



Inclusive Education Lead

Job Description

Note: This advertisement is open only to applicants based in Belize

IDP is seeking an Inclusive Education Lead for the planned five-year, Millennium Challenge Account (MCA)-funded Equipping Secondary Educators Program Partnership in Belize. This Education Project aims to improve the quality of educational leadership and teaching through capacity building and providing teaching and learning resources. The Education Project will cover both transforming teaching and learning at the secondary level and supporting interventions to increase access and retention for all students.

The Inclusive Education Lead will be responsible for ensuring the program targets all populations, with a focus on structurally excluded groups, defined in this project to mean Indigenous students, immigrant students, special education needs students, and students living with trauma. The Inclusive Education Lead will ensure the project considers Gender Equity and Social Inclusion (GESI) and Diversity, Equity, Inclusion, and Accessibility (DEIA) throughout design and delivery. This proposed full-time job for up to five years will lead all activities focused on access and inclusion for structurally excluded groups.

Specific Responsibilities

Technical Leadership

- Identify and collaborate to implement holistic approaches to strengthen the national education system to progressively increase capacity to support structurally excluded groups in secondary education, including through school leadership, classroom instruction, support services and staff, quality assurance systems, etc.
- Provide technical guidance on including structurally excluded groups to the Team Lead, consortium partners and key technical staff.
- Collaborate with a team to conduct a GESI analysis at project startup, leading to a project inclusion strategy with special attention to issues impacting structurally excluded groups.
- Mentor and train project staff, partners, and stakeholders, including Ministry of Education officials, on GESI and DEIA issues, structurally excluded groups, tools, policies, and practices as related to project objectives.
- Prepare and deliver training content and supplementary guidance resources on gender-responsive, disability-inclusive, and trauma-informed pedagogy, counseling and support services, and school leadership.
- Provide technical support to education system stakeholders on the quality implementation of inclusive education systems, safe school methodologies, DEIA, teacher preparation, and other topics that ensure the enrollment and retention of structurally excluded groups.

- Travel within Belize for field work related to project delivery.

Monitoring Evaluation and Learning (MEL)

- Support the MEL Director to track and report against inclusion-related indicators and disaggregating data appropriately to analyze results within each project component (intermediate result). This includes disaggregating data for people in structurally excluded groups to track whether gaps in their inclusion are being closed.
- In collaboration with the MEL Director, conduct annual assessments to measure progress for inclusion issues and structurally excluded groups and adjust and/or refine project activities.

Reporting and Communications

- Coordinate with partners both locally and internationally – including organizations directly representing structurally excluded groups –to ensure a uniform project approach which reflects evidence-based inclusive practices.
- Support project staff and consortium partners to identify needs and strengthen their technical expertise related to inclusive education for excluded groups.
- Review and provide written contributions to project reports to ensure inclusion activities are thoroughly depicted and future needs are appropriately planned.
- Identify successful practices in the project that can be showcased in publications, communication materials, and conferences, and assist in preparing communication materials highlighting successes and lessons learned.

Qualifications

- Bachelor's degree in Education, Special Education, Counseling, Psychology, Social Sciences, or related field. Advanced degree preferred.
- Minimum eight years of experience with issues of inclusion in education, teacher training, or support to structurally excluded groups, preferably in Belize and/or the Latin America region.
- Experience in supporting the inclusion of any of the following populations in the education sector: women and girls, persons with disabilities, Indigenous persons, and/or migrants.
- Experience with curriculum design or teacher training related to GESI, DEIA, Universal Design for Learning (UDL), inclusive education, or a related topic.
- Experience with inclusive stakeholder consultation and ensuring the input and voices of under-represented groups, including women and structurally excluded groups, are heard.
- Prior experience working on projects related to teacher training desired.
- Strong leadership, political acumen, communication skills and experience building and maintaining working relationships with a wide network of institutional stakeholders including government at all levels.
- Advanced proficiency in English required. Spanish proficiency strongly preferred.

Interested applicants should submit a CV and cover letter to recruitment@inclusivedevpartners.com by **Thursday, November 7, 2024**. Please include "Belize" in the subject of your email.

IDP is an equal opportunity employer. Persons with disabilities are encouraged to apply.