

Terms of Reference

IN-COUNTRY POSITION / CAMBODIA

Inclusive Education in Primary Schools

Location	Battambang, Cambodia
Host Organization	Finn Church Aid (FCA) Cambodia Country Office (CAMCO)
Length of Posting	6 months
Date of Deployment	May/June – October (ALL IN!); and July – December 2023 (EiE)
Number of Positions	2 (1 in ALL IN!, and 1 in EiE)
Title of Position	Education Adviser (Teachers Without Borders Volunteer)

NOTE the realization of in-country volunteer positions is conditional to securing funding, and to the global and local health and security situation.

Description of the Projects

In Cambodia, FCA contributes to improving the quality of education and lives of people in low socio-economic and vulnerable settings in the rural areas, with a particular focus on education and livelihood opportunities for women and girls. The current projects looking for TWB education expertise support include:

1. ALL IN! – Enhancing Inclusive Education in Primary Schools

The overall objective of **ALL IN!**-project is to contribute to enhancing inclusive education in primary schools in Cambodia through development of safe and responsive learning environments, the focus being both on pedagogical and physical dimensions of a learning environment. 12 primary schools in Banan and Sangker districts in Battambang Province, altogether with 4300 pupils and 188 education staff members, participate in the project.

The project strengthens localized methods and models that support diverse learning needs during and outside of school hours. These models include, for instance, piloting a learning assistant program and organizing extra-curricular Study Clubs to support learners with their homework, improve their basic literacy and numeracy skills, and pursue interests such as sports, arts, and culture. In-service training is provided to teachers and school management staff to build their pedagogical capacity, the specific focus being on learner-centered approaches, special needs education, positive discipline, and school atmosphere.

Initiatives to promote safeguarding of the learners and enhance their emotional and mental wellbeing are also taken. Teachers are supported in their roles as key persons to facilitate contact to local resources in child protection related issues. Furthermore, the schools are assisted in establishing referral networks of local authorities, healthcare services, NGOs, voluntary organizations, and other relevant actors, to refer to appropriate services when there are concerns about the safety and wellbeing of a child.

Schools are encouraged to design school development plans that promote inclusive education, and school management committees are supported on how to organize campaigns to mobilize resources for the needs. The project also considers how to equip the classrooms and implement small-scale improvements in water, sanitation, and hygiene (WASH) facilities or other school premises to enable access for learners with disabilities. Budget has been allocated to help schools acquire low-cost assistive technology and materials, as well as to stock the school libraries with educational resources and/or other materials that accommodate learners with diverse needs.

The project is implemented by Puthi Komar Organization (PKO), a local NGO and FCA's partner organization operating in Battambang Province. Three fulltime project officers appointed by PKO organize and facilitate the day-to-day activities in target schools and/or areas. FCA supports the project with technical expertise and the TWB volunteer mostly works directly with PKO to support their ALL IN! -project team.

2. EiE: Supporting the Implementation of Education in Emergencies and Enhancing Children's Access to Quality Learning Opportunities

The proposed project ***Supporting the Implementation of Education in Emergencies (EiE) and Enhancing Children's Access to Quality Learning Opportunities*** aims at enabling context-appropriate learning opportunities for children who live in vulnerable situations prone to disaster risk or other types of disruptions to education, and to promote access to quality education to all children regardless their living condition, ethnic or religious background, gender, or social status.

The project focuses on three areas: 1) Promoting quality education for all, addressing learners with diverse needs, learning difficulties and improving children's basic literacy skills; 2) Sensitizing communities, education practitioners, duty bearers, and the learners themselves on preparedness for education in emergencies (EiE) contexts; and 3) Promoting child safeguarding with local and contextualized methods. Puthi Komar Organization (PKO), a local NGO and FCA's partner organization operating in the Battambang Province, supports the implementation of the project.

During its one-year implementation in 2023, the project puts emphasis on:

- Enhancing learning opportunities for pupils with learning difficulties through access to "Reading Clubs";
- Integrating Learning through Play pedagogy and digitalized learning to school practices;
- Supporting the school and community-led Reading Clubs by distributing of protective materials, learning and teaching resources, and disaster preparedness materials and equipment;
- Providing capacity building to school management committees, tutors, and duty bearers (including the Commune Committee for Disaster Management CCDM) on Preparedness for Education in Emergencies (PEiE), Climate Change, School Best Management, Child Safeguarding and other relevant topics;

- Integrating PEiE project into Commune Development Plans (CDP) and Commune Investment Plans (CIP), and District Development Plans (DDC) and District Investment Plans (DIP);
- Improving community outreach and supporting awareness raising on the PEiE
- Sensitization of communities on disaster preparedness and how to support children's learning during disruptions to education;
- Building safe back to school -plans for better preparedness.

Both TWB volunteers will be based in the FCA field office in Battambang, under their separate projects. An individually tailored work plan will be developed during the initial phase of the deployment. NOTE over the course of their deployment, TWB volunteers may be asked to provide support to other FCA education projects in Cambodia if the need arises.

The Volunteer's Main Tasks May Include

- Provide pedagogical and technical assistance to project implementation e.g. in the form of coaching and workshops, reviewing the work plans and developing contents for capacity building sessions with/to the project team, stakeholders and beneficiaries;
- Plan and conduct trainings and related materials to learning assistants, teachers and school management of the partner schools on learner-centered approaches, special needs education, different teaching and learning methods, classroom management and positive discipline, and other relevant themes;
- Provide technical assistance and facilitation to online and/or face-to-face coaching and mentoring sessions;
- Together with the project team, innovate and introduce approaches for playful learning and learning through play -pedagogy in the Study Clubs as well as for implementing thematic events and school projects (specific to ALL IN!);
- Provide technical and pedagogical assistance to the local project team and school staff, to guide them with the design of the school development plans, and the acquisition of learning materials and resources that accommodate diverse needs of the learners.
- Provide insights to project proposal development (during November and December, specific to the EiE project);
- Support the local NGO partner to implement, monitor and report the progress and results of the project from education expertise perspective (specific to the EiE project).

Position-Specific Qualifications and Competences

- Master's Degree in Education
- Background in special education *and/or* competence with methods and techniques to support learners with diverse needs, *and/or* enhancing disability inclusion (specific to ALL IN!)
- Practical experience in coaching and mentoring is an asset
- Good command of (online) training, learning and communications tools
- Cultural sensitivity and intercultural communication skills
- High level of adaptability as changes of plans might take place with a short notice, due to nature of work and local context
- **In addition, general qualifications, and competencies for all TWB volunteers defined in the [TWB webpage](#).**



Coordination and Support

The TWB volunteer reports to the appointed focal person in the Country Office and as relevant, to in the partner organization. The Country Office focal point also coordinates the tasks and provides technical guidance and reflective support to the volunteer. CAMCO Country Director and Education Manager are the focal persons in administrative issues. The volunteer also works in close collaboration with other project staff and Country Office staff at all levels.

The working language in FCA Cambodia is English. Translation (English / Khmer) of the materials and interpretation during the trainings and other activities will be provided by a local staff member experienced in education.