



Terms of Reference

Education Expert

Project #: SYR 1692

Project title: Empowering Syrian Communities: Capacity Building Initiatives for Local NGOs and CBOs

Background and Context

Dorcas plans to provide capacity building for local NGOs and CBOs based in Aleppo under this project. The initiative is based on findings from the Multi-Sector Needs Assessment (MSNA) conducted in October 2023, which identified significant capacity gaps among local NGOs, particularly in the areas of livelihood, protection, and mental health. The MSNA also recommended strengthening the capacity of local actors to provide comprehensive support services. By enhancing the skills of local actors, including community leaders, healthcare providers, and frontline employees, through training and sensitization programs, this project aims to contribute significantly to effective prevention and response efforts.

Location: The training will be conducted in the Syrian territory Aleppo Governorate.

Dates: The training will take place during the month of August 2024 (dates to be defined)

1. Objectives of the assignment:

The primary objective of this assignment is to provide comprehensive training and capacity building for local NGOs and CBOs to strengthen their ability to deliver education services effectively. The Education Expert will ensure that the rights of all individuals affected by humanitarian crises are at the center of humanitarian efforts.

2. Purpose of the Training

To enhance the capacity of Volunteers, teachers and animators in NGO's and CBOs to deliver effective education with a focus on inclusion, defines learning outcomes, clear approaches and child participation.

3. Training Objectives

1. Provide effective methods for delivering educational assistance in challenging and diverse environments to accommodate diverse learning needs and backgrounds.
2. Equip participants to Enhance skills to implement inclusive education practices
3. Improve understanding of psychosocial support by offering practical tools and resources for planning and delivering effective sessions by setting clear measurable learning outcomes.

4. Scope of Work

The education Expert will:

1. Design and deliver training programs focused on educational practices.
2. Develop training materials and resources tailored to the needs of local NGOs and CBOs.
3. Provide ongoing support and mentorship to trainees to ensure the sustainability of capacity-building efforts.
4. Monitor and evaluate the effectiveness of the training programs and make necessary adjustments

5. Deliverables

The education Expert will be responsible for the following deliverables:

- Training program curriculum and materials.
- Materials focusing on education method.
- A report on the training sessions, including participant attendance sheet, feedback and recommendations for future training.
- Ongoing support and mentorship plan for trainees.
- Coaching sessions for 2 consecutive months after the training, and a detailed report after each session
- Evaluation report on the effectiveness of the training programs.
- Pre- and post-training assessments

6. Methodology:

The trainer should use a mix of participatory and interactive methods, including:

- Lectures and presentations
- Case studies and scenario-based learning
- Group discussions and problem-solving exercises
- Practical field-based activities (if possible)

7. Target Audience

Educators, animators, and social workers from CBOs/NGOs working in Aleppo.

8. Duration of the assignment:

The assignment is expected to last for 2 days, starting from (To be defined) to (To be defined). We expect the trainer to have flexibility regarding the schedule and duration of the training sessions to accommodate the needs of the local NGOs and CBOs.

9. Key Topics to be Covered

- a. Addressing learning interventions practices and measurable outcomes.
- b. inclusive education and Recreational Activities by engaging activities and integrating local culture
- c. Providing counseling skills in Psychosocial Support and Well-being in an education environment

10. Expected Outcomes:

- Increased capacity of local organizations to implement education programs
- Improved skills for community-based
- Strengthened the capacities and the skills of the local organizations.

11. Qualifications of the Trainer:

- Extensive experience in education especially in humanitarian contexts
- Experience in capacity building and training delivery
- Familiarity with the local context and education challenges
- Excellent communication and facilitation skills
- Language: English and Arabic
- A degree in education, or a related field is a plus.

12. Evaluation:

The training should include an evaluation component to assess its effectiveness and gather feedback for future improvements.

13. Reporting

The Protection Expert will provide a report to Dorcas focal point and will work closely with the project team and local partners.

14. Application Process

Interested candidates should submit their CV, a cover letter, and references to office@lebanon.dorcas.org by July 30,2024 deadline

This TOR framework provides a comprehensive outline for an educational training program tailored to local organizations in a humanitarian context. The trainer should be prepared to adapt the content to the specific needs and context of the participating organizations, ensuring relevance and practical applicability.