



## **JOB POSTING – EDUCATION TECHNOLOGY 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)

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### **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 SUMMARY:**

Reporting to the Director, Global Program Development, the Education Technology Specialist (Ed Tech Specialist) will be responsible for guiding RTP in the design and delivery of high quality distance-learning programs in Africa, Asia and Middle-East. The Ed Tech Specialist will provide technical leadership to create global guidance on education technology, provide capacity building to foster innovation in e-learning and distance learning, and build partnerships to support the design and implementation of distance-learning initiatives. They will provide technical advice on sectoral areas of gamified learning, blended learning strategies, development of learning journeys (curriculum development) and identification of appropriate learning infrastructure for areas with poor internet & digital access.



The role will support the development of proposals, capacity building, program strategy development and fostering research on distance learning. In the immediate term, the Specialist will support the development of e-learning initiatives on training of teachers on integrating play-based learning in teaching practice, provision of play-based psychosocial support for children in crisis and build capacity on gender equality. This will include identifying alternative approaches to making Right To play games available on distance learning platforms.

The position will work closely with a multi-sectoral team of program specialists within the Global Program Development (GPD) team, particularly the training and capacity building team. The Ed Tech Specialist will also work with the Monitoring, Evaluation and Learning team to set quality assurance process and standards. The Ed Tech specialist will work with Country Directors and Program Managers to provide direct support to country level distance learning initiatives. 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: Education Technology - Program Innovation, Design and Development (50% of Time):**

- Conducts research and/or collaborates with country teams and program specialists to identify and assess sector developments, trends, best practices that impact training development
- Adapt Right To Play games that are played in-person to playful distance learning activities
- Develops e-learning solutions based on understanding and analysis of gender gap in access to digital learning
- Leads the development of distance learning strategy including media outlets such as radio and TV
- Identifies and evaluates new technologies and emerging innovations in training, coaching-mentoring and social learning such as communities of practices via distance learning
- Plans, develops, implements, evaluates and revises curriculum in response to changes in competencies, best practices, learning needs assessments, gap analyses, feedback from training participants and trainers
- Develops learning objectives and performance outcomes for training courses/ learning activities using recognized approaches such as Bloom's Taxonomy and adult learning theories in instructional design
- Determines the most appropriate structure and delivery format depending on learning objectives, target audience, desired outcomes and digital access
- Advise on allocation of project and program budgets for e-learning programs
- Advise on global strategic planning

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##### **Job Responsibility #2: Implementation of Education Technology Programs (30% of Time):**

- Supports the implementation of learning tools as a means to scale up the reach and impact of Right To Play programs
  - Collaborates with teams to integrate e-learning in training plans
  - Advises country teams in providing technical assistance to integrate play in distance learning initiatives led by key stakeholders like Ministries of Education and INGO partners
  - Supports roll-out of staff capacity building initiatives like training on gender equality
  - Supports teams with project management guidance and tools to develop high quality e-learning programs
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**Job Responsibility #3: Organizational Policies and Processes (10% of Time):**

- Identifies opportunities to use mass media platforms to share organizational resources and learning
- Aligns e-learning with data protection protocols and policies
- Ensures the alignment of e-learning initiatives with other organizational databases e.g MEL

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**Job Responsibility #4: Representation and Partnership (5% of Time):**

- Supports the development of partnership for accreditation and certification of e-trainings
- Develops and supports the development of strategic partnerships with private sectors, donors and governments on education technology programs, including STEM initiatives
- Represents learning and impact of distance learning programs in global measurement strategy
- Advises and supports countries, the Global Program Unit and the fundraising teams in the global north in their efforts to attract new donors and write funding proposals

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

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**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 and project manager with a combination of distance learning and pedagogical expertise. You have the experience of leading Ed Tech initiatives involving development of animated learning journeys. You are thrilled at the opportunity to influence organization's global strategy and direction on Ed Tech.

**EDUCATION/TRAINING/CERTIFICATION:**

- Bachelor's degree in multimedia design, graphic design, or instructional design, or a related field in training development
- Certification in e-learning
- Experience in promoting a knowledge-sharing and learning culture in the office

**EXPERIENCE:**

- Minimum of 5 years of demonstrated experience in education and as distance-learning developer
- Past experience of working in developing country context with limited digital access
- Experienced with using e-learning authoring tools
- Demonstrated experience in project management and simultaneously leading multiple e-learning projects

**KNOWLEDGE/SKILLS/PERSONAL ATTRIBUTES:**

- Knowledge of learning design principles, techniques to assess learning needs, and program evaluation methods to develop performance measures and report on program outcomes.



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PROTECT. EDUCATE. EMPOWER.

- Ability to support the formulation, implementation, monitoring and evaluation of development programs and projects
- Ability to lead implementation of innovative projects, new systems and affect behavioral/ attitudinal change
- Ability to break down complex problems in a simplified way, conduct root cause analysis and provide clear, well thought-out recommendations.
- Self-directed with ability to work autonomously and collaboratively and a focus on results.
- Ability to lead strategic planning, results-based management and reporting
- 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
- Remains 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

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#### 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 Duration:** Permanent

#### HOW TO APPLY:

If you are interested in applying for this position, please send your resume and cover letter to [careers@righttoplay.com](mailto: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](mailto:careers@righttoplay.com).