

RÉPUBLIQUE DU CAMEROUN

Paix-Travail-Patrie

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MINISTÈRE DES ENSEIGNEMENTS SECONDAIRES

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PROJET D'APPUI AU DÉVELOPPEMENT DU
SECONDAIRE ET DES COMPÉTENCES POUR
LA CROISSANCE ET L'EMPLOI

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COMPOSANTE 1-DLI2/IGS-PF

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REPUBLIC OF CAMEROON

Peace-Work-Fatherland

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MINISTRY OF SECONDARY EDUCATION

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SECONDARY EDUCATION AND SKILLS
DEVELOPMENT SUPPORT PROJECT

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COMPONENT 1-DLI2/IGS-PF

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CALL FOR APPLICATIONS

FOR THE RECRUITMENT OF TRAINERS FOR THE TRAINING AND ACCREDITATION OF PRINCIPALS AND VICE-PRINCIPALS OF GENERAL SECONDARY SCHOOLS

1. Background and rationale

On October 12, 2021, the Government of the Republic of Cameroon signed a financing agreement with the International Development Association (IDA), for the Secondary Education and Skills Development Support Project (PADESCE).

Created by Order No. 094/CAB/PM of October 12, 2022, PADESCE aims to improve equitable access to quality secondary education and technical and vocational skills adapted to the employment market, with a particular focus on girls.

In its component 1 (Support to the general secondary education sub-sector), Sub-component 1.2 (Strengthening capacity of school heads and beginning teachers), this project envisages the training and accreditation of principals and vice-principals of general secondary schools, otherwise known as DLI 2, following the results-based funding approach.

PADESCE is anchored in the National Development Strategy 2020-2030 (NDS30). Indeed, the Government has taken the firm determination to transform the structure of its economy with a view to attaining emergence in 2035, a transformation subject to the availability of competent and competitive human capital. The strategy of the Education Sector elaborated to this effect, is articulated around actions aiming at the deep structural transformation of the main levers of our education system: laws and regulations, institutions, structures and especially actors. The school head, who is the basic person responsible for the transformation of our education system and school governance, is an essential link in this process of developing the human capital necessary to support economic growth.

With the intention of making our education system more efficient, as far as the Secondary Education sub-sector is concerned (Component 1), PADESCE aims, in

particular, to put in place a more transparent, efficient and effective system of governance of schools. To this end, the main lines of action selected concern:

- ⇒ Improving quality of learning environment in general secondary education (DLI 1);
- ⇒ training and accreditation of school heads (DLI 2);
- ⇒ Professional induction of newly recruited teachers (DLI 3).

The overall aim of the training and accreditation of school administration officers is to strengthen their leadership and managerial capacities in pedagogical steering, coaching of teaching staff, school administration and governance. This training will also consolidate their capacities on the management of complaints, performance monitoring and evaluation, management of gender-based violence, school safety, ethics in line with the whole school approach, environment and climate change, etc.

To this end, a competency-based training and accreditation framework for school administration officers has been developed and validated by stakeholders.

The training will take place over a period of one year, and will follow a hybrid modality (face-to-face and distance learning). During this training, which is intended to be practical, school head and vice-principals will participate in e-learning activities, face-to-face workshops and will also be supported by coaches in the course of their duties in the schools for which they are responsible.

Within this scope, the Ministry of Secondary Education is launching a call for applications for the recruitment of trainers who will assist the selected experts in designing the lessons and accompanying the tutors and coaches in this hybrid training.

2. Main tasks

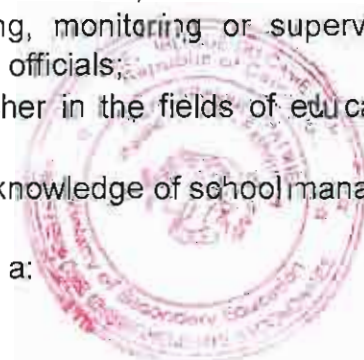
As part of the training of school heads and their deputies, the trainers, as education professionals, will assist the designers of lesson content in carrying out their respective tasks. The aim will be to provide these designers with the appropriate information to contextualize knowledge. Having taken an active part in the development of the lessons, the trainers will then be able to reliably supervise the tutors/coaches. Furthermore, they will participate in the digitalisation of the lessons.

3. Qualifications and skills required

The trainer is an education and training professional with a university degree (Bacc/GCE A Level. + 5), at least; he/she could have the status of a :

- former school head ;
- a pedagogical inspector (former or current) ;
- staff responsible for coordinating, monitoring or supervising the activities of school administration officials;
- an academic or teacher-researcher in the fields of education and training;
- or any other person with a good knowledge of school management.

In addition, he/she will need to demonstrate a:



- good knowledge and practice of the usual working software (Office suite), as well as the usual electronic communication channels (chat, mailing, messaging, etc.);
- Ability to prioritize emergencies, ability to work within the framework of a results-based multi-annual programme;
- Relational skills and diplomacy;
- Strong availability and reactivity and a sense of organisation and priorities, autonomy, method, rigour and meticulousness.

N.B. Proficiency in both languages is an asset.

4. How to apply

To apply, please click on the following link: <https://form.jotform.com/230681742138557>. In particular, each applicant should include the following items in their application:

- CV ;
- letter of motivation ;
- Scanned copies of diplomas and certificates.

The Minister of Secondary Education,

