



## Sanad for Alternative Parental Care

### Senior Instructional Designer

<b>ABOUT SANAD</b>	<p>Sanad for Alternative Parental Care - currently under the legal name “Wataneya Society for Development of Orphanages” – 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 (2017-2024):</p> <ol style="list-style-type: none"><li>1. Developing the quality of family and semi-family care for children and youth without parental care</li><li>2. Empowering caregivers of children and youth to provide family- based care</li><li>3. Enabling youth without parental care economically and socially to successfully transition to independency</li><li>4. Developing monitoring and evaluation mechanisms for the alternative care system to sustain the quality of care</li><li>5. Building strategic partnerships to create an enabling environment for children and youth without parental care</li></ol> <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>
--------------------	---

<p><b>REPORTS TO</b></p>	<p><b>Learning &amp; Development Manager</b></p>
<p><b>DUTIES &amp; RESPONSIBILITIES</b></p>	<p><b>Needs Assessment and Collaboration:</b></p> <ol style="list-style-type: none"> <li>1. Conduct comprehensive needs assessments to identify training requirements and learning objectives.</li> <li>2. Collaborate with consultants, experts, and program managers to gather content and define training goals.</li> </ol> <p><b>Material Design and Development:</b></p> <ol style="list-style-type: none"> <li>3. Design and develop educational materials, including e-learning modules, videos, interactive activities, and assessments.</li> <li>4. Utilize instructional design models and frameworks to create engaging, learner-centered content in line with best practices.</li> </ol> <p><b>Content Enhancement and Evaluation:</b></p> <ol style="list-style-type: none"> <li>5. Review and edit existing training materials to enhance clarity, accuracy, and educational effectiveness.</li> <li>6. Collect feedback and periodically refine programs to improve training content.</li> <li>7. Evaluate the effectiveness of training content through assessments, surveys, and feedback analysis.</li> </ol> <p><b>Alignment with Program Goals:</b></p> <ol style="list-style-type: none"> <li>8. Work with project teams and stakeholders to ensure training materials align with program goals and requirements.</li> </ol> <p><b>Research and Innovation:</b></p> <ol style="list-style-type: none"> <li>9. Conduct research on instructional design trends, best practices, and emerging technologies.</li> <li>10. Innovate and experiment with new instructional methods and technologies to improve training effectiveness.</li> </ol> <p><b>Mentorship and Leadership:</b></p> <ol style="list-style-type: none"> <li>11. Mentor and guide junior instructional designers and other team members.</li> <li>12. Provide leadership in instructional design projects, ensuring quality and consistency in all training materials.</li> </ol>
<p><b>Job Requirements</b></p>	<ul style="list-style-type: none"> <li>• Bachelor degree in Education, Psychology, or any related discipline.</li> <li>• 5-7 years of experience in a similar role.</li> <li>• Proven experience as an instructional designer, preferably in the non-profit or NGO sector.</li> <li>• Strong knowledge of instructional design principles, adult and child learning theories, and training evaluation methodologies.</li> <li>• Proficiency in e-learning authoring tools, Learning Management Systems (LMS), and multimedia software.</li> <li>• Excellent written and verbal communication skills, with the ability to simplify complex concepts and instructions in both Arabic and English.</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong project management skills, including the ability to prioritize tasks and meet deadlines.</li> <li>• Attention to detail and the ability to maintain accuracy while managing multiple projects.</li> <li>• Collaborative mindset with the ability to work effectively in cross-functional teams.</li> </ul>
<p><b>CORE COMPETENCIES</b></p>	<ul style="list-style-type: none"> <li>• Instructional Design Expertise</li> <li>• Content Development</li> <li>• Attention to details</li> <li>• Needs Assessment and Evaluation</li> <li>• Collaboration and Communication</li> <li>• Project Management</li> <li>• Adaptability and Problem Solving</li> <li>• Knowledge of Learning Theories</li> <li>• Technical Proficiency</li> <li>• Commitment to Social Issues</li> </ul>
<p><b>DOCUMENTS TO BE SUBMITTED</b></p>	<ul style="list-style-type: none"> <li>• Resume</li> </ul>

Interested Candidates can send the above documents to [careers@sanadorphans.org](mailto: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!