

## Terms of Reference – Teachers Without Borders Finland

### IN-COUNTRY POSITION / UGANDA (TVET)

<b>Location</b>	Kyaka II Refugee Settlement (Kyegegwa), Rwamwanja Refugee Settlement (Kamwenge), and other FCA Uganda project locations as may be determined in consultation with TWB/FCA Finland.
<b>Host Organization</b>	Finn Church Aid (FCA) Uganda Country Office (UGACO)
<b>Length of Posting</b>	<i>Hybrid engagement:</i> 2 months distance (March–April 2026), 1–3 months in-country (May–July 2026), 1 month distance (August 2026)
<b>Time of Deployment</b>	Between February and September 2026
<b>Number of Positions</b>	1-2
<b>Title of the Position</b>	TVET 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

Technical and Vocational Education and Training (TVET) plays a pivotal role in creating meaningful pathways between education and work, especially in refugee settings. FCA promotes access to quality TVET, ensuring that young people, especially those in vulnerable contexts, can pursue equitable and relevant learning opportunities.

In Uganda, the third-largest refugee hosting country globally, FCA has been implementing a Business TVET model in refugee settlements, targeting both refugee and host community youth. This work is guided by FCA's Linking Learning to Earning (LL2E) approach, which connects practical training with the labor market. The approach emphasizes inclusive, market-driven, and hands-on skills development that responds to the specific needs of both refugee and host communities.

FCA applies the LL2E approach across several countries, including Uganda, notably through the Refugee and Host Community Youth Empowerment and Transformation Initiative (RETI). RETI is a 4-year programme (Oct 2023 – Sep 2027) led by Muni University in partnership with FCA Uganda and other stakeholders. The initiative aims to enhance the employability and entrepreneurship potential of refugee and host community youth by providing quality, market-relevant skills training, promoting financial inclusion, and supporting access to meaningful work opportunities.

Earlier collaboration between Teachers Without Borders (TWB) and FCA focused on strengthening the pedagogical capacity of formal TVET instructors and center-based trainers. RETI builds on this foundation by engaging informal community artisans as apprenticeship mentors. These artisans operate small-scale enterprises in priority trades identified through local market assessments and play a frontline role in work-based learning (WBL). However, many lack formal instructional training. The TWB-FCA collaboration under RETI seeks to address this gap by strengthening the pedagogical skills of artisans, equipping them to provide inclusive, high-quality mentorship for vulnerable learners.

### **Description of TWB Collaboration**

This assignment builds directly on the successful collaboration with TWB in 2025, where a volunteer expert supported pedagogy training for formal TVET instructors. In 2026, the TWB focus of TWB engagement will expand to include:

- Strengthening the pedagogical capacity of local “informal” mentors (community artisans) in RETI project areas through workshops, coaching sessions and development of relevant materials.
- Providing continued support to previously trained instructors, particularly in areas such as inclusive TVET education, learner outreach, and peer coaching.

Additionally, the volunteer expert will assist in integrating career guidance, life skills, and entrepreneurship aspects into the training programs for both mentoring instructors and artisans, preparing learners for successful transitions into employment or future education.

The collaboration will be implemented in hybrid format, combining distance support and in-person engagement, with Muni University serving as a strategic academic partner.

### **Volunteer’s Main Tasks May Include**

- **Pre-deployment (remote)**
  - Participate in the co-design and delivery of remote pedagogy trainings for FCA staff, TVET instructors, and partner faculty (e.g., Muni University and other consortium partners).
  - Provide technical support to refresh inclusive TVET practices (e.g., special needs, gender responsiveness).
  - Review RETI market assessment outcomes, training areas, artisan profiles, and learning environment dynamics to build contextual understanding.
  - Familiarize with Uganda’s competency-based training system and relevant national TVET standards.
- **Deployment in Uganda (in-country):**
  - Facilitate tailored pedagogy training for up to 50 community artisans and instructors in refugee settlements.
  - Mentor artisans on pedagogical methods suitable for informal apprenticeship settings.

- Co-develop an Artisan Pedagogy module or guide together with local artisans, adapted from 2025 TVET module/guide.
- Conduct joint field coaching visits with FCA and project partner teams.
- **Post-deployment (remote):**
  - Finalize the Artisan Pedagogy module or guide, ensuring it reflects lessons learned during in-country deployment.
  - Provide online feedback and coaching to instructors and artisans.
  - Contribute to FCA knowledge management by presenting findings and outputs from the collaboration through online events such as global FCA sharing sessions.

### **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 understanding of technical and vocational education methods, apprenticeship models, and work-based learning approaches.
- Motivation and ability to mentor and coach non-formal trainers and local artisans, fostering inclusive and learner-centered practices.
- Familiarity with approaches for learners with diverse needs, including special needs, gender responsiveness, and cultural sensitivity.
- Excellent facilitation, presentation, and interpersonal skills for both in-person and remote learning contexts.
- Ability to operate effectively in humanitarian, resource-constrained, or multicultural environments.
- Experience working with academic institutions, NGOs, or local communities is an advantage.

### **Supervision and Support**

The TWB volunteer will be hosted and supervised by FCA Uganda. The volunteer receives support on task division, coordination of the contents, implementation of the activities as well as technical guidance from the FCA Uganda Livelihoods Technical Advisor, Program Manager, the RETI project team, and TWB network coordinator in Helsinki, Finland.