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### Consultant for Education Technical Capacity Building

#### I. Background

Since August 2020, AVSI has been implementing an Education project (*Connecting to learn: Increasing access to learning and support Syrian refugee and vulnerable Lebanese children impacted by COVID-19*) in community learning centres and public schools in Lebanon, funded by the Education Cannot Wait Trust Fund. This intervention is part of a consortium composed by AVSI, Save the Children, NRC and IRC that is expected to end during June 2021. The project aims to increase access to and retention in education for crisis-affected girls and boys, while enhancing the quality of education services and safety and protection of learning environments. The main activities of this project consist in the implementation of Non-Formal Education programmes such as Early-Childhood Education (ECE) Basic Numeracy and Literacy (BLN) in favour of refugee children out of school, and of Retention Support Services in support of vulnerable children enrolled in Lebanese public schools.

In order to be able to adequately respond to the challenges posed by the COVID-19 pandemic to the delivery of quality remote and blended Education services, AVSI has identified the need for a capacity building intervention that should identify existing gaps in Education Cannot Wait (ECW) project staff and AVSI Education program, and address them with ad-hoc capacity building activities.

#### II. The Consultancy Details

##### II.1 Tasks and Deliverables

- A. Support AVSI Education Technical department in **strengthening existing AVSI's Distance Learning programs for Community-based Early Childhood Education (CB-ECE) and Basic Literacy and Numeracy (BLN)**. Evaluate in collaboration with AVSI MEAL department the implementation of programs adopted during 2020 for remote ECE and BLN, in order to identify best practices and gaps, and produce a guideline setting standard methodologies.

Deliverable: 1 Guideline setting the standards for Remote CB-ECE and Remote BLN activities

Deadline: February 15<sup>th</sup> 2021

- B. Support AVSI Education Technical department in **setting standards for Blended Early Childhood Education and Basic Literacy and Numeracy programs**, defining methodologies and, when possible, curricula as well as evaluation tools. In particular, a special focus should be given to teaching and learning through technology. Distance/Blended learning programs should be aimed at valorizing AVSI educational approach and structured assessing existing AVSI experiences, building on relevant literature and in-country case studies. In addition, support should be provided for the consolidation of AVSI experimental Remote Retention Support program, with an availability to implement related pilot activities.

Deliverable: 1 Guideline setting the standards for Blended CB-ECE and Blended BLN activities

Deadline: March 31<sup>st</sup> 2021

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- C. Carry out a comprehensive **assessment** of the Education Technical competencies of AVSI Education staff (targeting frontline workers and Technical staff) to identify **existing gaps** and prepare relevant **capacity building activities**. Following the results of the assessment, evaluate the feasibility to **identify and train focal points among AVSI staff to create an Education Technical Core Group** composed by focal points for each activity (Early Childhood education, Basic Literacy and Numeracy, support to public schools) in support of the Education Technical department.

### Deliverables:

- 1 Comprehensive Education Technical Need Assessment, Questionnaire and related Report  
Deadline: February 28<sup>th</sup> 2021
- Prepare and deliver at least 2 trainings, according to the gaps to be identified (all trainings and materials should be prepared as to be Training of Trainers to ensure sustainability).  
1 of the trainings shall be focused on Gender sensitive programming for Education interventions.  
Deadline: June 15<sup>th</sup> 2021

- D. In collaboration with AVSI Education Technical department, Social department and MEAL department, prepare **thematic reports to analyze and evaluate specific activities** implemented within ECW project and AVSI Education program. Develop relevant **Education thematic indicators** to assess the quality of AVSI Education program.

Deliverable: In collaboration with AVSI MEAL department, identify at least 3 key internal thematic indicators to monitor and evaluate the quality of AVSI Education program  
Deadline: May 31<sup>st</sup> 2021

### Methodological Remarks:

- **Education - Child Protection Integrated Approach:** all the work of the consultant should be carried out taking into consideration that AVSI operates in Education with a Child Protection integrated approach, in close collaboration with AVSI Social department.
- **Inclusive Education:** all the work of the consultant should be carried out in a way to ensure that AVSI Education programming is increasingly inclusive of children with special needs and learning difficulties. For this purpose, the consultant is expected to collaborate with AVSI Inclusion Officer to improve the integration of inclusive activities in AVSI ECW project and other Education interventions.
- **Field Visits:** throughout the contract agreement the consultant is required to carry out regular field visits across the different gateways of ECW project and other Education activities in Lebanon in order to observe quality of implementation and plan capacity building interventions accordingly. If field visits will not be possible due to the pandemic situation in

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the country, the consultant will be asked to follow remote learning groups, in order to be able to monitor the dynamic/gaps/challenges faced during remote learning.

- **Facilitate internal learning:** the consultant is expected to facilitate the internal learning process within ECW project partners and other AVSI Education projects; if needed collaborating to the implementation of shared trainings and learning activities at the consortium level.
- **Collaboration with the MEAL department:** the consultant is expected to operate in close collaboration with AVSI's MEAL department in Lebanon (in particular with MEAL Focal Points for the Education program), coordinating for the development of internal assessments, thematic indicators to monitor and evaluate quality of implementation in Education and thematic reports.

### II.2. Time and Place

The consultancy is expected to last 6 months from the beginning January to the end of June 2021

### II.3. Language for the delivery of the consultancy

All training packages and other materials elaborated in the framework of the consultancy should be developed in Arabic and/or in English, upon AVSI's request.

### II.4. Consultant's profile

- a) **Education:** Advanced University degree in related field such as Education, Early Childhood Education, Social Sciences.
  - b) **Specialist skills/Training:**
    - Excellent writing and communication skills with ability to present ideas and concepts concisely in written and oral form is required
    - Demonstrated experience in facilitation skills and in similar trainings
    - Be able to work under minimum supervision and to meet tight deadlines
  - c) **Years of experience:**
    - Minimum eight (8) years of relevant experience in working in the Education Sector in Lebanon. At least 1 previous experience with INGOs is required.
    - Excellent knowledge about the Lebanese Formal and Non-Formal Education system. Good experience in education/teaching through technology is mandatory. Good knowledge of Lebanese Child Protection system is an added value.
  - d) **Competencies:**
    - Core competencies: communication, drive for results, working with people, respect of deadline
    - Technical Competencies: Technical Education knowledge, Gender and Inclusion approaches, MEAL basic skills, training skills, formulating strategies and concepts, analysing.
- Languages required:**
- Excellent fluency in oral and written English and Arabic. French can be an added value.

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### ***II.5. Reporting process***

This consultancy should be concluded by the presentation of a clear report in English tackling the whole process of capacity building provided including pre and post evaluation; all supportive document used and sound recommendations for next phase.

### ***III. 1. Documents to be submitted for the selection***

Interested and suitable candidates should ensure that they send the below documents via email to [logistic.libano@avsi.org](mailto:logistic.libano@avsi.org) **before December 16th 2020 5:00pm Beirut time:**

#### **1. Proposal including:**

- Briefing of the activity plan and time frame
- The service provider' fiscal number
- The total cost in US Dollars including VAT (if VAT is applicable)
- The required payment schedule (noting that AVSI will be paying via bank transfer in fresh USD provided that the service provider has a fresh bank account)

#### **2. Relevant portfolio or service provider's personal CV**

#### **3. Any other relevant information, certification or reference aimed to determine the relevant personal field experience**

The selection of the Service provider will be based on:

- Relevance and specific experiences in relation to the TOR (experience, efficiency, availability)
- Technical proposal
- Financial proposal

### ***III. 2 Conditions and Terms of Payment***

The consultant will report to the AVSI Program Director in Lebanon in close coordination with AVSI Education Coordinator and AVSI Education Specialists. The consultant should mention the desired payment terms in the financial offer, noting that any payment request sent to AVSI should take into consideration a timeframe of one month.

### ***III. 3 Risks***

The consultant she/he should provide the second party a criminal record. The contract will be issued subsequent to a positive outcome of such a check.