

Terms of Reference – Teachers Without Borders Finland

DISTANCE POSITION / FCA COUNTRY OFFICES

Location	Global, in support of different FCA Country Offices
Host Organization	Finn Church Aid (FCA)
Length of Posting	3-5 months
Time of Deployment	Between February and June 2026
Number of Positions	1-2
Title of the Position	Education Adviser (TWB Distance Expert)

NOTE the realization of the positions is conditional to securing funding.

Context and Background

Education is key to stability, human rights, and unlocking the potential of children and youth. In fragile contexts, schools also provide safe spaces that protect learners from abuse and child labour while equipping them with knowledge and skills for a better future.

Finn Church Aid (FCA) promotes the Right to Quality Education by ensuring safe, inclusive schools and quality teaching for all. Drawing on Finland's internationally recognised education expertise, FCA supports access to and the quality of education—especially for girls, persons with disabilities, and young women—by improving learning environments and strengthening the capacities of teachers, principals and education authorities.

Teachers Without Borders (TWB) Collaboration

Aligned with FCA's work, TWB strengthens education systems in fragile and crisis-affected contexts through teacher training and mentoring, curriculum and material development, teacher wellbeing initiatives, and school–community cooperation. TWB volunteers pilot new approaches, co-create teacher training materials with local experts, and introduce practical tools to improve learning outcomes and system resilience.

In FCA-supported schools, TWB volunteers mentor and coach teacher colleagues to apply new pedagogical skills while providing psychosocial support. They also contribute to strengthening the capacity of education authorities and civil society actors to deliver inclusive, high-quality education.

TWB Main Tasks May Include

This TWB expert position is an open distance position which may support different FCA Country Offices, e.g. Kenya, Uganda, Myanmar, Ukraine, South Sudan, IOPT or Ethiopia.

TWB experts (1–2 positions) may contribute to the following areas, depending on volunteer's expertise, and context- and project-based needs:

1. Teacher Professional Development
 - Facilitate teachers' continuous professional development (CPD) through online training sessions, workshops or mentoring.
 - Topics may include learner-centered pedagogy, classroom management, socioemotional learning, multilingual teaching, foundational learning, inclusive education, digital pedagogy, climate education, career guidance.
 - Support may target teachers or education personnel across Early Childhood Education (ECE), primary and secondary schools, as well as Reception Centers for refugees.
2. Foundational Learning Material Development
 - Develop basic literacy and numeracy materials for newly arrived refugee and internally displaced children as a first-line response.
 - Integrate child protection and socioemotional learning principles to promote safe, holistic learning and learner wellbeing.
3. Other Material Development
 - Create or adapt teaching and learning materials on topics such as inclusive education, digital pedagogy, climate education, career guidance, or another topic.
4. Teacher Wellbeing and Peer Support
 - Promote teacher wellbeing through team building, peer support, and mentorship – potentially using digital platforms (e.g., mobile mentoring).

Position-Specific Qualifications and Competencies

- Master's degree in education or a related field, with at least 2 years of teaching experience; international or multicultural experience is an asset.
- Strong pedagogical skills at primary, secondary, or early childhood education level.
- Motivation and ability to mentor and coach teachers and other education personnel.
- Experience in implementing in-service teacher training online is an advantage.
- Understanding of Education in Emergencies (EiE) context and Mental Health and Psychosocial Support (MHPSS) principles is an asset.
- Confident use of ICT tools and platforms for teaching and training.
- Strong interpersonal and intercultural communication skills; ability to work collaboratively with colleagues from diverse and resource-limited settings.
- Adaptability and problem-solving skills, with readiness to adjust plans as needed.
- In addition, all TWB volunteers are expected to meet the general qualifications and competencies outlined on the Teachers Without Borders (TWB) webpage.

Supervision and Support

TWB volunteer receives support on task division, coordination of the contents, implementation of the activities as well as technical guidance from relevant FCA Country Office(s) and their project team(s), as well as from TWB network coordinator in Helsinki.