

Terms of Reference – Teachers Without Borders Finland

IN-COUNTRY POSITION / ETHIOPIA

Location	Ethiopia, Addis Ababa
Host Organization	Finn Church Aid (FCA) Ethiopia Country Office (ETCO)
Length of Posting:	1-2 months distance (pre-deployment) and 6-12 weeks in-country
Time of Deployment:	Between July and September 2025
Number of Positions:	1
Title of the Position:	Education Adviser (TWB Volunteer)

NOTE the realization of the positions is conditional to securing funding, and the global and local health and security situation.

1. Context and background

Finnish Church Aid (FCA) together with its local partner, Education for Sustainable Development has secured funding from the European Union through the Expertise France for a two-year project titled **Building Resilience, Inspiration and Growth Holistically for Teachers** (BRIGHT) in Crisis Contexts Project. The project aims to contribute to strengthening education systems in Africa by enhancing recruitment, onboarding, and retention of teachers; improving teachers' career development and professional and personal well-being; and increasing recognition and integration of IDP teachers in formal education systems in Ethiopia. FCA and ESD are implementing the project targeting specifically Internationally Displaced Persons (IDP) teachers and key beneficiaries in Debre Berhan and Shewa Robit City Administrations, Amhara Region, Ethiopia between Dec 2024 – November 2026.

In Ethiopia, one of the three objectives of the BRIGHT Project aims to enhance career development and professional and personal wellbeing of teachers in pre- primary, and primary education in IDP contexts in Debre Birhan and Shewa Robit City Administrations of Amhara Region. The project targets IDP and IDP children hosting pre-primary and primary schools in Debre Birhan and Shewa Robit City Administrations. In support of these

pre-primary and primary schools, the BRIGHT project intends to carry out the following two key activities, among others.

- a) Adapt, and translate Teachers in Crisis Context¹ (TiCC) material into BRIGHT targeted IDP contexts, and train para- professional teachers and professional teachers on the same to help them integrate TiCC into teachers’ trainings and their teaching practices. The project intends to capitalize on FCA’s expertise and experience in the East and the Horn of Africa regions to integrate TiCC into teacher trainings and teaching practices, alongside with provision of Psycho-social Support (PSS) to enhance their personal well-being.
- b) Assist schools to establish and run Teachers Learning Circles (TLC) as per the TiCC Peer Coaching Guidelines – a platform where teachers meet on regular basis, usually twice a month, to share their experience, support and learn from one another. In support such peer-to-peer learnings amongst target teachers, FCA and ESD will provide the necessary initial orientations, tools, mentorship and support monitoring visits. School leadership and administration will also be encouraged to support the initiative.

2. Description of TWB collaboration

FCA Ethiopia is therefore looking for a Teacher Without Border (TWB) volunteer who, with the help of BRIGHT team, can assist the BRIGHT Project to a) contextualize the TiCC materials into the BRIGHT targeted IDP contexts, which will further be translated in into Amharic language and facilitate Training of Trainers (ToT) in Addis Ababa or Debre Birhan who will in turn train 100 para-professional and professional teachers on same; and b) assist targeted schools to establish TLCs and make them functional. The volunteer may work remotely to facilitate the contextualization of the TiCC material during the first month of the assignment (July-August 2025) while he/she can finalize it after field testing during the ToT training and orientations in field, which can take place in the second month of the assignment (August-September 2025).

The TWB volunteer will be based in Addis Ababa, with regular travels to project sites in the Amhara region, where the target schools are and most of the teacher trainings will take place.

¹ Teachers in Crisis Context (TiCC) material is an open-source training pack developed to *build basic teaching competencies for unqualified or underqualified teachers often recruited to teach in refugee/IDP camps and in a range of other emergency settings* ([Teachers in Crisis Contexts \(TiCC\) Working Group | INEE](#)).

3. Volunteer's main tasks may include:

- Through distance support, assist contextualization of the TiCC material in July 2025, with the help of the BRIGHT team in Ethiopia
- Conduct classroom observations and mentoring to teachers in BRIGHT-supported classrooms
- Facilitate ToT trainings on TiCC in Addis Ababa or Debre Birhan
- Monitor and support the roll out of teachers training and provide technical support
- Assist target schools to establish TLCs as per TiCC Peer Coaching Guideline and support the schools to ensure that the TLCs are sustainably functional.
- Serve as model peer coach during the initial stages of TLCs sessions

4. Position-Specific Qualifications and Competencies

- Master's degree in education; international teaching experience is an added advantage
- Strong pedagogical skills on primary or pre-primary level, with a focus on foundational learning
- Experiences in teachers' professional development initiatives, expertise in planning and implementing in-service teacher training
- Passion for mentoring and coaching teachers or other education personnel
- Familiarity with TiCC and TLCs in crisis contexts is an asset
- Previous work experiences in similar assignments in crisis settings would be a plus
- High level of adaptability as changes of plan may occur with a short notice, due to the nature of work and context

5. Supervision and Support

The volunteer will be supported and supervised, and will report to the Project Coordinator at FCA Ethiopia, with additional oversight by the BRIGHT Project Manager based in Uganda. FCA Ethiopia and ESD BRIGHT team will closely work with the volunteer throughout the assignment to ensure that the assignment objectives are met.