

Apply today and you could be...

## An Organisational Development Adviser with the Ministry of Education in Oshakati, Namibia

### What's the context and purpose of the role?

Much progress has been made in improving the quality of education in Namibia. However the remote northern region of the country has not received an equal level of support needed to ensure that children have access to the quality of education they deserve. VSO education volunteers have been working with the Ministry of Education in the Oshana region, in northern Namibia for many years. The Ministry is now looking for a volunteer to provide support beyond the classroom. They are looking for an experienced manager, ideally from a public sector background, to work with the ministry's management team to develop more effective administrative systems and build the organisation's management capacity.

### What does the role involve?

- Working with the ministry's management team to enhance strategic planning and performance management
- Assessing staff development needs in relation to defined roles and facilitate skill development
- Reviewing and improving communication processes and links between regional education office departments
- Monitoring and evaluation of progress made towards the ministry's objectives and reporting progress to regional directors
- Providing training and mentoring on management issues to the ministry's management team as necessary



### What skills, experience and personal qualities are needed for the role?

You'll need a degree level qualification as well as a minimum of 3 years' experience in organisational development and strengthening institutional processes, ideally gained in the public sector. Great planning, organisation and facilitation skills are key. You'll also need good communication skills in order to effectively communicate with a large variety of stakeholders. Patience, flexibility and resourcefulness are also important qualities, as is a realistic expectation of what can be achieved in a resource-poor, bureaucratic public institution.

### And the rest...

Namibia is one of the largest and least known countries in Southern Africa, with the vast landscapes and spectacular red dunes of the Namib Desert, the unspoilt Atlantic coast and game-rich national parks. The Namibian climate varies from arid and semi-arid to sub-tropical with the hottest months being January and February. You'll be based in Oshakati, the Capital of the Oshana region. The town affords a variety of restaurants, a thriving local market and a railway station and airport, making it easy to travel to Windhoek, the Capital of Namibia.

We'll ask you to commit to 12- 24 months to make a sustainable contribution to our development goals. In return, we'll give you comprehensive financial, personal and professional support. We'll provide you with extensive training before your placement, and our support package includes a local living allowance, return flights, accommodation, insurance and more. When you return to your home country, we'll help you to resettle and many of our returned volunteers stay involved with us long after their placement ends. [www.vso.org.uk/volunteering](http://www.vso.org.uk/volunteering)