

Job Opportunity

Strategic Education Advisor in School Leadership

VVOB in Vietnam

Deadline for applications: 18/6/2021

Would you like to contribute to the improvement of the quality of education worldwide?

Hello! We're excited to see you found your way to this job opening. That must mean you share our ambition to ensure learners around the world enjoy their fundamental human right to quality education, without exception. We're looking forward to hearing from you.

But first things first. Allow us to introduce ourselves, drawing on the great mystery behind our name. Since our establishment in 1982, 'VVOB' has evolved from a complex (Dutch) acronym to a stand-alone concept meaning education for development:

- VVOB stands for 'commitment' – to achieve the Sustainable Development Goals by 2030.
- VVOB stands for 'integrity' and 'mutual respect' – in working with our partner organisations across 10 countries/3 continents.
- VVOB stands for 'quality' and 'innovation' – of everything we do in our effort to improve education worldwide.

Do you still feel like you're in the right place? Great, because we're hiring a Strategic Education Advisor in school leadership to strengthen our team in Vietnam.

VVOB in Vietnam

Vietnam has been very successful in reaching almost universal enrolment in pre-schools from age 5. The education system is organised in a very centralised manner with multiple policies to continuously improve the effectiveness of teaching.

The remarkable achievement of almost universal participation has, however, not yet resulted in overcoming the structural inequalities that are still very real in the country. Children growing up in economically challenged households, in remote areas or in families where Vietnamese is not the first language are seen to start their school career with a disadvantage that the school system is not able to help them overcome.

School leaders are gatekeepers for educational change: they can be the drivers for positive change but also have stopping power. The main challenge in Vietnam being the implementation gap with many national policies not impacting the classroom practice. Building the school leaders' capacities to guide their teachers through in-service professional development in a positive and effective way is therefore essential to take further steps to quality education.

Purpose of the function:

The purpose of the function is threefold:

- To design and support implementation of educational and capacity development trajectories for the establishment of language-rich learning environments that are context-specific for Vietnam
- To coach the VVOB Vietnam content team to acquire a deep understanding of school leadership and in-service teacher professional development – capacitating them to be drivers of change in relation with local government partners

Tổ chức VVOB tại Việt Nam | 03-05 Nguyễn Bình, phường Hoà Cường Nam, quận Hải Châu, Đà Nẵng



+84(0) 236 3923332



vietnam@vvo.org



www.vietnam.vvo.org

- To harvest evidence of successful capacity development and contribute to VVOB's body of knowledge on school leadership

Your Responsibilities

As a strategic education advisor in school leadership, you will be responsible for further development and quality assurance of continuous professional development trajectories for school leaders in early-childhood-education in Vietnam.

You will:

- Review and improve capacity development trajectories for school leaders, including training materials on school leadership;
- Advise on and assure quality of the implementation/delivery of the trajectories for school leaders;
- Contribute to the realization of the overall and specific objectives of the programmes;
- Lead capacity development of VVOB's operational partners on development of capacity development trajectories for school leaders;
- Lead capacity development for the education advisors' team on school leadership including transferring knowledge and practices of Flanders' institutes
- Network and cooperate with relevant development, structural and strategic partners to contribute to the continuous improvement of VVOB's programmes;
- Keep abreast with policy trends, new developments and latest research and thinking in education and international development, focused on school leadership;
- Ensure high quality standards in terms of partnership, relevance, efficiency, effectiveness and sustainability of the programmes;
- Act in accordance to VVOB's vision, mission, values, policies and guidelines.

If you're our *Strategic Education Advisor School Leadership*, your workweek at the office will include the following highlights:

- You have a meeting with the Education Manager responsible for coordination of the implementation of the training programme(s) for school leaders to evaluate the last session of the training and identify areas of further capacity development of the trainers;
- You have a discussion with the Online Learning Team about the pedagogical challenges related to full online delivery of the training programme for school leaders and related equity issues;
- You log in to an online meeting with partners from a University College in Belgium to prepare for a mission to Vietnam. You present a summary of the state of affairs and discuss how their support can further improve the programme;
- Lunch! A perfect way to informally check in with some of your colleagues involved in other aspects of the programmes.
- You give a presentation at the Ministry of Education and Training about the impact of the training programme and advice on further upscaling of the training for school leaders in a cost-effective way;
- You respond to a draft strategy note sent by the Country Programmes Manager on the scaling strategy of the programme.

Qualifications, experience & competencies you bring to our team:

- A Master's degree, preferably in education, international development, public policy, or a related field, or equivalent by experience.
- At least 7 years of relevant work experience;
- At least 2 years of international (working) experience:

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- You obtained your Master's degree abroad, or
- You have working experience related to this vacancy abroad
- At least 3 years of experience working in a low or middle income country
- At least 3 years of experience with capacity building of organisations, teams and persons, preferably in strengthening government systems and structures;
- At least 2 years of experience in a position working closely with external stakeholders, preferably with multiple partners;
- You have practical knowledge of and experience with professional development systems and trajectories for school leadership, more specifically related to:
 - School leadership for improved school based teacher professional development
 - School leadership for improved (language rich) learning environments.
- An in-depth understanding of latest international developments and research in the education sector in general and school leadership in particular;
- Strong time and project management skills (planning, budgeting, report writing);
- Flexible with a proven ability to multitask and adjust to changing circumstances;
- A good understanding of upscaling of education innovations (from pilot to scale);
- English proficiency required: CEFR level C1
- Dutch proficiency appreciated: CEFR level C1

Matching competences:

VVOB core competences:

- Results and goal oriented
- Lifelong learning and improvement
- Cooperation within a team and with other stakeholders

Function specific competencies:

- Reliability
- Strong communication skills (verbal and written)
- Creativity
- Strong analytical and synthetical skills
- 360° empathy

What we're offering:

- A full-time contract until 31/12/2026, with the possibility of extension depending on the availability of donor funding;
- An initial salary between €17,000 and €23,000 gross per year depending on relevant work experience, including holiday allowance and 13th month;
- A dynamic working environment in an international context;
- An exciting job in a growing organisation with varied responsibilities and opportunities for professional development;
- An attractive benefits package including. social insurance according to the government scheme and additional insurance for staff and family, 30 days of annual leave, school fee allowance.

Join us:

As soon as possible!

Your office:

VVOB's office in Da Nang

What's next?

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Your motivation letter and a detailed CV are expected to be sent by e-mail no later than 18th June 2021 to phuonganh.n@vvob.org or dung.lbn@vvob.org.

Shortlisted candidates will take a written test, go through an interview process and an assessment, before a final offer.

VVOB firmly believes that quality education can only be achieved if equity is ensured. Qualities of people prevail, regardless of age, gender, ethnicity or disability.

