



Sanad for Alternative Parental Care

Learning & Development Specialist – Institutional Development

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 (2017-2024):</p> <ol style="list-style-type: none"> 1. Developing the quality of family and semi-family care for children and youth without parental care 2. Empowering caregivers of children and youth to provide family- based care 3. Enabling youth without parental care economically and socially to successfully transition to independency 4. Developing monitoring and evaluation mechanisms for the alternative care system to sustain the quality of care 5. Building strategic partnerships to create an enabling environment for children and youth without parental care <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	Senior Specialist Learning & Development

DUTIES & RESPONSIBILITIES

Training Program Development:

1. Design and develop comprehensive training programs for partner NGOs and Sanad employees.
2. Create engaging and effective training materials, including curricula, manuals, e-learning modules, and workshops in collaboration with subject matter experts
3. Ensure training programs are aligned with the strategic objectives of Sanad and meet the needs of different audiences.

Needs Assessment and Analysis:

4. Conduct needs assessments to identify skill gaps and training requirements for partner NGOs and Sanad teams.
5. Utilize surveys, interviews, and other data collection methods to gather information on training needs.
6. Analyze assessment results to inform the development of targeted training initiatives.

Implementation and Delivery:

7. Coordinate and deliver training sessions, workshops, and seminars for partner NGOs and Sanad employees.
8. Utilize a variety of training methods, including in-person, virtual, LMS, and blended learning approaches.

Evaluation and Continuous Improvement:

9. Coordinate with the M&E team to develop and implement evaluation tools to measure the effectiveness of training programs.
10. Collect and analyze feedback from participants to identify areas for improvement.
11. Make data-driven recommendations for enhancing training content and delivery methods.

Collaboration and Partnership:

12. Work closely with partner NGOs to understand their training needs and provide tailored solutions.
13. Collaborate with internal departments to ensure training programs support organizational development goals.

Documentation and Reporting:

14. Prepare regular reports on training program outcomes and impact.

Job Requirements

- Bachelor’s degree in Education, Sociology, Psychology, or a related field.
- Minimum of 4-5 years of experience in training and development, preferably within the NGO sector.
- Proven experience in designing and delivering training programs for diverse audiences.
- Strong understanding of instructional design principles and adult learning theories.

	<ul style="list-style-type: none"> • Excellent facilitation and presentation skills. • Ability to conduct thorough needs assessments and analyze training requirements. • Proficiency in using e-learning authoring tools, Learning Management Systems (LMS), and other educational technologies. • Strong interpersonal and communication skills. • Ability to work independently and manage multiple projects simultaneously.
<p>CORE COMPETENCIES</p>	<ul style="list-style-type: none"> • Training Delivery and Facilitation • Content Development • Needs Assessment and Evaluation • Collaboration and Communication • Project Management • Adaptability and Problem Solving • Knowledge of Learning Theories • Technical Proficiency
<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!