

Sanad for Alternative Parental Care Learning and Development Manager

ABOUT SANAD	<p>Sanad for Alternative Parental Care is a non-profit organization, yet acts as a social enterprise, is registered under the Ministry of Social Solidarity (MoSS) since 2008.</p> <p>Our Vision: A world where orphans shape their future.</p> <p>Our Mission: Strengthening the alternative parental care system through standardization, research, certified training, and advocacy, so that every orphan to realize his uniqueness and potentiality.</p> <p>Since its foundation, Sanad has been introducing innovative solutions based on a transformation approach to reform orphanage care in Egypt and ensure a better future for children and youth raised in care homes. Yet, in 2016, Sanad extended its efforts to include another form of alternative care which is foster/alternative families (Kafala) by joining the Higher Committee of Alternative Families at MoSS. Sanad created a breakthrough in the field of orphans care by developing Quality Standards for Alternative Care within care homes for children and youth without parental care and advocating for mandating these standards nationwide which was accredited and mandated by the Ministry of Social Solidarity in June 2014.</p> <p>Sanad’s projects and programs are driven from its long-term strategic objectives (2024-2030):</p> <ol style="list-style-type: none"> 1. Providing technical support to enable the transformation of care-homes’ system from institutional care to semi-family care. 2. Qualifying foster families to be capable of raising children deprived of parental care. 3. Preparing qualified cadres to work within the alternative care system. Developing mechanisms of sustainability and ensuring the quality of the alternative care provided in all its forms. 3. Gaining the support of the private sector and the civil society to advocate for equal opportunities for all care leavers. 4. Raising the institutional and the technical efficiency of civil society organizations and the private sector to empower care leavers socially and economically. <p>Sanad was recognized as one of the best six practices worldwide to improve the living environment by Dubai International Award, was selected as the best project under the Humanitarian Category in the Arab Region by MBC Hope in 2014, was recognized by Prince Mohamed Bin Fahd Prize for Best Charity Performance in 2017 in the Arab World and received Misr El Kheir Foundation “Social Pioneers Prize” in 2020 for its effort in implementing the fourth goal in the SDGs “Quality Education.”</p>
REPORTS TO	Executive Director
DUTIES & RESPONSIBILITIES	<p>Strategic Planning and Development:</p> <ol style="list-style-type: none"> 1. Develops and implements the learning and development strategy and methodology for Sanad. 2. Establishes the annual plan for programs and the necessary budget. 3. Sets the required standards for the learning and development

process in Sanad.

Team Management and Development

4. Lead and manage the L&D team, fostering a supportive and collaborative environment.
5. Recruit, train, and mentor L&D staff and facilitators, ensuring a high level of expertise and motivation within the team.
6. Conduct regular performance reviews and provide constructive feedback and career development opportunities to team members.

Program Operations and Evaluation:

7. Collaborates with other departments in Sanad to ensure full alignment of services, methodology, and principles provided.
8. Ensures professional and proper documentation and dissemination of learning development activities using Sanad's Knowledge Center.
9. Supervises the evaluation/studies related to learning and development programs.
10. Oversees the development of programs and compares them with those of similar organizations through evaluation processes related to the effectiveness of training programs.
11. Ensures full compliance with Sanad's quality standards and agreed accreditation bodies.
12. Ensures the application of the monitoring and evaluation framework to all programs.
13. Oversees the implementation of all professional programs according to the approved annual plan.
14. Develops necessary internal and external reports showcasing program activities.

Training and Content Management:

15. Supervises the selection process of trainers, facilitators, and consultants, ensuring they are appropriately oriented to understand Sanad's culture, methodology, and specific values.
16. Supervises the development of learning and development program content and toolkits in accordance with Sanad's standards.

Sustainability and Stakeholder Engagement:

17. Develops and maintains partnerships and professional networks with all relevant stakeholders involved in professional program activities.
18. Manages the learning and development needs and deliverables of the Ministry of Social Solidarity.
19. Assists in securing funds for the sustainability program and scholarships.
20. Identifies and engages with potential local and regional clients from various sectors and maintains existing clients; this may include, but is not limited to, representing Sanad at networking events, developing technical and financial proposals, and conducting business meetings.
21. Assists in managing the scholarship program.
22. Ensures the transformation of professional programs to be delivered online through a blended learning mechanism.

23. Maintain a project timeline and ensure milestones are met.

<p>JOB REQUIREMENTS</p>	<ul style="list-style-type: none"> • A bachelor’s degree in Education, Psychology, Business Administration, or a related field. A Master’s degree would be highly desirable. • At least 10-12 years of experience in Learning and Development, with substantial experience in a managerial or leadership role. • Proven experience in designing and implementing comprehensive L&D programs. • Experience in strategic planning and development of L&D initiatives. • Prior experience in program evaluation, content management, and working with accreditation bodies. • Demonstrated experience in stakeholder engagement, partnership building, and fundraising for educational or developmental programs. • Competency in digital platforms and e-learning technologies, with an understanding of blended learning environments. • Ability to manage budgets and understand financial reports. • Cultural sensitivity and adaptability to align diverse learning needs with organizational goals.
<p>CORE COMPETENCIES</p>	<ul style="list-style-type: none"> • Strategic Thinking and Planning • Leadership and Team Management • Program Development and Management • Evaluation and Impact Assessment • Stakeholder Engagement • Financial Acumen • Communication and Interpersonal Skills • Technological Proficiency • Cultural Competence • Adaptability and Problem-Solving
<p>DOCUMENTS TO BE SUBMITTED</p>	<ul style="list-style-type: none"> • Resume

Interested Candidates can send the above documents to careers@sanadorphans.org, mentioning the job title in the email subject line.

Note: We'll be in touch with those who make it to the shortlist for interviews. Appreciate your interest!