

Terms of Reference – Teachers Without Borders Finland

IN-COUNTRY POSITION / occupied Palestinian region

Location	East Jerusalem and the West Bank
Host Organization	Finn Church Aid (FCA), Israel and Occupied Palestinian Territories (IOPT)
Length of Posting	3 months
Time of Deployment	Between August and December 2025
Number of Positions	1-2
Title of the Position	Education Adviser (TWB Volunteer)

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

Context and background

The Palestinian education system, governed by the Ministry of Education and supported by various NGOs, plays a vital role in providing learning opportunities for children and youth, despite the ongoing political instability, economic challenges, and conflict. The education system strives to maintain access to quality learning in both formal and information education, yet faces significant obstacles such as overcrowded classrooms, damaged infrastructure, movement restrictions, and limited digital resources. Additionally, many children experience trauma, requiring integrated psychosocial support in education. Despite these challenges, education brings hope, resilience and empowerment to all students.

Teacher Without Borders (TWB) network aims to improve inclusive quality education in schools and through a teacher training institute in the West Bank and East Jerusalem. TWB volunteers contribute to curriculum development, teacher training, and Education in Emergencies (EiE) interventions, collaborating with key stakeholders to enhance sustainability, inclusivity, and long-term impact. The realization of the in-country positions (travelling to the country) is conditional to the local and regional security situation.

Description of TWB collaboration

TWB volunteers in the Palestinian education sector will operate in a complex and challenging environment affected by political instability, resource limitations, and conflict-related disruptions. Their work will focus on strengthening formal education systems, including inclusive education, special needs education, and distance learning, through material development, teacher training, and innovative learning approaches, such as digital education

solutions and professional coaching. Given the high prevalence of trauma among students, the education experts will also support psychosocial initiatives and child-centred learning by enhancing the well-being of teachers, key educators, school counsellors, school principals, and pre-service teachers. TWBs will work closely with Palestinian universities to enhance the capacity of pre-service teachers, improving their skills and perspectives on inclusive education and special needs education, and better preparing them to handle teaching in emergency settings. Additionally, the volunteers will contribute to EiE efforts by developing alternative learning programs and improving school emergency preparedness. TWB volunteers are expected to collaborate closely with local education stakeholders, including local experts, to ensure sustainable and culturally relevant contributions. Adherence to security protocols, sensitivity to local customs, and a strong commitment to long-term capacity-building are essential for meaningful impact.

TWB volunteers' tasks may include:

1) Inclusive Education & Special Needs Support

- Conduct workshops for supervisors and teachers on inclusive teaching strategies
- Provide mentorship and coaching for supervisors, teachers, and school counsellors
- Engage school principals in training planning and conduct targeted mentoring sessions to improve school principals' capacity to foster a culture of inclusion and become key supporters of educators and students
- Facilitate problem-solving sessions for educators to address classroom challenges

2) Humanitarian Response & Distance Learning

- Support schools with blended and distance learning approaches
- Enhance teachers' ICT pedagogical skills and explore mobile mentoring as a support mechanism

3) Birzeit University Collaboration

- Work with Palestinian universities to enhance the capacity of pre-service teachers, focusing on inclusive education, special needs education, and the integration of child protection and mental health and psychosocial support in emergency settings
- Improve pre-service teachers' skills and perspectives to better prepare them for handling diverse classrooms and responding to educational challenges in emergencies

Position-Specific Qualifications and Competencies

- A degree in Education, SNE, Education Psychology, or a related field
- Background in inclusive or special needs education, experience in teacher training, peer mentoring or coaching
- Ability to design and deliver training workshops for teachers, counsellors, or schools' principals
- Experience in developing educational materials and training content

- Experience in supporting teachers' or learners' wellbeing, mental health or psychosocial support is an asset
- Experience working with universities to enhance pre-service teacher training is an asset
- Knowledge or experience in EiE context or conflict setting is an asset
- Cultural sensitivity and ability to adapt international approaches to local contexts,
- Problem-solving skills and flexibility in adapting to stressful and changing environments
- Excellent communication skills (English required; Arabic is a plus).

Supervision and Support

TWB receives support on task division, coordination of the contents, implementation of the activities as well as technical guidance and support from the IOPT project coordinator, local experts and education professionals, as well as the TWB network coordinator in Helsinki.