

Job Announcement

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sequa gGmbH is a globally operating non-profit development organisation. Since 1991 sequa has carried out programmes and projects of international cooperation in close collaboration with the German private sector. sequa offers know-how and long-term experience in capacity development for chambers and associations (BMOs), vocational education and training, private sector development and trade promotion. The organisation is based in Bonn, Germany. sequa employs more than 100 persons (2021) and reported a turnover of EUR 41 m in 2020.

We are searching a qualified consultant / short-term expert as

Senior Expert for Competence-Based-Training (m/f/d)

Location:	Home based / Missions to Lagos, Nigeria
Assignment Period:	March 2022 – February 2023 About 150-220 working days, about 50% of which in Nigeria
Project:	Cooperative Vocational Training in Nigeria
Implementing organisation:	sequa

The Project

Skills Development for Youth Employment (SKYE) is a development cooperation programme in Nigeria implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. The programme promotes demand oriented technical and vocational training and youth employment with funding by the German Ministry for Economic Cooperation and Development (BMZ).

sequa implements Cooperative Vocational Training as a project of SKYE. It drives improvement of vocational training quality to enhance employability, using cooperative approaches implemented with and by Nigerian business membership organisations. The project pilots 1-year TVET programmes responsive to the needs of employers and delivered as competence-based training (CBT) for systemic integration into the Nigerian Skills Qualifications Framework (NSQF). Activities include the development of occupational standards with industry, the development of curricula, training of trainers and providing support to partners in the delivery of programmes. TVET programmes are Masonry Construction Worker, Construction Carpentry, Plumbing and Pipe Fitting, Industrial Electronics, Industrial Machine Operation and Office Administration.

With relevance to the role advertised, sequa intends to prepare one selected public training centre in Lagos for the introduction and commencement of selected CBT programmes from around 2023 such as are currently being piloted with BMOs.

Tasks / Responsibilities

- **Assume responsibility** for the coordination of collaboration with the selected public training centre, its administration and teachers. Also assume responsibility for being the primary interface between the centre, sequa's project office in Abuja, GIZ's office in Lagos and any related steering mechanism.
- Develop and agree a **detailed intervention plan** in consultation with the training centre. The scope of work envisages (a) Multiple layers of training of teachers and instructors, (b) Establishing coordination mechanisms with local industries for workplace-based learning to complement learning in the training centre,

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- (c) Equipment and tooling of workshops extending to a sustainability plan for funding of consumables and (d) fostering local ownership and negotiating commitment and substantial buy-ins.
- Conceive, prepare and implement **capacity building interventions** including (a) Familiarisation with occupational standards, (b) Curricula and related requirements, (c) Competence-based training (CBT) and assessment, (d) Guided practice for delivering lesson plans and (e) Raising practical skills to meet the respective occupational standard.
- Identify requirements and define and prepare the establishment of **internal CBT quality assurance** that address projected systemic needs (e.g. instructors to meet occupational standards, functional internal assessment and verification and documentation of evidence, external assessment and verification).
- Determine **short-term expertise** requirements, develop terms of reference, guide selection, oversee implementation and quality assure the work of experts.

Your Qualification / Skills / Experience

- University degree in Education, preferably a Bachelor of Arts in Education plus an advanced university degree in management, psychology, marketing; or a first degree in business, psychology, science, or fine arts, and an advanced degree in education. Preference for candidates with interdisciplinary educational background covering a technical area and the humanities or social sciences and for candidates with exposure to trades work in any field or direct personal work experience in a craft or trade.
- At least 15 years of experience on TVET reform projects in developing countries, at least 10 of which on introducing competence-based training in traditional TVET settings and 5 years of which with direct responsibility for the establishment and maintenance of CBT quality assurance processes.
- Experience as TVET teacher or administrator and experience with the design and implementation of cooperative training.
- Experience with the development of CBT curricula desirable.
- Exceptional communication, mentorship, and arbitration skills. You are comfortable in roles of leadership by example and by non-coercive means, and you are a natural change agent.
- Excellent written and oral articulation in English.

If you are interested, please send your application (cover letter), an updated CV your fee expectations and availability until January 31, 2022, to bettina.mueller@sequa.de in English language.