



We design, develop, and deliver catalytic solutions that build resilience so that children, families, and communities can flourish.

## VACANCY ANNOUNCEMENT PRODUCTIVE LEARNING SPECIALIST

### ABOUT FH

FH Association Rwanda (Food for the Hungry) is an International Christian Relief and Development organization with a value proposition “We design, develop, and deliver catalytic solutions that build resilience so that children, families, and communities can flourish”. FH Rwanda has been implementing integrated relief and development projects in Rwanda since 1994. FH Rwanda operates in Ruhango, Muhanga, Gatsibo, Nyagatare, Ngororero, Karongi and Rulindo districts. Our Head Office is located at Umuyenzi Plaza, 2 nd Floor, Kisimenti - Remera.

### FH CULTURE

All we do, and how we do it, seek to promote God’s beauty, goodness, and truth in a broken world. As such, we are defined by our ability to make people’s lives measurably better; our ability to deliver impact is the measure of our collective success. For we know that we are God’s handiwork, created in Christ Jesus to do good works, which God has already prepared in advance for us to do. At Food for the Hungry, we operate under a set of values called Heartbeat Values.

We are seeking to hire a qualified, dedicated and experienced “**PRODUCTIVE LEARNING SPECIALIST**” to be based in our Head Office, Kigali. The jobholder reports to the Program Director.

### SUMMARY OF THE POSITION

The Productive Learning Specialist will be part of the program delivery team responsible for contextualizing and aligning the Productive Learning pathway with the UNLOCK model, Resilient Systems and Flourish Communities, and line ministry standards.

This role leads program design, technical leadership, representation, project/program management, monitoring, and staff capacity-building for the effective delivery of Productive Learning strategies and the rollout of its technical specializations.

The specialist will conduct analyses to identify priority areas in Early Childhood Development (ECD), Foundation literacy and numeracy and Formal and Non-formal Education (F&NE) and youth learning systems, as well as identify programming opportunities and coordinate systemic interventions to promote them.

### MAIN KEY RESULTS

**Strategic and technical support and leadership (50%)**

*1.1 Program Design and Systems Transformation*

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- Lead the design and contextualization of Productive Learning strategies aligned with UNLOCK and national education frameworks (MINEDUC, ECD policy).
- Apply Systems Practice to identify root causes of poor learning outcomes and design scalable solutions.
- Integrate Productive Learning into broader human capital and resilience systems

### 1.2 *Technical qualities and innovation*

- Provide leadership in co-designing products and services related to Productive Learning (ECD and F&NE) and provide technical support for quality delivery/ implementation.
- Evaluate technical strategies, approaches, and programs to enhance the development of ECD and F&NE impactful initiatives.
- Support capacity-building activities in Productive Learning; identify capacity gaps, coordinate training, and provide post-training support/ mentorship to field staff.
- Ensure coordinated delivery of Productive Learning approaches and initiatives across Area Programs within the Country office.
- Incorporate an integrative approach linking other flourishing areas: behavior change, adult learning, and youth-friendly approaches into the productive learning pathway.
- Incorporate an intersectional approach that recognizes how gender intersects with other social categories such as race, class, education, and ability. This approach acknowledges that individuals experience multiple forms of oppression and privilege simultaneously, and it helps uncover the interconnected systems that perpetuate inequalities.
- Foster effective collaboration with other thematic leads/specialists to ensure an integrated approach to improving child development and learning outcomes, and support youth to be productive and resilient.
- Lead in the creation of a participatory, enabling, innovative, and transformative learning environment for the youth, children, and their caregivers.
- Effectively coordinate the development of county office Productive Learning work plans, budgets, and procurement plans in collaboration with other team members
- Work closely with the MERL team to monitor the progress of Productive Learning initiatives and utilize results to adjust strategies and approaches accordingly.
- Develop and manage country research and learning initiatives related to Productive Learning.
- Develop mentorship tools and co-design a robust mentorship plan for frontline workers to ensure the quality of implementation of Productive Learning initiatives.
- Assist in the recruitment, and orientation of ECD and F&NE technical staff in coordination with the Human Resources department, Country leadership, and GSC technical advisors.

### 1.3 *Behavior Change and Caregiver Engagement*

- Lead integration of CONNECT Social Behavior Change (SBC) into learning programs.
- Strengthening caregiver engagement in early learning, addressing gaps
- Promote learning environments that support holistic child development.

### **Strategic partnerships development (40%)**

- Provide leadership for the development of strategic partnerships, ensuring that all shareholders are meaningfully involved in the design, delivery, and evaluation of Productive Learning products and services.
- Map out and effectively engage with key institutional actors, donors, and partners relevant to the Productive Learning pathway and related technical specializations.
- Provide technical guidance for the development of concept notes and proposals for Productive Learning in coordination with relevant staff at AP, national, regional, and

Global Service Center (GSC) levels

- Support the Country Office's efforts in monitoring and analysis of new grant opportunities
- Ensure regular communication with the line manager and GSC Technical Advisors for Productive Learning to align technical unit priorities and standards into program design.
- Represent FH in national Technical Working Groups and other stakeholder platforms to ensure the visibility of FH work and foster a coordinated stakeholder approach.
- Prepare meeting minutes and communication for donors/partner meetings and draft technical briefs relevant to the Productive Learning pathway.

#### **Business Development and Resource Mobilization (10%)**

- Lead and contribute to the development of high-quality concept notes and proposals for Productive Learning and integrated programming.
- Identify and pursue funding opportunities aligned with FH Rwanda's strategic priorities
- Build and maintain relationships with donors, development partners, and private sector actors.
- Position FH Rwanda as a credible and innovative partner in Productive Learning and systems transformation.
- Contribute to donor meetings, technical discussions, and strategic engagements.
- Contribute to achieving annual funding targets for the Productive Learning portfolio.

#### **JOB REQUIREMENTS**

- Bachelor's degree or equivalent combination of education and experience in Basic Education, Early Childhood Development (ECD), Education, Psychology, or other relevant fields.
- Master's degree is an Added advantage
- At least 5-7 years of experience working on programs that support basic education, ECD, non-formal education, and Youth Development.
- Demonstrable experience in coordinating capacity building and provision of technical support for initiatives that improve children's development, learning outcomes, and youth development.
- Given high interaction with the Global Services Center and other external stakeholders, proficiency in spoken and written English is essential.

#### **OTHER ESSENTIAL REQUIREMENTS**

- Has a vibrant personal relationship with Jesus Christ
- Demonstrable experience in program design and capacity building within the ECD and Formal and non-formal technical specialization.
- Knowledge and application of active learning strategies to promote learners' knowledge and skills development.
- Skill in tailoring pedagogy to meet diverse learning needs and styles.
- Demonstrable experience in system strengthening work to improve child development and learning outcomes and build the skills of young people to be productive and resilient.
- Experience in partnership building, preferably working within government structures and systems
- Demonstrable capacity to prioritize tasks and work under pressure
- Demonstrable skills in technical writing including project reports and other technical documents.

- Competence in designing and engaging PL products and solutions that align with principles that build resilience in learners and shareholders.
- Understanding of how to incorporate technology in teaching and learning experiences.
- Commitment to ethical practices in data collection, assessment, and interactions with learners, teachers/facilitators, parents/caregivers and shareholders.
- Proficiency in leading co-creation sessions with shareholders (caregivers, educators, policymakers, and community members) to develop innovative solutions and interventions that address the needs in ECD.
- Experience in System Practice knowledge and application, an asset.

## HOW TO APPLY

Interested and qualified candidates should fill in the Job Application Form and attach their cover letter and updated CV/Resume with three professional referees (including email address and day telephone contacts), not later than **Wednesday 20<sup>th</sup> May 026 @5pm** using the following link: <http://105.179.7.34/fhrwjobs>

### Note:

- Only short-listed candidates will be contacted
- **Qualified and experienced female candidates are strongly encouraged to apply**
- If any issues are experienced, please contact us separately at [rwanda@fh.org](mailto:rwanda@fh.org)

## FH Safeguarding Policy

FH strives to provide an environment free from sexual exploitation and abuse and harassment in all places where relief and development programs are implemented. FH holds a zero-tolerance policy against sexual exploitation and abuse and harassment. FH expects its employees to maintain high ethical standards, protect organizational integrity and reputation, and ensure that FH work is carried out in honest and fair methods, in alignment with the FH Heartbeat and safeguarding and associated policies. Violations to stated policies will be subject to corrective action up to and including termination of employment.

Done at Kigali on 6<sup>th</sup> May 2026.

Jerry Kazadi  
Country Director

