



JOB POSTING – PLAY SPECIALIST

Closing Date: June 12, 2020
Organization: Right To Play International
Department/Division: Global Program Development
Work location: London, UK or Toronto, Canada
Authorized to work in: UK or Canada (ability to work legally without requiring sponsorship)

RTP BACKGROUND:

Right To Play (RTP) is a global organisation that protects, educates and empowers children to rise above adversity using play. By harnessing play, one of the most powerful and fundamental forces in a child’s life, we help 2.3 million children to stay in school and out of work, to prevent life-threatening diseases like HIV and malaria and to stay safe from exploitation and abuse. We are the only global development organization focused exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play is headquartered in Toronto, Canada and has operations in 22 countries across North America, Europe, the Middle East, Africa, and Asia.

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.

POSITION BACKGROUND:

Right To Play is the only global development organization focused exclusively on using the power of play to transform the lives of children and youth affected by war, poverty and disease. Play is at the heart of all programs at Right To Play and the organization has responded to humanitarian crises and engaged in development initiatives in 40 countries using Play. Over the last 20 years, Right To Play has developed and deepened its approach to play-based learning in formal and non-formal settings.

Play is a powerful tool for learning and development. The effectiveness of play-based learning is grounded in a strong body of research and evidence. We focus on four key forms of play: sports, games, creative play and free play. Through the power of play we create impact in thematic areas of Quality Education, Health and Wellbeing, Child Protection, Gender Equality and Peacebuilding. Right To Play has developed over 100 thematic resources with over 1600 games. This repository of games has enabled Right To Play to respond to emergencies like COVID-



19 with playful learning activities for children at home; and it has supported integration of playful learning within education systems in countries like Ghana, Rwanda and Thailand.

POSITION SUMMARY

Reporting to the Director, Global Program Development, the Play Specialist will guide Right To Play in reviewing its play approach and methodology to deliver high quality programs in the global South for early childhood, middle childhood, youth and adults. The Play Specialist will advise Right To Play in refreshing its methodology, drawing from the latest research and innovation on learning through play and playful learning in the global South. This will include the four forms of play outlined above, as well as play across the spectrum i.e. from free play to direct instruction within both formal and informal settings. Well-versed in playful learning pedagogies, the Play Specialist will advise on playful pedagogical approaches that will target outcomes in the thematic areas of Education, Child Protection and Gender Equality.

The Play Specialist will work closely with a multi-sectoral team of program specialists on education, training and capacity building, gender equality and child protection within the Global Program Development (GPD) team. The position will also work closely with Monitoring, Evaluation and Learning team to establish quality assurance standards and process. The position will be based in Toronto or London with 40% of time travelling to Right To Play program countries and between program unit locations.

RESPONSIBILITIES:

Job Responsibility #1: Provide Technical Leadership and Revise Program Methodology (75% of Time):

- Provide technical guidance on positioning Right To Play's position within the established global literature and dialogue on play.
- Develop global guidance on play, provide capacity building to foster innovation and guide research to build evidence on the power of playful learning.
- Provide technical advice on age appropriate playful learning approaches in the development of training resources, curriculum and program design.
- Guide the revision of 100 games and activities to revised methodological approach of Right To Play
- Identify strategies to revise games and activities based on global evidence and best practices
- Guide the development of scripts and instructional design for games and activities in print and digital formats
- Lead the piloting of modified games and activities in different country contexts
- Develop guidelines for development of future games and resources
- Lead the development of Right To Play's intervention in free play
- Support the revision of training manual for teachers and Coaches to enhance children's agency in play-based activities
- Support the development of competency framework for teachers on play-based learning
- Develop quality assurance standards for implementation of highest quality play-based learning programs
- Provide technical guidance to country teams in the development and implementation of partnership initiatives with Ministries of Education, for example curriculum revision and integration of playful learning into national documents
- Draft global guidelines on play for the program manual with appropriate references to internal and external documents for additional guidance



Job Responsibility # 2: Review of Program Approach and Methodology (10% of Time):

- Review Right To Play’s current methodology in alignment with play literature
- Review key program documents such as, Right To Play’s strategic plan, advocacy strategy, measurement strategy, research briefs (the evidence base), program methodology, Theory of Change documents and program manual, recommend revisions to the document where applicable and propose strategies that will ensure continuous improvement
- Lead consultation with internal stakeholders and leading play experts on latest innovation, research and research gaps
- Develop a background paper on Right To Play’s methodology to inform the development and revision of instructional design

Job Responsibility #3: Representation and Partnership (10% of Time):

- Develop a position paper on modification to Right To Play’s methodology
- Engage with leading play specialists and experts to validate and seek feedback on Right To Play’s revised program approach and methodology
- Partner with leading research institutions on play to strengthen RTP’s methodology

Job Responsibility #4: Other Responsibilities as Required (5% of Time).

WHO YOU ARE:

You are highly driven, results-oriented, collaborative, highly creative problem solver and able to manage competing priorities. You are an exceptional communicator with excellent writing skills and published research. You have deep theoretical knowledge of play and experience of implementing playful learning activities. You are thrilled at the opportunity to influence a leading global organization on its play-based learning methodology.

EDUCATION/TRAINING/CERTIFICATION:

- Completed or pursuing Ph.D. in playful learning within formal and informal contexts

EXPERIENCE:

- Minimum of 5 years of demonstrated experience in play research and implementation
- Past experience of working in developing country context with limited digital access
- Experience in technical writing and development of resources and tools to support program development
- Experience in developing play-based learning resources and guidance documents using simple instructional design.
- Demonstrated expertise and experience in supporting development of playful/play based learning within formal and informal settings, for early learning, middle childhood and youth

KNOWLEDGE/SKILLS/PERSONAL ATTRIBUTES:

- Sound knowledge of global trends and thinking on play
- Understanding of play in developing country contexts within Africa, Asia and Middle East



- Self-directed with ability to work autonomously and collaboratively and a focus on results
- Ability to communicate in an open and authentic manner in all situations; focuses on impact and result for the client and responds positively to feedback
- Ability to lead teams effectively and resolve conflicts professionally
- Consistently approaches work with energy and a positive, constructive attitude
- Demonstrates strong oral and written communication skills
- Builds strong relationships with clients and external actors
- Ability to Remain calm, in control and good humored even under pressure
- Demonstrates openness to change and ability to manage complexities
- Creative problem-solving and conflict resolution skills

LANGUAGES:

- Fluency in oral and written English required; additional language an asset

WHAT YOU'LL GET:

The opportunity to work with a passionate, innovative and collaborative team where you have the ability to make things happen. 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). In addition, we offer a competitive salary and benefits package.

Target Start Date: July 01, 2020

Contract End Date: December 31, 2020 (with a possibility of extension depending on funding)

HOW TO APPLY:

If you are interested in applying for this position, please send your resume and cover letter to careers@righttoplay.com and kindly include "Position Name, RTP" and your name in the subject line. Please indicate your salary expectations in the cover letter.

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. 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 police record check as a condition of employment.**

Should you require any form of accommodation during the recruitment process, kindly contact the People & Culture team by email at careers@righttoplay.com.