ALREADY HAVE THE RIGHT TO LIVE AND WORK IN RWANDA WITHOUT THE NEED TO APPLY FOR A WORK PERMIT.**

DFID is committed to equal opportunities in its staffing policy and does not discriminate on the grounds of race, gender, age, religion, sexual orientation or disability. Selection will be on merit. Persons with disabilities are encouraged to apply.

