



JOB POSTING – Education Technology Specialist

Organization:	Right To Play Rwanda
Department/Division:	Program
Work location:	Kigali, Rwanda
Authorized to work in:	Rwanda (Ability to work legally without a work permit or sponsorship in Rwanda)
Target Start Date:	Immediate
Target Hiring Range:	From Gross RWF 2,246,217 to RWF. 2,611,228 monthly (before taxes)
Closing Date:	September 29, 2023

ABOUT US:

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity through the power of play. We help millions of children each year to stay in school and out of work, to prevent life-threatening diseases and to stay safe from exploitation and abuse. We are the leading global development organization that uses play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play reaches children through experiential programming in 15 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and seven national offices across Europe and North America.

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- **Accept Everyone** – *Be intentional about inclusion*
- **Make Things Happen** – *Seek opportunities to lead and innovate*
- **Display Courage** – *Act with integrity*
- **Demonstrate Care** – *Look after yourself and one another*
- **Be Playful** – *Have fun at work*

Please visit [our website](#) to learn more about who we are and what we do, and [watch this video](#) to find out about the five pillars of our Culture Code.

PROGRAM SUMMARY:

Plug-in Play (PIP) project is a four year project (2021-2024) funded by LEGO Foundation aiming at improving the quality of education in Rwanda for boys and girls (age 10-12) by Learning through Play with Technology (LtPT) approaches namely; Tinkering/Making, Coding and Robotics. The Plug-in Play will be piloted in 6 districts of Rwanda, reaching 310 public and government aided schools and 758 SET subject teachers. This project will support the integration and use of LtPT approaches in the teaching of SET subjects at primary level, specifically P4-P6 (Upper Primary).



ROLE SUMMARY:

The Education Technology Specialist job is created to work within Plug in Play (PIP) Project, a four-year project in Rwanda (2021-2024) funded by the Lego Foundation. The PIP Project will integrate Robotics, Creative Coding and Making/Tinkering within the national Science and Elementary Technology (SET) curriculum at Primary School Level, using a learning through play methodology.

The Education Technology Specialist reports directly to the Program Manager, and technically to the Global Technical Lead, Education at Headquarters. He/she is responsible for providing technical advice and guidance on the development and implementation of education programs which focus on the application of learning through play with technology (including robotics, creative coding and making/tinkering) in line with the Country Strategic Plan and Right To Play's global theory of change. The incumbent works to integrate Right To Play's methodologies into system-level education planning and delivery, in particular the Rwanda Education Board's SET curriculum, as well as into the activities of Right To Play's strategic and implementing partners.

This includes developing the program approach, materials and training resources on tinkering, robotics and coding as necessary, in collaboration with the Global Program Unit, and Education Specialists in Rwanda and Headquarters, as relevant. The incumbent also provides technical input to the Monitoring, Evaluation and Learning Officer on the development of performance measurement frameworks, baseline assessments and evaluations related to SET, making/tinkering, robotics and coding. He/she plays a leadership role in policy engagement with external stakeholders. The Education Technology Specialist is also responsible for analyzing education related results, in particular those related to making/tinkering, robotics and coding, from Right To Play's interventions and bringing innovative knowledge to organizational approaches. The Education Technology Specialist will also play a key role in Right To Plays efforts to expand its work in the digital sphere and may also work on new projects according to the availability of new funds.

WHAT YOU'LL DO:

#1: Programme planning, implementation, and delivery (55% of Time):

- Together with the Program Manager, leads the design and development of Learning through Play with Technology (LTPT) program strategies in close coordination with the Global Program Unit and Education Specialists at Rwanda and HQ level to ensure alignment with RTP's global theory of change. The can include new projects for which funding is granted.
- In partnership with colleagues in Rwanda and globally, and project partners, identifies the program approach and technical solutions and applications which can contribute towards it.
- Together with the Program Manager, leads technical planning and implementation of the project.
- Leads in developing SET curricula, lesson plans, and resources for LTPT programs at primary school level as needed, working in collaboration with the Global Program Unit, the Rwanda program team and key stakeholders including Government, NGOs and private sector partners.
- Works closely with the Rwanda Education Board, MINEDUC, teacher training and related curriculum development institutions and technology partners, to integrated LTPT methodology into SET curriculum, teacher guides, training curriculum and ultimately classroom SET teaching.
- Develops and promotes support-materials for incorporating play-based and activity based learning methods for SET teachers, using robotics, creative coding and making/tinkering.



- Builds networks, and share knowledge and program findings, with other Education Specialists within RTP, and at global level, to support cross-learning with other RTP programs.
- Supports the Program Manager in project planning, implementation and reporting.
- Supports the Program Manager in developing LTPT focused project proposals and concept notes for new projects.
- Identifies and develops new partnerships with LTPT -focused organizations from the private sector and civil society (NGOs, CSOs, FBOs).
- In coordination with Country Director, Program Manager, the Gender Specialist and program staff ensures that issues of gender equality, inclusion, child protection and safeguarding, sexual exploitation and abuse, accountability, risk and vulnerability are addressed and monitored throughout all LTPT programs.
- Stays abreast of new developments and opportunities to develop new initiatives to improve SET education outcomes for children, both in Rwanda and globally, using LTPT, in particular initiative related to robotics, creative coding and making/tinkering approaches.
- Provides technical leadership on the procurement and/or development of appropriate teaching and learning materials, training manuals and education resources for LTPT projects, especially with reference to robotics and creative coding tools appropriate for primary school level.
- In close coordination with the Training Officer, conducts needs assessments in support of designing training for education departments, teachers and District Education Officers (DEO), District Directors of Education (DDE), Sector Education Officers or Inspectors (SEO or SEI) and RTP strategic and implementing partners, where applicable.
- Regularly develops lessons learned and best practices and shares them with the RTP Programs and MEL teams, stakeholders and HQ, ensuring that program lessons are being used to promote improved program delivery.
- Collaborates with the MEL team to develop appropriate systems, tools and procedures for the monitoring and evaluation of LTPT programs

#2: Representation, advocacy and policy engagement (25% of Time):

- Participates in a global community of practice with the Lego Foundation (LF), three LF technical specialists in robotics, coding and making/tinkering (including the Lifelong Kindergarten Group at the Massachusetts Institute of Technology (MIT) Media Lab) and LF partners in 4 other countries.
- In close coordination with the Program Manager and the Country Director, lead RTP's advocacy and policy efforts in regards to SET in the education sector by participating in national coordination forums and national strategic planning for the education sector, relevant technical working groups and other key coordination platforms, as applicable.
- Represents RTP in various platforms and maintains positive relationships with government stakeholders, and other relevant stakeholders (e.g. relevant tech/SET educational start-ups and NGOs), regarding RTP activities.
- Contributes to updating RTP's stakeholder analysis for the SET education sector, in particular key actors working with robotics, coding and making and tinkering in basic education, and ensures that RTP is engaging with, and is visible to, the most influential actors.
- Coordinates research and advocacy interventions related to the program at national and international level, using data from school-level interventions to advocate for national-level policy development/implementation, in close coordination with the MELO.
- Leads and develops RTP's analysis and best practices in LTPT programming in the country and



disseminates through documents and position papers with education stakeholders and within RTP, including the RTP Education Community of Practice.

- Provides technical inputs to strategies, policies and resources related to LTPT and education programming to ensure that country experience and realities are well-reflected

#3: Capacity Building Support (15% of Time)

- Ensures that country staff are properly supported with the technical knowledge and skills necessary to deliver LTPT program interventions.
- Contributes to building capacity at global level, and in other country teams, on LTPT as required.
- Conducts regular visits to the field to provide technical support to program teams.

#4: Perform other duties assigned (5% of Time)

WHAT YOU'LL BRING (ESSENTIAL):

EDUCATION/TRAINING/CERTIFICATION:

- Bachelor's degree in computer science/engineering, ICT, or related field; or equivalent combination of experience.

EXPERIENCE:

- 5 years' experience designing and implementing SET educational programs with children, ideally at primary school level, which use technology, in particular robotics, creative coding and/or making/tinkering.
- Proven experience in building relationships, and successfully implementing projects in partnership, with government Education officials.
- Proven experience in project planning, report writing and working within NGOs.
- Significant experience in designing and delivering training and/or the development or use of Learning Through Play with Technology materials and resources.

COMPETENCIES/PERSONAL ATTRIBUTES:

- Communication and persuasion skills and the confidence to articulate complex ideas about the application of robotics, coding and making/tinkering to primary education in a simple fashion.
- Excellent interpersonal communication skills to build rapport with staff, partners, government officials, donors and community leaders.
- Superior organizational skills and ability to multi-task on a constant basis.
- Ability to work under pressure meeting deadlines in a fast-paced fluid environment.
- Can design and develop implementation plans.
- Creative and flexible with problem solving skills.
- Demonstrated professionalism and diplomacy.
- Ability to confidently represent oneself and Right To Play to high level officials.
- Strategy planning skills for education or LTPT initiatives.
- People management, particularly influence management.

KNOWLEDGE/SKILLS:

- Experience making technical knowledge on at least one of robotics, or creative coding or making/tinkering (e.g. making play, utility and learning objects) attractive to children, especially at Primary School level. Ideally you will have knowledge of all three.
- Hands-on experience working with children using robotics or coding software or hardware aimed at Primary school children, (eg ScratchJr, Kodable, Minecraft for Education, WeDo, Mindstorms, Botley, others)
- Understanding of how to design and implement SET lessons using robotics, creative coding or making/tinkering within the current Rwandan SET curriculum for Primary Schools.
- Knowledge of the Competence Based Curriculum, and in particular the current SET curriculum and the ICT in Education Framework, in Rwanda at Primary School level.
- Ability to design trainings for in-service and pre-service teacher training in Robotics, creative coding and, tinkering and making, ideally using a play-based approach.
- Understanding of learning through play approaches and child-centred pedagogy (also referred to as active learning, student-centred learning, interactive pedagogy, etc.).
- Knowledge and understanding of best practices in basic education programs, including technical experience in teacher training and resource and curriculum development.
- Strong MS Office skills

LANGUAGES:

- Fluency in spoken and written English.

BONUS IF YOU'LL BRING (NOT ESSENTIAL):

- Bachelor's or Master's degree in robotics or coding.
- Fluency in Kinyarwanda is highly desirable.
- Experience of working with, or for, REB on curriculum development in Rwanda.
- Experience in working for, or with, academic, private and civil society organisations with technical expertise in robotics, creative coding and making/tinkering.
- Experience of using a play-based learning approach.
- Knowledge/experience in child protection and gender mainstreaming particularly as it applies to robotics, coding and making/tinkering in primary school settings.
- Knowledge of adult learning.
- Experience of designing and delivering training, especially training of teachers and Education Officials.
- Knowledge and experience with programmatic approaches related to life skills, social emotional learning or 21st Century skills



- Knowledge and experience in education research, quantitative and qualitative methods.
- Ability to advocate for the integration of Learning through Play with Technology at important national, international and virtual forums.
- Experience of program/project management

WHAT YOU'LL GET:

The opportunity to collaborate with an innovative global team who are passionate about working with children and youth. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (**accept everyone, make things happen, display courage, demonstrate care and be playful**). You will be immersed in an environment where learning and development is encouraged and valued, and “play” is appreciated as a core avenue to building community.

- Competitive salary and benefits
- Flexible work arrangements
- 18 days annual leave
- Up to 3 personal days per year
- Up to 5 personal learning and development (L&D) days per year
- Maternity/paternity/parental leave top up and support
- Annual learning week
- Annual staff recognition awards
- Opportunity to connect with employees across our offices (Global Buddy Chat, Facebook Workplace)
- Opportunity to engage in global projects and initiatives
- Wellness programs
- Playful activities and events

HOW TO APPLY:

If you are interested in applying for this position, please apply with your resume and cover letter in English via the application link.

Application Link: <https://righttoplay.hiringplatform.ca/142759-education-technology-specialist-rwanda/580348-application-form/en>

While we thank all applicants for their interest, only those selected for interviews will be contacted. **Shortlisting of applications will begin immediately and interviews may be held before the closing date.**

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. As such, we encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.



We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory Vulnerable Sector Screening or equivalent criminal check as a condition of employment.**

We value and promote a culture of diversity, equity, inclusion, and belonging. Should you require any accessibility related accommodations or specific adjustments to ensure fair and equitable access throughout the recruitment and selection process, and thereafter, please reach out to the People & Culture team by email at careers@righttoplay.com. All information provided will be treated as confidential and used only to provide an accessible candidate experience.

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.