



Community Education Programme Consultant, Ghana

TERMS OF REFERENCE

Join us in our mission to power the potential of young people

Global Fund for Children (GFC) works to build a world where all children and youth are safe, strong, and valued. Since 1994, we have supported more than 1,000 local partners to reach more than 11 million children, and we're working with new organisations all the time. With unique missions and culturally relevant approaches, GFC partners fiercely pursue our shared vision: securing a safe, vibrant, and equitable future for all children and young people.

GFC brings together a multinational network of caring and committed individuals who believe in investing in bold ideas to help local partners deepen their impact and advocate for children's rights. We value courage, excellence, learning, partnership, and inclusion, as well as kindness and passion. Our partners' visions for change inspire all we do.

1. About the Initiative

There is a growing global education crisis, with millions of children still unable to access, remain in, or fully benefit from quality education. In many contexts, formal education systems are under significant strain due to limited resources, overcrowded classrooms, and systemic challenges that cannot be addressed by NGO interventions alone.

In response, Global Fund for Children (GFC) and AfriKids, two members of the Postcode Lottery charity family, alongside Mc2H Foundation have joined forces to strengthen the critical role of parents and communities in supporting and advocating for children's education, and in sustaining education initiatives within their communities in Ghana.

Beyond the Classroom: Empowering Local Communities to Champion Their Children's Education is a two-year pilot programme (January 2026–December 2027) that aims to shift the focus from traditional approaches to a community-led model. It aims to empower communities to take an active role in ensuring that children not only attend school, but are supported to learn and succeed, by strengthening local ownership, engagement, and capacity.

2. Role Overview

GFC is seeking a Community Education Programme Consultant based in Ghana to support a cohort of seven grassroots partner organisations in strengthening their community-driven approach to education. The consultant will play a key role in providing tailored support to partners, including building strong relationships, offering capacity strengthening and mentoring, and facilitating access to resources that enhance their effectiveness and amplify their voice. The consultant will also support this group of partners to engage effectively with a broader collaborative of partners supported by Mc2H Foundation.

The consultant will also identify opportunities within Ghana's broader education landscape, foster connections across the sector, and work closely with GFC's Africa and global teams to ensure that partners' interventions deliver meaningful and sustainable impact.

This is a part-time consultancy, estimated at approximately 50% of full-time equivalent (FTE) from mid-late July through December 2027.

3. Scope of Work

Grantmaking and Partner Support

- Lead grantmaking and capacity development support for partner organisations in Ghana
- Build trust-based relationships with partners; serve as mentor, cheerleader, and internal advocate to help them identify strengths and areas of development
- Connect partners to resources and networks that strengthen their organisational capacity and sustainability
- Facilitate disbursement of grants to seven partners and support their implementation of community-led education initiatives

Programme Coordination and Learning

- Contribute to the development of programme tools to facilitate partners' work
- Facilitate collaboration, mutual learning, and sharing among partners and with other actors
- Document and communicate partner work — including case studies, success stories, and lessons learned — for internal and external audiences
- Organise and facilitate events and creative spaces for partner engagement, both virtually and in person

Communications, Reporting, and Fundraising

- Draft content for funder reports, blog posts, and programme communications for the People's Postcode Lottery and other audiences
- Participate in the development and implementation of the Learning, Monitoring and Evaluation plan for the programme, working closely with the Regional and Global L&E team
- Contribute to GFC's global communications campaign around Beyond the Classroom
- Contribute to advocacy efforts to influence policy and promote community-led approaches to education in Ghana

- Participate in proposal development and support GFC's efforts to catalyse additional funding to scale the programme
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4. Profile of the Ideal Consultant

The ideal consultant is passionate about community-led social change, particularly in the education sector, and the power of parents, caregivers, and local leaders to transform children's futures. They bring experience building strong, trust-based relationships with diverse grassroots leaders and hold a deep conviction that communities hold the answers to the challenges they face. They balance this conviction with the analytical skills to manage a grant cycle from early planning through final reporting and reflection.

The ideal consultant is conscious of the power that a funding organisation holds and will actively strive to disrupt power imbalances, fostering more equitable spaces and relationships. They are a critical friend and mentor when called for, while deeply respecting partner autonomy.

The consultant must be based in Ghana and authorised to work in the country. This is a home-based engagement; candidates should have a suitable environment for remote work including frequent video conferencing. GFC will support reliable internet connectivity for frequent video conferencing. The consultant should be available to travel approximately 30–40% of their contracted time within Ghana.

5. Essential Experience and Skills

- Passion and experience in children's rights, education, and/or community-led development in Ghana or West Africa
 - Strong understanding of community-driven approaches to education and/or social change
 - Experience in programme/grant management, project coordination, or programme delivery in a development or philanthropic context
 - Experience providing tailored organisational development support to grassroots organisations
 - Excellent written communication skills tailored for diverse audiences, including funders, partners, and communities
 - Familiarity with monitoring, evaluation, and learning and willing to learn or engage in communicating impact using creative, non-extractive, and participatory methods
 - Experience organising convenings, workshops, or community gatherings, virtually and in person
 - Cross-cultural communication skills and deep contextual knowledge of Ghana's education landscape
 - Full professional fluency in English and at least one Ghanaian language (e.g. Twi, Dagbani, Hausa)
 - Proficiency in standard technology, software, and web platforms used by small organisations
 - Alignment with GFC's mission, values, and vision
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6. Engagement Parameters

Contract type: Independent consultancy

Estimated commitment: Approximately 50% FTE across the programme period

Location: Ghana (home-based). Travel approximately 30–40% of contracted time within Ghana

Duration: Mid-late August 2026–December 2027

Remuneration: Monthly retainer of \$2,200–\$2,500

Reporting to: GFC Interim Africa Regional Director

GFC is a global organisation. The consultant's approach will need to work across time zones and be sensitive to a genuinely multicultural team and partner base.

7. How to Express Interest

GFC welcomes expressions of interest from consultants with relevant experience and a strong connection to the mission of this initiative. We are committed to building a diverse and inclusive pool of candidates and warmly encourage women, people from marginalised communities, and underrepresented groups to apply.

Please submit your application along with your answers to the below questions at following link: <https://global-fund-for-children.breezy.hr/p/9e0c58306cde>

- What draws you to this role and the Beyond the Classroom initiative?
- What is one of the most valuable lessons you have learned in your work, and how would you apply it here?
- Which of GFC's organisational values resonates most with you, and why?

You can read more about GFC's work at globalfundforchildren.org/careers/
