

Terms of Reference – Teachers Without Borders Finland IN-COUNTRY POSITION & UGANDA

Location	Uganda, different refugee settlements
Host Organization	Finn Church Aid (FCA) Uganda Country Office
Length of Posting	3 months
Time of Deployment	Between February and July 2026
Number of Positions	3
Title of the Position	Education Adviser (TWB Volunteer)

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

Context and Background

Uganda hosts more refugees than any other African country. Despite this, education in refugee settings remains underfunded, and teachers are often overlooked in planning and budgets. Issues such as teacher shortages, low salaries, lack of recognition, and unacknowledged qualifications of refugee teachers remain largely unaddressed.

Finn Church Aid (FCA) works to ensure safe, inclusive, and quality education for both refugee and host community children across Uganda. This includes early childhood, primary, and secondary education, as well as continuous professional development (CPD) for teachers, school management training, and provision of learning materials. FCA's education work contributes to Uganda's Education Response Plan for Refugees and Host Communities, which aims to increase access to education, improve its quality, and strengthen education systems to deliver effectively for all learners. FCA works through community structures, promotes local leadership, and builds the capacity of local duty-bearers.

TWB Collaboration in Uganda

Through Teachers Without Borders (TWB), the volunteers will support FCA's education work by strengthening teachers' professional capacity, pedagogical skills, and wellbeing. TWB volunteers share practical expertise in teaching and mentoring, helping teachers to adopt inclusive, learner-centred approaches and build confidence in their professional roles.

For 2026, three TWB volunteers will support different FCA education projects in Uganda.

- One volunteer will work in Kyangwali refugee settlement (Western Uganda) under the *BRIGHT Project (Building Resilience, Inspiration and Growth Holistically for Teachers)*, focusing on climate education, digital pedagogy, and female teacher mentorship.
- Two volunteers will support FCA projects in refugee settlements Southwestern and Northern Uganda focusing on teacher professional development, inclusive pedagogy, foundational learning, and psychosocial wellbeing.

Together, the three volunteers will strengthen the teaching profession in refugee and host community schools by promoting quality teaching, teacher motivation, and retention.

TWB Main Areas of Collaboration

Climate Education and Digital Pedagogy (Kyangwali)

A volunteer will support the integration of climate education and digital skills in schools under the BRIGHT Project. Tasks may include:

- Supporting teachers to integrate Education for Sustainable Development (ESD) and climate topics into everyday lessons using the *Climate Education Manual*.
- Facilitating school-based green campaigns and activities with learners, such as environmental clubs and community awareness events.
- Training teachers in digital skills to enhance teaching, learning, and administrative tasks.
- Providing mentorship and peer-learning support through Teacher Learning Circles and school-based mentoring projects, especially for female teachers, to encourage leadership and professional growth.
- Supporting teachers in multilingual and inclusive classroom practices, particularly in foundational learning.

Teacher Professional Development and Inclusive Pedagogy (Southwestern and Northern Uganda)

Two volunteers will support FCA projects that focus on teacher professional growth and wellbeing in primary and secondary schools. Tasks may include:

- Conducting school visits and consultations with teachers and education stakeholders to understand challenges and design responsive support.
- Strengthening Teacher Learning Circles (TLCs) as peer coaching, experience-sharing, and joint problem-solving platforms.
- Building teacher capacity in play-based, experiential, and inclusive teaching methods, as well as foundational skills development in literacy and numeracy.
- Training teachers and school leaders to integrate psychosocial support and socio-emotional learning (SEL) in classroom practices.
- Supporting teachers to apply effective instructional and formative assessment methods aligned with Uganda's Competency-Based Curriculum and continuous assessment requirements.

- Equip teachers with practical digital skills to integrate ICT in teaching, assessment, and classroom management, while fostering innovative and learner-centred approaches.
- Supporting school leaders and local education officials to provide targeted coaching on inclusive pedagogy, remedial learning, large-class management, and competency-based assessment practices
- Supporting local education authorities/officials to promote teacher professional growth, career development, school leadership and management.

Qualifications and Competencies

Essential

- Master's degree in education or a related field, with at least 2 years of teaching experience (preferably at primary or lower secondary level); international or multicultural experience is an asset.
- Experience in mentoring or coaching teachers or peers.
- Good ICT skills and experience using digital tools in teaching.
- Strong interpersonal and communication skills; open and collaborative working style.
- Creative, solution-oriented, and adaptable to new contexts and challenging environments.
- Working proficiency in English (spoken and written).

Assets

- Experience in environmental or climate education (ESD).
- Experience in teacher training or development of educational materials.
- Knowledge of psychosocial support or special needs education.
- Familiarity with humanitarian or refugee education contexts.

Supervision and Support

Each volunteer will have an immediate supervisor at the field level and receive technical guidance from the FCA Uganda Education Technical Lead. Operational and programmatic support will be provided by the TWB Country Coordinator, who will ensure regular contact and follow-up. Volunteers will also collaborate closely with FCA project implementing staff at different levels. Additional technical support will be given by the Regional Education Specialist and the TWB Coordinator in Helsinki.