

Position Description: Inclusive Education IOE Fellow

Position Title: Inclusive Education IOE Fellow

Location: Cook Islands, Fiji, Niue, Tonga or Vanuatu

(1 FTE continuing and .5 FTE for duration of project)

Overview

University of Auckland (UoA) and the University of South Pacific (USP) are working in partnership to deliver on the goal of Building Teaching Capacity for Inclusive Education for education professionals (teachers, school leaders and teacher aides) in Cook Islands, Fiji, Niue, Tonga and Vanuatu (hereinafter referred to as the Participating Countries). The programme aims to effectively engage every child in learning and to increase equitable learning outcomes for children in the Participating Countries.

The objectives for this work are:

- Creating an enabling, supportive environment for learning and teaching that caters to needs of all children in each of the Participating Countries.
- Enabling skilled and confident teachers with the capability to integrate inclusive pedagogy into the teaching profession in the Participating Countries.
- Supporting the expansion and growth of teachers', teacher aides' and school leaders' understanding of Inclusive Education and their application of inclusive practices in their learning and teaching environments.
- Ensuring that teachers, teacher aides and school leaders have access to current, high quality, evidence-based information to encourage inclusive pedagogy in their contexts.
- Sharing improved knowledge about Inclusive Education between countries in the region.

Reports to: Director, Institute of Education, USP Tonga

Roles reporting to the position: In Country Leads x 5

Primary objective and responsibilities of the position:

The role will work with the In-country IE Leads to develop a relevant workplan that is costed and provide support on inclusive education approaches and strategies and also support with reporting and communications.

This position works alongside the other members of the SMT, particularly the Regional IE Coordinator and will:

- Operate as a member of the Project Senior Management Team (SMT)
- Understudy the IE Regional Coordinator and take a proactive approach to developing their own experience and knowledge in IE.
- Work closely with the Regional IE Coordinator and the In-Country Leads on

workplan delivery in accordance with approved Country Workplans. • Actively support the building of IE capability across Participating Countries through the agreed learning strategy. • Where applicable, provide specialist input on inclusive education and teacher education in the Pacific context. • Ensure linkages to national and regional context in teacher education • Contribute to the design and use of data collection tools and relevant methodology. • Proactively monitor delivery and alert the SMT and Director of IOE to any material challenges or issues faced within country locations. • Contribute to official reporting, data collection and analysis. • Supporting the work of the evaluation lead on implementation of the MERL through data collection, analysis and reporting. • Working with the project management team on communication and dissemination strategy.
Functional relationships with: Internal • Project Director • Regional IE Coordinator • In Country Leads • Project SMT • MERL Coordinator • UoA Project Manager • Director IOE, USP External • Regional Steering Group • National Country Committees • Ministry officials, School principals, teachers, parents, NGOs, OPDs, faith-based organisations , and civil society organisations where appropriate
Financial Responsibility: None

Person Specification

IE Fellow

Essential (these are the qualifications, attributes and experience essential to perform the position)	Preferred (these are the qualifications, attributes and experience that would add value to performing the position)
Education and Qualifications	
MA in Inclusive and/or teacher education or relevant field	PhD in Inclusive and/or teacher education or relevant field
Experience and Personal Qualities	
• Demonstrated some experience in developing and executing inclusive education programmes in the Pacific region with an understanding of the challenges of doing so. • Proven track record in developing and delivering teacher professional learning and development (PLD) • Proven track record in relationship management at a senior level and/or research management experience in the education sector • A demonstrated understanding and ability to influence key government and education stakeholders to achieve beneficial outcomes • Excellent written and verbal communication and presentation skills • Facilitation skills – the ability to bring individuals with diverse perspectives together • Outstanding planning and organisation skills • Has a high degree of Pacific cultural knowledge • High levels of self -motivation, productive & resilient • Skilled negotiator and active networker	• Experience and strong understanding of the education sector at all levels. • Demonstrated ability to build rapport with key influencers • Flexibility to undertake some domestic and/or international travel, as may be required • Resilient and engaging personality with the ability to pivot and deal with obstacles and challenges

Competency Descriptors for IE Fellow

Competency	Example Behaviours
Persuading and Influencing	Creates a positive and credible impression on others Prepares the key stakeholders for major decisions and changes Builds support for own initiatives Maintains a positive relationship with all parties during negotiations Encourages open and honest discussion of views Closes discussions with clear and documented explicit agreements on both sides about next steps
Relating and Networking	Manages situations with tact and diplomacy Establishes an effective network inside and outside of the organisation Encourages others to co-operate across team boundaries Relates well to different types and levels of people
Planning and Monitoring	Able to work on many fronts/topics concurrently Develops action plans to accomplish goals; establishes timeframes; and allocates resources Identifies barriers and develops strategies to address them Monitors progress and addresses problems to achieve outcomes
Cultural Affinity	Demonstrates a deep understanding of Pacific culture and the way things are done in the Pacific. Acts with integrity and in a way that respects cultural values and the aspirations of our pacific partners and communities.
Self Management	Displays drive, initiative and energy and is proactive Highly motivated Sets and maintains high standards and persists in overcoming obstacles Resilient to change and understands personal limitations Demonstrates trustworthiness and confidentiality
Personal Leadership	Displays integrity, professionalism, adaptability and courage, accurately perceiving and interpreting own and others' emotions and behaviours in the context of the situation to effectively manage own responses, reactions and relationships