

Aga Khan Foundation, Mozambique

Position Announcement

Job Title: Director of Education Programs, Agricultural Institute of Bilibiza (IABil)

Report to: IABil Director

Location: Bilibiza and Pemba, Cabo Delgado, Mozambique

The Agricultural Institute of Bilibiza (IABil) is a public secondary institution that will be managed by Aga Khan Foundation Mozambique [AKF(Moz)] under a Memorandum of Understanding with the Government of Mozambique (GoM). Enhanced by strong South-South and North-South global partnerships, IABil will serve as a provincial, national and regional model for education and training in agriculture, tourism and nature conservation, graduating multi-skilled young women and men with competencies to significantly further sustainable rural development and natural resources management. AKF is embarking on this initiative alongside the GoM's efforts (begun in 2006) to upgrade the national technical and vocational education and training (TVET) system through the 15-year PIREP (Integrated Professional Education Reform Program) initiative.

Aga Khan Foundation (AKF) is a private international, nonprofit and non-denominational development agency. AKF seeks sustainable solutions to long term problems of poverty, with special emphasis on the needs of rural communities in mountainous, coastal and other resource poor areas across the world. Concentrating its efforts in education, health, agriculture, rural development, natural resources and environment, and strengthening civil society sectors, AKF's approach is based on a long-term commitment that the organization maintains even in situations of political and social uncertainty. Gender is a vital cross-cutting theme for the Foundation, viewing women and girls as both key beneficiaries and agents of all development. AKF is an agency of the Aga Khan Development Network (AKDN), a dynamic network of development agencies currently operating in over 30 countries across Central and South Asia and East and West Africa. AKDN includes among its agencies the Aga Khan University, with physical presence in Pakistan and East Africa, as well as program linkages to Afghanistan, Egypt and Syria. AKU has a broad mandate to build local capacity in the geographies where it is active, through excellence in education and research and finding solutions to issues such as under-nutrition, mother and child health and illiteracy. AKU is actively expanding in East Africa, aiming to become a reference institution for the region, to meet development needs in areas including economic development, management and public policy.

AKF Mozambique Background

Aga Khan Foundation Mozambique [AKF(Moz)] began operating in the country in 2001 with the establishment of the Coastal Rural Support Program Mozambique [CRSP(M)], which implements integrated interventions in the education, health, agriculture, economic development, civil society, and habitat sectors. CRSP(M) is a Multi-Input Area Development (MIAD) initiative that collaborates with the CRSP (Tanzania) MIAD program in Southern Tanzania. The ultimate aim of CRSP(M) is to bring about sustainable and equitable improvements to the living standards of women, men and children in vulnerable rural communities in Cabo Delgado province, the northernmost province in Mozambique. CRSP(M) currently works in 191 villages in five districts and supports more than 28,000 households to improve their quality of life.

AKF(Moz) collaborates with the other institutions of the Aga Khan Development Network (AKDN) that are present in the country and working in economic and social development. AKF(Moz)'s administrative unit is located in Maputo. The regional office for AKF(Moz)'s Coastal Rural Support Program is located in Pemba, Cabo Delgado (Northern Mozambique).

Agrarian Institute of Bilibiza:

As Mozambique's economy continues to grow rapidly and diversify, skilled agriculture professionals of all types, from smallholders to industrial operators are increasingly in demand, with agricultural employment opportunities found within the private sector, government agencies and NGOs. Essential to progress in these areas is ensuring that small-holder farmers in rural communities, including livestock producers

acquire the capabilities needed for a more dynamic agricultural and rural sector based on sustainable production intensification and enterprise and market development that can add to rural wealth, generate employment and promote diverse service sectors, and improve the quality of life of rural communities.

Indeed, IABil is uniquely suited to generate the skilled human resources needed in the diverse fields of agriculture and livestock, tourism and nature conservation, both for Cabo Delgado province (where IABil is located) and nationally. Founded by the Government of Mozambique in 1981, IABil is the only secondary vocational agriculture school in the province, located on 350 hectares of productive land in a rural zone within the Quirimbas National Park (PNQ) and serving currently a student body of 440 young women and men. Cabo Delgado is part of the moist savannah zone that crosses northern Mozambique and southern Tanzania and is regarded as one of the country's most fertile production areas, with potential that has been, until recently, largely untapped by the private sector. Situated within the National Park, IABil must educate youth at the same time to serve national goals and efforts in tourism and resource conservation. IABil's central mandate is to educate and equip young women and men with the relevant technical and entrepreneurial skills and knowledge to help lead social and economic development in the agricultural and broader rural sectors, including livestock and agro-processing, and eventually in tourism and nature conservation. This mandate has relevance for provincial, national and regional/international development strategies and priorities.

Vision of IABil

With the assistance of international and national partners, and through its partnership with AKF's existing programming, IABil is envisioned to produce graduates who succeed in one or more of the following roles:

- **Small and medium-scale producers and entrepreneurs** – IABil will train students to operate as highly productive and profitable small and medium-scale producers and entrepreneurs along the full local, regional and national agriculture value chain, using improved and sustainable practices and technologies and successfully organizing with other producers and linking to market opportunities while also, gradually, becoming employers, creating income-generating opportunities and strengthening rural social and economic institutions;
- **Future agriculture leaders** – IABil will prepare graduates to continue their education at the tertiary education level (polytechnics and universities) to become future leaders in improved and sustainable agriculture production, processing and commerce, supply chain and market development, moving into roles as researchers, private and public sector managers, policy-makers, and trainers and educators in Mozambique and the broader region;
- **Agriculture technicians and operators** – IABil will equip its students to work within private sector firms as directors, managers, researchers, technical operators, etc. to improve the scale, diversity and profitability of agricultural productivity, input supplies and marketing (and similarly as directors, managers and technical operators in related domains, such as eco-tourism and forestry and wildlife management) to generate increased social and economic activity and employment; and
- **Extension agents** – IABil will produce for the region and the nation a cadre of dynamic and effective extension agents for government, NGOs and the private sector, equipped to serve as essential promoters and support in the successful operation and expansion of participatory innovation systems to discover, adapt, demonstrate and introduce environmentally sustainable, highly productive know-how, practices and techniques in agriculture, livestock and agro-processing, and to facilitate the organization and operation of groups of smallholder producers to participate actively and profitably in the broader regional and national supply chain and market opportunities.

Position Summary:

AKF plans to recruit and appoint immediately a new ***IABil Director of Education Programs*** for a minimum of two years to support elevating IABil to the status of a reference secondary education and training institution for the region. Specifically, the Director of Education Programs will lead the Institute's efforts to implement the government's new competency-based curriculum. This will begin by guiding and facilitating the faculty and other staff, supported by external advisors, through the steps of a comprehensive assessment of the capacities of the Institute's systems, facilities, programs and staff to deliver the new curriculum. With this analysis, the Director of Education Programs will lead the staff in elaborating a plan to equip the Institute to operate fully the new curriculum and then guide the plan's successful implementation, including monitoring the process and the impacts. The plan will cover, and the Director

will oversee and lead, efforts to strengthen the Institute's capacity in terms of: faculty technical content knowledge and skills and instructional aptitudes and performance; pedagogic facilities, equipment and materials; facilities, equipment and materials for practical training; student assessment; instructional methods for the classroom and practice; and coordination and collaboration with active practitioners; among others. Ultimately, the Director of Education Programs will guide the Institute in producing graduates who have the knowledge, aptitudes *and attitudes* necessary to be both highly productive in one or more areas of agriculture, livestock, agricultural commerce and agro-processing and to be highly effective in translating these capacities as economic actors, educators and trainers, researchers, technicians and/or managers (with many passing first through further, tertiary level education or training). Over time, the Director of Education Programs will maintain communication and coordination with the productive sector to ensure that the education program remains aligned to prevailing demand and will initiate and guide measures to adjust and expand the program and its delivery and assessment over time, in accordance with the evolving demand.

Within the first six months following the appointment, the Director of Education Programs will deliver, in tandem with the IABil Director, an Institutional Development Plan for IABil, which will form the basis for IABil's future development plan over a six-year period. These directors will in the future have support from additional new positions, including finance, human resource and grants mobilization and management staff. The Director will report to the IABil Director.

Main Responsibilities:

- During her/his first six months on site, in tandem with the IABil Director, and drawing on external resources, develop a six-year Institutional Development Plan for IABil with a focus on enhancing competency based curriculum, teacher's training/faculty development, educational technologies and e-learning, practice based student training and outreach to rural communities
- Lead efforts to strengthen IABil implementation of the country's new medium-level vocational education curriculum for agriculture. The Director of Education Programs will be responsible for identifying opportunities to add new, practical modules to the existing curriculum and for developing these modules with input from institutional partners and resource people. These modules are expected to include, among others, those that will help IABil students to develop strong skills through experiential learning and attitudes related to entrepreneurship and management
- Lead efforts to strengthen the IABil faculty (i.e., faculty development), including identifying, prioritizing and managing professional development activities (through exposure visits, on-line courses, and mentoring and support from visiting trainers, researchers and practitioners). The Director of Education Programs will carry out these responsibilities with input from institutional partners, AKDN resource people and international collaborators from Africa, Asia, Europe, North America and Latin America to benefit from global knowledge systems.
- Monitor, support and provide leadership in the day-to-day delivery of the Institute's instructional programs, interacting with faculty, students and resource persons to ensure quality, relevant instruction and learning of the program content, techniques and behaviors for success in agriculture, livestock, agricultural commerce and agro-processing production and entrepreneurship.
- Lead efforts to strengthen IABil's capacity to connect its students and graduates to internship and employment opportunities and resources for enterprise development and to track graduates in their careers to maintain their association with the institution and to influence the continuing process of strengthening the program.
- Contribute to, in coordination with AKF(Moz), IABil efforts to mobilize resources from international and national sources, including bilateral donors, corporate entities and others to further the institute's improvements in terms of instructional programs, faculty development and infrastructure upgrades (including the research and production farm and other facilities, classrooms, dormitories, library, laboratories, and workshops), among other priority areas.
- Maintain responsibility for reviewing, distilling lessons from and reporting on progress and learning related to IABil activities related to program strengthening, student learning and professional insertion, faculty development and school development more broadly, as well as engaging in discussions about the strategy of and work plan for the institution. The Director will be expected to interface on a regular basis with AKF(Moz) management (Maputo) and relevant sectoral directors

based at AKF headquarters in Geneva, as well as key government stakeholders and international partners.

Required qualifications:

The Director of Education Programs will, ideally, possess the following qualifications, skills and professional experience:

1. A minimum of a Masters degree in Education, Training, Agriculture or a related field, with deep expertise and experience in the design and implementation of competency-based (i.e., experiential) curricula;
2. At least 5 years of relevant experience in the assessment, development and implementation of vocational training programs, ideally in agriculture and within the context of competency-based strategies, and preferably in a rural, developing country setting;
3. At least 5 years in a management or other leadership position within an education institution;
4. Experience with or, at a minimum, exposure to career advisory and placement services, an integral part of the competence-based curriculum that involves the creation of work experience and skills development opportunities for students in public, private and community institutions;
5. Demonstrated success in mobilizing resources from international donor institutions and corporations for technical and vocational education activities;
6. Proven ability to interact effectively with people from all walks of life: from subsistence farmers to heads of state and from distinct cultural and ethnic backgrounds;
7. Excellent oral and written communication skills in English; fluency in Portuguese (or Spanish) is strongly preferred;
8. An ability to articulate and espouse core values central to the vision for IABil, including meritocracy, intellectual curiosity, active and engaged citizenship, ethics, individual and collective responsibility, and respect for pluralism and gender.

Applications: Individuals who meet the above requirements are kindly requested to submit a cover letter, along with their resume/CV and the names of three references electronically to alnasir.hamir@akdn.org for consideration.

Only short listed candidates will be invited for an interview.