

Call for applications

SLE Advisory Service is looking for trainers (m/f/d)

See French version: another pdf document

The Center for Rural Development (SLE) is looking for trainers in different fields related to improving didactical and organizational skills for the staff of vocational training centers in seven countries in Africa.

Context

In 2022, we launched our Capacity Development Programme for Lecturers and Managers of Green Colleges in cooperation with GIZ Green Innovation Centers for the Agricultural and Food Sector (GIAE: <https://www.giz.de/en/worldwide/32209.html>). In the framework of this program we are looking for trainers to conduct online trainings. Each applicant may apply for one or more training according to his/her proficiency in each training topics.

Tasks and format

Design and delivery of online trainings with a duration of 3 days (except training of trainers: 5 days) including a training needs assessment and documentation. The training courses will take place via "Zoom" with small group sizes. Each training will be assisted by a co trainer from SLE.

Target group

Lecturer and Manager of our Partner Colleges (Green Colleges) in Francophone Africa (Cameroon, Côte d'Ivoire, Mali, Burkina Faso, Tunisia) and in Anglophone Africa (Cameroon, Nigeria, Malawi).

Topics and Scheduling

1. Management of development projects (approx. in February 2023): English and/or French

By the end of the course participants should have a good knowledge of concepts, processes and instruments for planning, monitoring and evaluating projects in international cooperation, in line with the philosophies of different donor organizations. Participants will have practiced the principal mechanisms of project management in development projects and be in a position to apply them.

(Application deadline: extended until 29 January 2023)

2. Facilitation and moderation skills (approx. April/Mai 2023): English and/or French

Facilitation, whether face-to-face or online, is a technique that remains crucial in much of everyday business life. In facilitated processes, the factual and the emotional level of relationships are equally important in order to yield meaningful and robust results. By the end of the course participants should be able to shape both levels in order to create a constructive and open atmosphere in working groups. This training should give participants concrete tools and suggestions for practical use them.

(Application deadline: 15 February 2023)

3. Marketing (approx. April 2023): English and/or French

With this training should teach participants to see what are the important points to promote their green college. Participants should understand why marketing is useful, how it should be planned and what

how to implement the marketing activity in its environment. A flyer or poster or video would be a desirable result of this training.

(Application deadline: 15 February 2023)

4. Effective leadership (April / Mai 2023): English and/or French

The understanding of leadership has changed considerably over the course of time and still, it is perceived very differently in different settings, institutions and cultures. The goals of this course are to reflect on his/her own leadership style, to identify individual resources and limitation and to create a personal roadmap on how to bring forward the team and the institution. By the end of the course, participants should be able to apply basic effective leadership skills in their working environment.

(Application Deadline: 15 February 2023)

5. Conflict management (approx. June 2023): English and/or French

Conflict management and transformation is an ongoing task within vocational training centers. It consists in a set of tools that is crucial to support the development of the staff. Conflicts can take place at different levels such as the personal level, the team level, at the institutional or at the societal level. Within this training we focus on the staff level. At the end of this course participants should be aware of management tools to be put in place to prevent conflicts. They should have basic practical experiences on how to manage and mitigate ongoing conflicts. The training is designed for managers of the green colleges.

(Application deadline: 15 February 2023)

6. Training of trainers (approx. June/July 2023): English and/or French

By the end of the course participants should have expanded their knowledge on how to design, prepare and conduct training sessions. A reflection on different training needs, objectives and communication skills is required to help participants to improve their individual style and align it to their respective trainees. Participants should practice basic participatory methods for trainings.

(Application deadline: 15 February 2023)

7. Transformative Communication (approx. August 2023/September 2023): English and/or French

This workshop is an opportunity for participants to learn about how crucial communication strategies are in organizational goals, as well as what methods exist and how they are utilized to attract interested parties and maintain engaged audiences. Communication channels can be innovatively used and alternative approaches will be discussed. By the end of the course participants should be able to communicate, develop and share transformative information through verbal and non-verbal messages in their institutional settings.

(Application deadline: 15 February 2023)

Prerequisites

- Proven expertise in the course topic, as well as in adult learning.
- Proven experience in delivering virtual trainings via Zoom
- Work experience with a focus on the Global South (and particularly Africa)
- Practical, problem-solving, and participatory training style
- Intercultural and interdisciplinary skills
- Fluent language skills in either English and/or French depending on the training
- High communicative competence and organizational skills
- High level of team competence and ability to work independently
- Interest in transformative trainings, in approaches of co-creation of knowledge as well as open-mindedness towards further digital tools (e.g. Mural or others)

We offer

- varied tasks with a high degree of personal responsibility
- fee according to the SLE fee schedule
- a pre-briefing and a debriefing and a cooperation with the team of SLE
- the opportunity to network at a renowned institution
- the SLE provides a co-trainer to the side of the course trainer

On request we will give you the complete course program. The exact dates will be determined in consultation with the trainers. **Multiple applications for different trainings are possible and desired.** Please contact us if you have any questions regarding the content. Applications, including a first simple training concept (goals, methods, key topics) are accepted immediately by e-mail: guillaume.imbert@hu-berlin.de and susanne.beurton@hu-berlin.de