



مبادرة تحوّل

بناء أراضيات للحماية
الإجتماعية في المنطقة العربية



TRANSFORM

BUILDING SOCIAL PROTECTION
FLOORS IN THE ARAB REGION

CALL FOR APPLICATIONS: Master Trainer Candidate

TRANSFORM Arab Region

Training of Trainers November 2022

I. Background

The TRANSFORM initiative is organizing a Training of Trainers (ToT) for social protection experts from the Arab region. TRANSFORM is an innovative learning initiative on the administration and implementation of social protection floors, with a focus on non-contributory systems. It was initiated in the African region in 2014 and has seen an increased uptake and appreciation since then. TRANSFORM follows an innovative learning approach through conversation and dialogue aimed to help decision makers and practitioners take ownership in building national social protection systems through continuous learning and reflective practice. You can find TRANSFORM's learning resources in English and Arabic through [this link](#) and learn more about the initiative [here](#), and through this [video](#).

In light of growing demand in capacity building in social protection in the Arab region, UN partners decided to roll out the initiative in the Arab region ensuring a distinct regional character. Since 2020, key steps were undertaken to lay the foundations for a TRANSFORM Arab Region initiative. A TRANSFORM Arab Region Advisory Group was created to advise and support the development of the initiative based on social protection trends and training needs of respective stakeholders in the Arab region.¹ Main TRANSFORM training curricula were translated in Arabic and a first cohort of Arabic-speaking Master Trainers was formed. Pilot trainings were organized in Sudan, Jordan and Tunisia and continuous efforts are ongoing to adapt and enhance the training materials to fit the diverse context of the Arab region.

To support the roll out and success of TRANSFORM in the Arab region, the initiative promotes regional leadership and technical expertise through the creation of a pool of accredited Master Trainers that have a track record as social protection experts in the region. This ToT is the first step to becoming an accredited Master Trainer, which will permit candidates to deliver TRANSFORM 5-day applications across the Arab region at national and sub-national level, and grow further in delivering other training

¹ The AG is comprised by ILO (co-chair), UNICEF (co-chair), UNDP, UNESCWA, WFP.

formats under TRANSFORM. In the past, Master Trainers have been able to build on their involvement and exposure within TRANSFORM leading to an enhanced profile as regional social protection experts.

II. Training of Trainers Specifications

The Arab Region Training of Trainers will take place during the **last two weeks of November 2022 in Amman (Jordan)**, and will be preceded by virtual coaching engagements between participants and facilitators.

TRANSFORM training materials will be shared with the selected trainees prior to the commencement of the ToT. The total preparation workload for each trainee is estimated at minimum 15-20 hours.

The course will be facilitated by a team of pedagogical and experiential learning experts and social protection experts with TRANSFORM experience, who will respectively assist trainees in terms of facilitation style and approach as well as technical content of the curriculum. At the end of the course, participants should:

- ✓ Be equipped with the skills, knowledge and resources (i.e. materials) to run the 5- day Introduction to Social Protection Systems curriculum.
- ✓ Understand the motivation and role of TRANSFORM in promoting leadership and change among social protection practitioners in the region.
- ✓ Understand TRANSFORM's approach to adult learning and the purpose and method of different (activity-based) teaching techniques.
- ✓ Have become part of a community of Arab TRANSFORM master trainers. This is a community who will support further development of the curriculum, promote the curriculum in the region and facilitate courses (the 5 day and others) together with fellow trainers.

At the end of the ToT course and the completion of mandatory activities (facilitation of lectures and activities included in the TRANSFORM curriculum), trainees will be issued an accreditation report with written feedback on her or his performance based on the TRANSFORM Master Trainer competency framework. Upon satisfactory assessment, trainees become official TRANSFORM candidate trainers and can continue to the next step and final step of accreditation, which involves successfully supporting a training application in a team with the presence of an observer.

Once certified, Master Trainers may be engaged to deliver TRANSFORM applications without supervision. In order to remain certified, Master Trainers must conduct 9 days of applications in a two-year period. Selection of trainers for trainings in the region takes place through a competitive selection procedure led by the TRANSFORM coordination team.

III. Requirements and key qualifications for Candidate Master Trainers

Essential:

- Experience and understanding/background in Social Protection: minimum 5 years;
- Based in the Arab region;
- Have previous experience in training and facilitation;
- Fluency in Arabic - verbal and written
- Strong demonstrable motivation to become an MT, including commitment to complete the ToT as well as to continue until accreditation (takes place during first training);

- Commitment and availability for deployment to other countries in the Arab region to implement TRANSFORM trainings;

Desirable:

- Appreciate and understand the ethos of TRANSFORM;
- Previous experience in working in or with governments in the Arab region on social protection planning or implementation;
- Proficient in English (Leading language of the ToT will be English, but simultaneous translation will be made available if there is demand for it)
- Proficiency in French;
- Previous exposure to activity –based/ experiential learning;
- Have previously participated in a TRANSFORM online or live application

IV. Application process

If you are interested in becoming a Master Trainer for the TRANSFORM initiative in the Arab region, kindly share with us your CV and cover letter (in English), outlining how your profile meets the essential and desirable criteria below.

To complement your application process, please attach a 5-7 minute video² aimed at assessing your facilitation skills and suitability for the TOT, in which you answer the questions below (in English OR Arabic) and do the following:

1. What is your perspective on TRANSFORM and on the importance of social protection in the region?
2. Who are you and what added value would you bring to the TRANSFORM initiative as a Master Trainer (e.g. social protection experience; facilitator/ training experience/ any other relevant experience)?
3. Please present the provided TRANSFORM slides extracted from the standard curriculum (see on page 4) as you will do in front of an audience.

Please share all the above with the TRANSFORM Coordination Hub at transformarabregion@unicef.org and don't hesitate to reach out with any questions.

The deadline for applications is 31st of August, 2022.

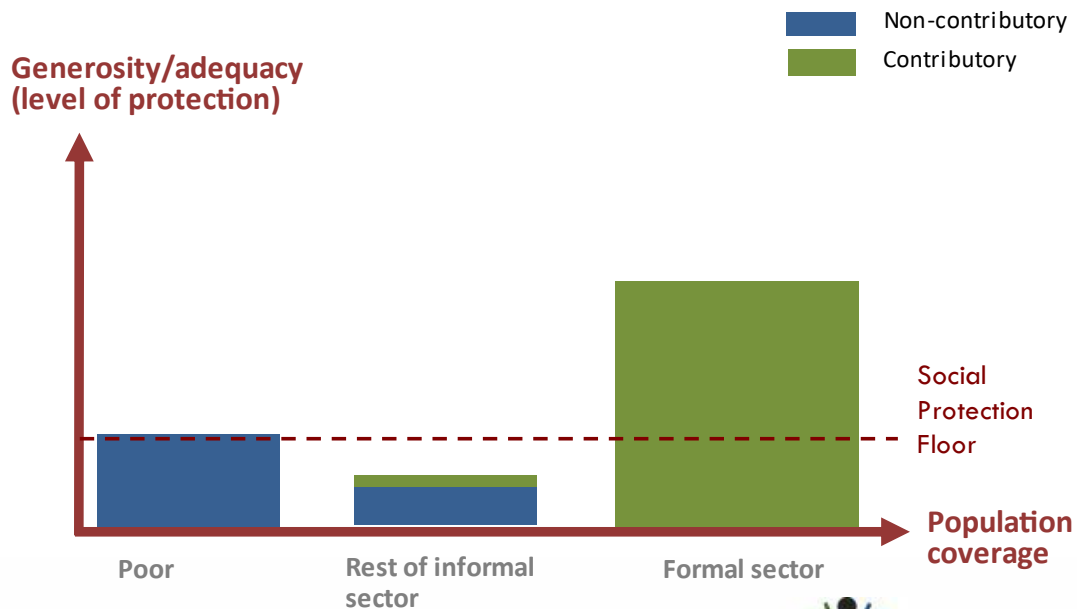
We will aim to revert to you on outcome of your application not later than 21st of September, 2022.

For more info on TRANSFORM, please see the brochure on TRANSFORM in the Arab region (attached) and visit:

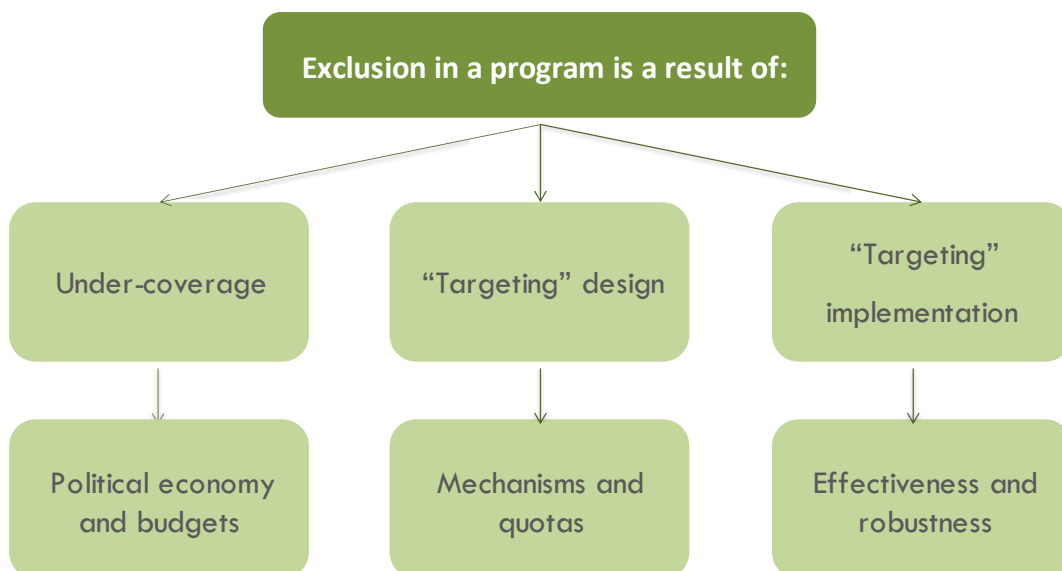
- <https://transformsp.org/>
- <https://www.socialprotection.org/connect/stakeholders/transform>

² We suggest sending it as a ZIP file, through WeTransfer or make use of a shared folder (google driver or other).

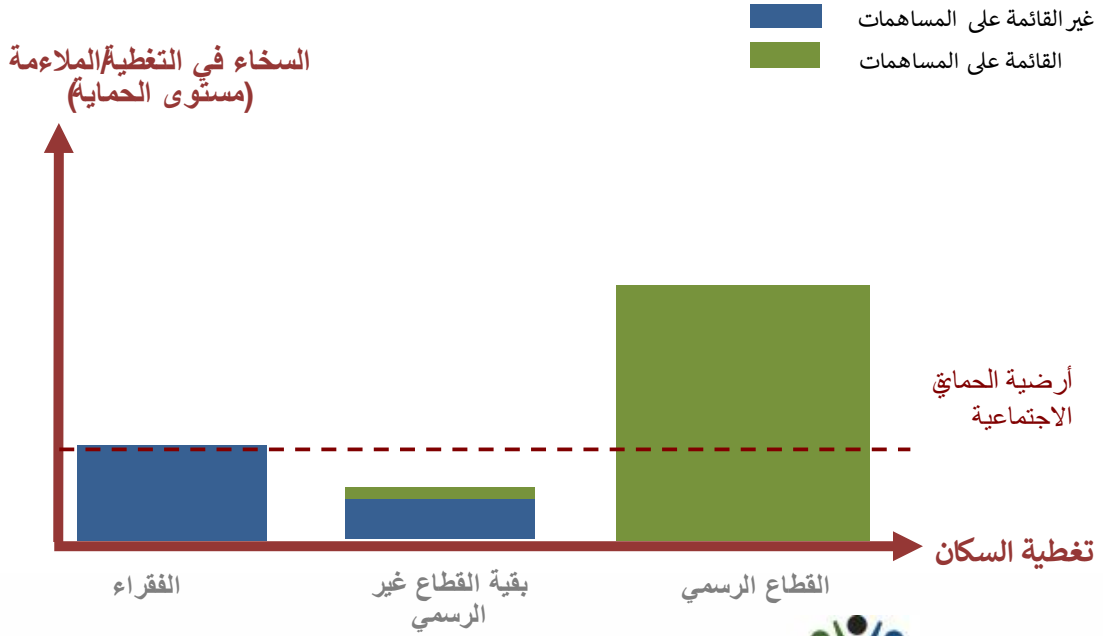
How do we determine the Social Protection Floor line?



To summarise... Causes of exclusion



كيف يمكننا تحديد خط أرضية الحماية الاجتماعية؟



للتلخيص... أسباب الاستبعاد

ينتج الاستبعاد في البرنامج عن ما يلي :

