

Sanad for Alternative Parental Care

Learning & Development Specialist

<p>ABOUT SANAD</p>	<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>
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REPORTS TO	Senior Specialist Academic
DUTIES & RESPONSIBILITIES	<p>Curriculum Development and Instructional Design</p> <ol style="list-style-type: none"> 1. Provide advanced knowledge and insights to enhance curriculum development and instructional design. 2. Collaborate with instructional designers and trainers to develop and refine academic content, ensuring alignment with learning objectives and standards. 3. Assist in the development of educational resources, including curriculum guides, instructional materials, and teaching aids. 4. Review and assess existing curriculum and educational resources, making recommendations for enhancements and updates. 5. Conduct needs assessments to identify learning gaps and determine the specific requirements. 6. Research and stay updated with current trends, theories, and best practices in the industry, integrating them into curriculum design and educational materials. <p>Training Program Implementation and Delivery</p> <ol style="list-style-type: none"> 7. Handle the trainers; from sourcing, training, induction, evaluation, retention, assignment to programs. 8. Deliver training sessions using a variety of instructional techniques and create engaging and interactive training materials. 9. Set the annual training calendar and ensure the implementation of these programs as per the quality standard. <p>Collaboration and Communication</p> <ol style="list-style-type: none"> 10. Collaborate with subject matter experts, academic institutions, and education professionals to ensure the relevance and quality of training content. 11. Communicate internally and externally to ensure learning objectives are met with partners such as the Ministry of Social Solidarity, donor organizations, etc. <p>Evaluation and Continuous Improvement</p> <ol style="list-style-type: none"> 12. Participate in the evaluation and assessment of academic programs and trainers, analyzing data and providing insights for improvement. 13. Evaluate the effectiveness of training programs through assessments, surveys, and participant feedback, making necessary adjustments for improvement. 14. Monitor and evaluate the quality and effectiveness of training programs, providing recommendations for improvement. <p>Mentorship and Support</p> <ol style="list-style-type: none"> 15. Provide mentorship and support to trainers, assisting them in implementing new training methodologies and addressing challenges.

Job Requirements	<ul style="list-style-type: none"> • Bachelor's degree in Education, Sociology, Psychology, or a related field. • Minimum of 3-5 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. • 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.
CORE COMPETENCIES	<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
TO APPLY	<ul style="list-style-type: none"> • Job Application Form

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