

Terms of Reference – Teachers Without Borders Finland IN-COUNTRY POSITION / KENYA

Location	Kalobeyei, Kenya
Host Organization	Finn Church Aid (FCA) Kenya Country Office (KECO)
Length of Posting	3 months
Time of Deployment	February-April (1-2 positions) & May-July 2026 (1-2 positions)
Number of Positions	2-4
Title of the Position	Education Adviser (TWB Volunteer)

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

Context and Background

Finn Church Aid (FCA) works to improve access to safe, inclusive, and quality education for refugee and host community children and youth in Kenya, while enhancing their protection and wellbeing.

In Turkana West, the FCA Kenya Country Office (KECO) implements education projects in Kalobeyei refugee settlement, covering 8 primary schools (each with an Early Childhood Development centre and Junior School Wing) and 3 secondary schools, serving approximately 36,500 learners (20,600 boys and 15,900 girls). The projects are funded by UNHCR, UNICEF, and ECHO.

FCA strengthens the quality of education in Kalobeyei through holistic interventions that enhance teaching, learning, school management, and inclusion.

(i) **Education Professionals**

- Strengthened pedagogical and management capacities through training in learner-centred methods, gender-responsive pedagogy, Competency-Based Curriculum, Teaching in Crisis Contexts, ICT integration, and PSEA.
- Enhanced leadership and school management skills of head teachers and deputies.
- Continuous professional development through Teacher Learning Circles and psychosocial support training.
- Improved school safety through training on disaster risk management.

(ii) **Learners**

- Improved wellbeing and participation through life-skills education, Menstrual Hygiene Management, and social and behavioural change activities.

- Increased access to inclusive education through co-curricular programmes and specialized support for children with disabilities (CWDs).

(iii) Parents and Caregivers

1. Strengthened capacity to support children's learning, including those with special needs.
2. Enhanced awareness on disability inclusion and the right to education through community sensitization.

(iv) Education Officials and Stakeholders

- Improved quality assurance through strengthened monitoring and supervision systems.

Teachers Without Borders (TWB) Collaboration

In collaboration with FCA, TWB Finland will support the education programme in Kalobeyei settlement by strengthening teacher capacity, inclusion, and wellbeing. TWB volunteers will complement FCA's efforts to improve teaching quality, promote inclusive and digital pedagogy, and enhance psychosocial wellbeing for teachers and learners.

The support will target national and refugee teachers working across Early Childhood Education (ECE), primary and secondary schools, as well as the Reception Center for newly arrived learners.

Working closely with FCA's education staff and local education authorities, TWB volunteers will provide professional development for teachers, strengthen school leadership, and support participatory approaches that empower refugee teachers to co-create contextually relevant learning solutions. Some preparatory work, such as resource development, may be carried out remotely prior to deployment.

TWB Main Tasks May Include

TWB volunteers (2–4 positions) may contribute to the following tasks based on expertise, project needs and interest areas.

1. Teacher Professional Development
 - Facilitate continuous professional development (CPD) through training, mentoring, and coaching.
 - Strengthen teachers' capacity in classroom management, inclusive education, and psychosocial support.
 - Conduct classroom observations and provide feedback for improved teaching quality and learning outcomes.
2. ICT pedagogy and Digital Learning
 - Build teacher competence in integrating ICT tools (projectors, laptops, tablets, smartphones) meaningfully into lesson planning and delivery.
 - Develop, compile and share contextually relevant education resources and promote blended and interactive learner-centred approaches.

3. Foundational Learning Material Development
 - Develop basic literacy and numeracy learning materials (lesson plans) for newly arrived refugee and internally displaced children as a first-line response.
 - Ensure the materials integrate child protection and socioemotional learning principles to support safe, holistic learning and learner wellbeing.
4. Teacher Wellbeing and Peer Support
 - Strengthen teacher wellbeing through team building, peer support, and mentorship initiatives.
5. Inclusion and Community Engagement
 - Support enrolment drives and sensitization on the right to education for girls, CWDs, and over-age learners.
 - Contribute to coordination and working group meetings and identify areas for system strengthening.

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.
- Experience or strong interest in inclusive or special needs education.
- Motivation and ability to mentor and coach teachers and other education personnel.
- Experience in planning and implementing in-service teacher training is an advantage.
- Understanding of education in emergencies (EiE) and MHPSS principles is an asset.
- Confident use of ICT tools for teaching and training.
- Strong interpersonal and intercultural communication skills; ability to work collaboratively in diverse and resource-limited settings.
- High 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 the KECO Education Specialist, Program Manager, the project team(s) in Kalobeyei, and TWB network coordinator in Helsinki.