



## Sanad for Alternative Parental Care

### Learning & Development Specialist – Care Leavers Programs

<p><b>ABOUT SANAD</b></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 (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 Specialist</b></p>

**DUTIES & RESPONSIBILITIES**

**Training Program Development:**

1. Design and develop programs for youth aged 18 and older.
2. Ensure that program content is relevant, engaging, and aligned with the needs of older youth.
3. Collaborate with subject matter experts to integrate best practices and current research into program design.

**Program Implementation:**

4. Coordinate the delivery of programs through partnerships with other NGOs and organizations.
5. Provide training and support to partners to ensure effective implementation.
6. Monitor and evaluate program activities, collecting data to assess impact and outcomes.
7. Utilize a variety of training methods, including in-person, virtual, LMS, and blended learning approaches.

**Youth Engagement:**

8. Engage with youth participants to gather feedback and understand their needs.
9. Create opportunities for youth to participate in program development and evaluation.

**Evaluation and Continuous Improvement:**

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

**Collaboration and Partnership:**

13. Collaborate with internal departments and external partners 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 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

	<p>requirements.</p> <ul style="list-style-type: none"> <li>• Proficiency in using e-learning authoring tools, Learning Management Systems (LMS), and other educational technologies.</li> <li>• Strong interpersonal and communication skills.</li> <li>• Ability to work independently and manage multiple projects simultaneously.</li> </ul>
<b>CORE COMPETENCIES</b>	<ul style="list-style-type: none"> <li>• Training Delivery and Facilitation</li> <li>• Content Development</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> </ul>
<b>DOCUMENTS TO BE SUBMITTED</b>	<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!