

## Sanad for Alternative Parental Care Learning & Innovation Specialist

### ABOUT SANAD

Sanad for Alternative Parental Care is a mission-driven organization operating with a social enterprise mindset, dedicated to transforming alternative parental care systems in Egypt and the Arab region.

Founded in 2008 and registered under the Ministry of Social Solidarity (MoSS), Sanad has evolved into a recognized leader in system-level reform, combining policy influence, quality standards, research, certified capacity building, and strategic partnerships to improve outcomes for children and youth without parental care.

Our Vision: A world where orphans shape their future.

Our Mission: Strengthening the alternative parental care system through standardization, research, certified training, and advocacy, so that every orphan realizes their uniqueness and potential.

Sanad's work is anchored in the United Nations Sustainable Development Goals (SDGs), with a particular focus on:

- **SDG 4 – Quality Education**
- **SDG 8 – Decent Work and Economic Growth**
- **SDG 10 – Reduced Inequalities**
- **SDG 16 – Peace, Justice, And Strong Institutions**
- **SDG 17 – Partnerships for The Goals**

Through this lens, Sanad operates as a system architect and knowledge leader, shaping how alternative care is governed, measured, and delivered.

A defining milestone in Sanad's journey was the development of national quality standards for alternative care, officially accredited and mandated by the Ministry of Social Solidarity in 2014. This achievement marked a structural shift in how care quality is defined and implemented across Egypt, and positioned Sanad as a reference point for quality and accountability in the sector.

In 2016, Sanad expanded its leadership role to include family-based care (foster / Kafala families) by joining the Higher Committee for Alternative Families at MoSS, contributing directly to policy dialogue and reform at the national level.

Today, Sanad operates across the full alternative care ecosystem:

- **Institutional and Family-Based Care Models**
- **Caregivers, Practitioners, And Institutions**
- **Youth Transitioning into Independent, Dignified Adulthood**
- **Monitoring, Evaluation, And Accountability Systems**
- **Cross-Sector, Regional, And International Partnerships**

	<p>Sanad’s approach and impact have been recognized regionally and internationally, including:</p> <ul style="list-style-type: none"> <li>• <b>Selection among the Top Six Global Practices for Improving Living Environments (Dubai International Award)</b></li> <li>• <b>Best Humanitarian Project in The Arab Region (Mbc Hope, 2014)</b></li> <li>• <b>Prince Mohamed Bin Fahd Prize for Best Charitable Performance (2017)</b></li> <li>• <b>Misr El Kheir Foundation’s Social Pioneers Prize (2020) For Contribution to SDG 4: Quality Education</b></li> </ul> <p>As Sanad enters its next phase, the organization is scaling its influence beyond borders, strengthening its regional presence, deepening strategic partnerships, and investing in systems, brand, and talent that support long-term sustainability and regional leadership.</p> <p>We are building a team of professionals who want to contribute to market-shaping work, apply world-class practices to social impact, and be part of an organization that operates where local credibility meets regional ambition and global standards.</p>
<p><b>ROLE OVERVIEW</b></p>	<p>This role is responsible for supporting the implementation of economic empowerment programs for youth aged 18 and above through partnerships with civil society organizations and other implementing partners. The role includes training partners, providing ongoing technical support, monitoring field implementation, and helping ensure the effective use of Sanad’s tools and approaches to achieve meaningful impact for youth.</p> <p>The position plays an important role in strengthening youth readiness for the labor market and increasing their opportunities for economic and social independence.</p>
<p><b>REPORTS TO</b></p>	<p><b>Senior Learning &amp; Innovation Specialist</b></p>
<p><b>DUTIES &amp; RESPONSIBILITIES</b></p>	<p><b>1) Program Implementation</b></p> <ul style="list-style-type: none"> <li>• Support the implementation of economic empowerment programs in collaboration with implementing partners.</li> <li>• Ensure activities are delivered in line with agreed plans, standards, and program objectives.</li> <li>• Conduct field follow-up to monitor progress and implementation quality.</li> </ul> <p><b>2) Partner Capacity Building and Technical Support</b></p> <ul style="list-style-type: none"> <li>• Train and orient partners on Sanad’s standards, tools, and approaches related to youth economic empowerment.</li> <li>• Provide ongoing technical support to partners and implementing</li> </ul>

teams.

- Support partners in addressing implementation challenges and improving delivery quality.

### 3) Monitoring, Data, and Reporting

- Coordinate and follow up on participant data collection through monitoring and evaluation tools.
- Contribute to reviewing program data and identifying key findings and trends.
- Prepare regular technical reports on implementation progress, results, and challenges.

### 4) Tools and Program Improvement

- Develop and update practical tools, templates, forms, and implementation guides that support program delivery.
- Contribute to refining implementation approaches based on field feedback and lessons learned.
- Suggest practical improvements and new ideas that enhance program quality and relevance to youth needs and labor market realities.

### 5) Internal Coordination and Integration

- Coordinate with internal teams, including PMO, Protection, and Research & Knowledge Management, to ensure alignment across interventions.
- Participate in technical meetings and contribute to shared learning and documentation efforts.
- Support the integration of technical insights and lessons learned into program implementation.

## EXPERIENCE & QUALIFICATIONS

- Bachelor's degree in Education, Sociology, Psychology, Social Work, or a related field.
- 3–5 years of relevant experience in economic empowerment, youth development, or similar development programs.
- Experience in training and supporting youth in life skills and work readiness.
- Experience working with field partners and following up on program implementation.
- Good understanding of data collection and impact tracking methods.

## REQUIRED SKILLS & COMPETENCIES

- Strong communication and relationship-building skills.
- Ability to deliver training and transfer knowledge effectively.
- Strong analytical and problem-solving skills.
- Flexibility and ability to work across multiple deadlines.
- Excellent Arabic language skills, written and spoken.
- Very good English skills, especially in communication and reporting.
- Partnership management and coordination with NGOs and implementing entities.



	<ul style="list-style-type: none"><li>• Knowledge of economic empowerment, employability, entrepreneurship, and self-employment approaches for youth.</li><li>• Ability to design and deliver practical training and support tools.</li><li>• Ability to analyze program data and generate evidence-based recommendations.</li><li>• Strong planning, organization, and time management skills.</li></ul>
<b>POSITION TYPE</b>	<ul style="list-style-type: none"><li>• Full-time</li></ul>
<b>APPLICATION FORM</b>	<ul style="list-style-type: none"><li>• <a href="#">Application Form</a></li></ul>

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