



Vacancy announcement
Strategic Education Advisor
Tanzania

Deadline for applications: 6 April 2025

VVOB – education for development is an international non-profit organisation with over 40 years’ experience in strengthening the quality of education systems in Africa, Asia and South America in close partnership with ministries of education and their institutions. Our head office is based in Brussels, Belgium.

We implement our programmes and projects with one shared passion: to ensure the improvement of quality education.

Do you share our ambition to ensure that learners around the world can enjoy their fundamental human right to quality education, without exception? Are you convinced as well that quality education guarantees equal opportunities for everyone and is the key to a better world?

We are looking for a **Strategic Education Advisor** with expertise in **Scaling and policy development in the education sector in Tanzania** who will operate from our **office in Dar es Salaam or Dodoma.**

Do you want to take on this challenge? Then continue reading!

Result areas of the Strategic Education Advisor:

- Provide both short- and long-term strategic and technical advice, information and guidance to VVOB and VVOB’s partners.
- Support capacity strengthening of programme staff and partners.
- Design and develop relevant and scalable projects in close collaboration with internal and external stakeholders.
- Create and manage partnerships and strong networks.
- Contribute to internal and external knowledge and learning.



You will:

- Lead school leadership professional development in Tanzania, focusing on blended and online approaches, scalability and sustainability.
- Support VVOB and the Ministry of Education, Science and Technology in planning and implementing blended professional development programmes for school leaders at national and decentralised levels.
- Collaborate with the Country Management Team, Education Advisors, M&E advisors and other project staff to strengthen capacity for high-quality implementation in secondary education.
- Stay updated on policy trends, research and international best practices through external and internal networking.
- Work with Strategic Education Advisors regionally and globally to unlock VVOB's [Learning Unlimited](#) strategy.
- Represent VVOB, build partnerships and secure support for existing and future projects.
- Contribute to internal and external knowledge development, innovation and lesson sharing.
- Identify funding opportunities and support project proposal development.
- Report to the Country Programmes Manager.

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



You discuss the facilitation plan for an upcoming workshop on blended course design/scaling/school leadership professional standards with the focal point for school leadership at the Agency for the Development of Educational Management (ADEM).



You join an online session of VVOB's scaling community of practice, where the Tanzania team contributes with a presentation on challenges in the for scaling blended school leadership professional development in Tanzania.

Lunch! A perfect time to have an informal exchange with other VVOB colleagues in the office.



You check in with the research colleague of Education Sub-Sahara Africa (ESSA), a partner of the African Centre for School Leadership, on the results of a Tanzanian research call focusing on professional development modalities.

Together with the strategic education advisors, you organize a session to complete Tanzania's Country Strategy Map, a roadmap which guides donor diversification and partnership engagements with the team.

You give a presentation to the Ministry partners about the impact of the training programme and advice on further upscaling of the training in a cost-effective way.

Does this look like your dream job?

Then read on and check whether your profile matches the job requirements!

Who are you?

Your expertise and experience

- You have a master's degree in education, human sciences, another relevant field or equivalent experience.
- You have an in-depth understanding of and strong connections within the Tanzanian education system and sector.
- You have demonstrable knowledge and experience in scaling education innovation within the Tanzanian government system.
- You have experience with evidence-informed project management in education.
- You have experience with change management and capacity-strengthening processes in educational systems.
- You are able and willing to travel within Tanzania for short periods.
- You have excellent Microsoft Office skills.
- Proficiency in English (CEFR level C1) is essential and you are fluent in Kiswahili.
- You have a valid work permit for Tanzania.

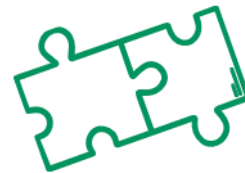
Matching competences

VVOB core competences:

- Result-Oriented
- Continuous Improvement
- Cooperation

Function specific competencies:

- Strategic Networking & Partnership Building
- Creativity
- Persuasiveness
- Vision Building
- Problem Analysis and Judgement



What we're offering:

- A full-time contract (duration to be determined as depending on funding, current funding foreseen until 31/12/2030).
- A dynamic working environment in an international context.
- An exciting job in a growing organisation with varied responsibilities and opportunities for professional development.
- An opportunity to contribute to exciting, evidence-based projects aimed at ensuring the education sector in Tanzania is strengthened, by bringing in innovative solutions for professional development of school leaders and teachers.
- A complete remuneration package, which includes a base salary and benefits.

Location: Dar es Salaam or Dodoma.

Join us:

As soon as possible.



What's next?

Your motivation letter detailing your match with the profile as well as your motivation behind applying for the vacancy and a detailed CV are expected no later than **6 April 2025**. Please use the [webform](#) to apply for this vacancy.


Shortlisted candidates will take a written test, go through an interview process and an external assessment centre, 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. If you require reasonable accommodation including disability accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to recruitment@vjob.org.

Is this not exactly the job you are looking for? Please have a look at our other vacancies at: <https://www.vjob.org/en/vacancies>.

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We are looking for an **Education Advisor** who will operate from our **office in Mbeya, Mwanza or Bagamoyo in Tanzania**. Do you want to take on this challenge? Then continue reading!

Result areas of an Education Advisor

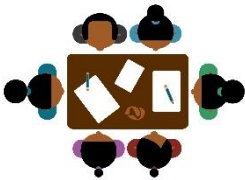
- Design and develop professional development trajectories in close collaboration with internal and external stakeholders.
- Organise trainings and workshops to strengthen institutional capacities of our partners in your area of expertise.
- Provide information and guidance on designing and developing professional development trajectories to VVOB and VVOB’s partners.
- Participate in internal and external knowledge and learning.



You will:

- You offer technical advice, guidance and support to VVOB colleagues and VVOB's government partner to realise educational change processes in the domain of designing and developing blended learning trajectories for staff in the education sector.
- You contribute to the identification, formulation, budgeting, implementation, monitoring and evaluation of VVOB's projects in Tanzania, especially for your result areas.
- You take up a variety of roles in capacity strengthening processes according to the needs of the partner in the domain of design and development of blended professional development, with flexibility for particular situations and phases of the programme.
- You keep abreast with policy trends, new developments and latest research and thinking in blended professional development in education in general.

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



You have a discussion with the Blended Learning colleague about the pedagogical challenges related to the development of an online module on effective school leadership and related access issues.



You draft the terms of references for the upcoming training of trainers from our government partners, who will pilot the blended training modality with a first cohort of school leaders.



Lunch! An excellent opportunity to informally catch up with the colleagues!

You organise a meeting with the service provider who develops the app for the online component of the training, to agree on a timeline for delivery of services.



You meet up with your Monitoring & Evaluation colleague to explore how to integrate data collection in the online training environment and agree on suitable data collection moments within the training trajectory of school leaders.

You join an online meeting of VVOB's community of practice on blended learning and engage with colleagues from different country offices on how to motivate participants in online training modalities.

Does this look like your dream job?

Then read on and check whether your profile matches the job requirements!

Who are you?

Your expertise and experience

- You have a master's degree in education, human sciences, a related field or equivalent experience.
- You are an expert in designing and developing high-quality professional development programs for school leaders or teachers using interactive and engaging modalities.
- You are familiar with competency-based curriculum reforms and their implementation.
- You have knowledge of and experience in project cycle management.
- You have experience working with government partners and/or strengthening the capacity of educational partners.
- You are able and willing to travel within Tanzania for short periods.
- You have strong Microsoft Office skills.
- You are fluent in English and Kiswahili.
- You have a valid work permit for Tanzania.

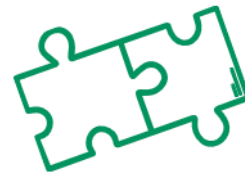
Matching competences

VVOB core competences:

- Result-Oriented
- Continuous Improvement
- Cooperation

Function specific competencies:

- Communication Skills
- Creativity
- Development-Oriented
- 360° Empathy
- Problem Analysis and Judgement



What we're offering:

- A full-time contract (duration to be determined as depending on funding, current funding foreseen until 31/12/2030);
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