



RECRUITMENT FOR ANFEN HEAD OFFICE

[PEDAGOGY LEAD]

August 10, 2022

Dear Prospective Candidate,

Thank you for your interest in the **Pedagogy Lead** position at ANFEN. You might be a future member of our amazing team and we are thrilled to, hereby, start the conversation with you.

The purpose of this letter is to share the mission, the vision, the values¹ and the culture of our ANFEN. A synergy between both parties will be crucial in the selection of the perfect match for the position.

You must have a lot of experience already. However, the recruitment exercise shall focus on your achievements in your previous responsibilities. We want to hear and assess how you have been a key player and a game changer in your former positions. The selection process will comprise of shortlisting candidates and we shall proceed in three steps before appointing: - (i) Interview, (ii) Assignments to be delivered within a reasonable delay, (iii) Assessment and self-assessment.

For information purposes, ANFEN is a 22-year-old charitable organization which focuses on educating around 1000 pushed out learners through 21 centers; 18 in Mauritius and 3 in Rodrigues; for their social inclusion. The last 5 years has been exciting, our team developed the ANFEN Training Institute (MQA registered) and Aline Leal Culinary School (Vocational). We are now at the development of the next phase of **ANFEN 2.0** with improved programs in Pedagogy, in Psychosocial, in Vocational training and Employability readiness, inter alia.

Joining us, as a new team member, one will contribute directly and indirectly to achieve the following Objectives: -

1. Develop and improve knowledge in the running a Technical and Vocational Education and Training center with special focus on innovative pedagogy, psychosocial support and employability readiness.
2. Integrate the latest teaching strategies and pedagogy in student's academic journey for NC3 examinations in Food production or Adult literacy.
3. Consolidate a psychosocial roadmap to offer listening services and accompaniment to vulnerable students to facilitate their learning journey and social integration.
4. Ensure that all educators are trained in Inclusive Pedagogy for Educators (IPE) by December 2024.
5. Promote students' empowerment through participation in psycho-social group discussions and therapy as required.
6. Create collaboration between the Psychosocial and Pedagogy department.
7. Integrate Social and Emotional Learning in our students' curriculum by June 2024.
8. Integrate Trauma Informed Practice in our educators' training by June 2024.
9. Expand the Culinary School and send the first cohort for national examination in Food production in 2024.
10. Develop two other Technical and Vocational training centers by 2024-2025.
11. Develop & Implement training programs for ANFEN affiliate members and other NGOs in Leadership, Management, Financial management, Positive Education amongst others.
12. Fund raise by various means to ensure the financial sustainability of the whole ANFEN network.

If you feel and strongly believe that you are up for this challenging mission, that you will develop a growth mindset² as well as your talents – send us your Curriculum Vitae and Resume. Please make sure that your resume makes connections with your past professional achievements, your current and desired talents and the list of Objectives above. Knowing your prospective employer's work culture is fundamental. We are pleased to inform you that we value **Inclusion, Difficult conversations, Growth Mindset, Recognition** based on efforts, progress, learning and achievement and **Collaboration** between team members, partners and beneficiaries.

We look forward to receiving your application according to the conditions in the below advert. We seize this occasion to wish you a fruitful career through which, you will leave a positive impact.

Yours sincerely,

Koomaren "Viken" Vadeevaloo
Executive Director |ANFEN

¹ See website: www.anfen.mu

² **Growth Mindset**, The power of believing that you can improve | Carol Dweck: <https://www.youtube.com/watch?v=X0mgOOSpLU>

WE ARE HIRING



Pedagogy Lead

We are seeking a highly experienced and passionate Pedagogy lead to head our non-formal education programs. The Pedagogy Lead will be responsible for developing and implementing innovative educational strategies, overseeing curriculum design as per official units' standards and ensuring high-quality teaching and learning experiences. This role requires strong leadership skills, pedagogical expertise, and a deep understanding of non-formal education principles and practices.

General Requirements

- A degree or Master's in Education, Pedagogy, or a related field.
- 10 years of extensive experience in non-formal education, instructional design, curriculum development, or related roles.
- Strong leadership skills with the ability to inspire and motivate teams.
- Deep knowledge of non-formal education principles, methodologies, and best practices

Main Duties:

Educational Leadership

- Provide strategic direction and leadership in pedagogy for non-formal education programs
- Stay updated with the latest trends, research, and best practices in non-formal education, incorporating them into program development and implementation.

Curriculum Development and Implementation:

- Collaborate with subject matter experts and instructional designers to create learner-centered and outcome-focused curricula.

Teacher Training and Professional Development:

- Conduct needs assessments and identify training requirements to enhance instructional practices and pedagogical skills.
- Organize workshops, seminars, and training sessions on non-formal education methodologies, teaching techniques, and assessment strategies.

Quality Assurance and Evaluation:

- Ensure compliance with relevant educational regulations, standards, and accreditation requirements.

Research and Innovation:

- Conduct research and stay abreast of emerging trends and innovative practices in inclusive education.
- Explore and implement innovative educational technologies and methodologies to enhance learning experiences.

Please send your CV, motivational letter, copies of your relevant qualifications to ANFEN by:

- Post: ANFEN, 389, Royal Road, Rose-Hill; or
- Email: anfen.recruitment@gmail.com

ANFEN reserves the right to call for interview only shortlisted candidates and thanks you for your interest in partnering with us to support our adolescents.