

Title: Learning Lead MAMAS Academy: MAMAS Alliance

Reports to: The Learning Lead of MAMAS in South Africa is an employee of Kinderfonds MAMAS in the Netherlands and reports on tasks and responsibilities to the M&E Lead of Kinderfonds MAMAS in the Netherlands. On daily matters related to the MAMAS Alliance office and team (e.g. sick leave), the Learning Lead reports to the Managing Director in South Africa.

Role Summary: The Learning Lead is the chief architect of all learning experiences within the MAMAS Academy and beyond. This role translates organizational capacity gaps identified by MAMA partners, Kinderfonds MAMAS Project and Program Managers into structured, actionable, and culturally appropriate learning trajectories. These activities are aligned with Kinderfonds MAMAS long term impact goals.

The Learning Lead focuses exclusively on the strategic design, content co-creation, pedagogical standards, and effective assessment of learning outcomes, ensuring the Academy's offerings are relevant, effective, and build on the inherent wisdom of the MAMAS community.

Works Closely With:

- Managing Director MAMAS Alliance and the Project Portfolio Manager based in the Netherlands and project managers in South Africa to gather intelligence on capacity gaps (the "eyes and ears").
- M&E Lead: To connect objectives to the impact framework and design outcome assessment tools.
- Coordinator MAMAS Academy: To hand over finalized curriculum for logistical execution.

Key Responsibilities

1. Learning Architecture & Strategy (The Architect Role)

- Baseline Establishment: Work with the Kinderfonds MAMAS team and MAMA partners to establish clear baselines for what it means to be a skilled MAMA and an effective organization, using these as the starting point for all institutional learning design.
- Elevate skills present in the MAMAS network - Engage with the MAMA community to identify strengths and gaps. You will support MAMAs in sharing/facilitating learning across the network to elevate the skills of all MAMAS.
- Needs Translation: Collaborate closely with Project and Programme Managers to further assess strengths and development needs, translating these field-identified gaps into strategic and actionable learning priorities for the Academy.
- Annual Goal Setting: In partnership with the Managing Director and M&E Lead contribute to the development of a learning agenda for Kinderfonds MAMAS.

2. Instructional Design & Co-Creation (The Designer Role)

- Curriculum Development: Serve as the lead instructional designer to co-develop the comprehensive curriculum of the MAMAS Academy, ensuring all content highlights and builds on the strengths and experience of the MAMAs community.
- Facilitation support: Supporting MAMAS to facilitate learning experiences.

- **Module Design & Production:** We believe MAMAS know best, as Learning Lead you support them in the translation of their skills and experience into participative learning trajectories and learning materials.
- **Pedagogical Standards:** Integrate and uphold best practices in adult learning principles, blended learning methods (combining in-person and digital), and participatory facilitation techniques to ensure all learning is practical, action-oriented, and accessible.

3. Monitoring, Evaluation, and Impact Assessment

- **Assessment Design:** Together with M&E lead, design and embed effective monitoring and evaluation methods within the learning experiences themselves to accurately measure and meet defined learning objectives.
- **Outcome Assessment:** Collaborate with the M&E Lead to assess both the individual learning outcomes and the subsequent impact on organizational development and network knowledge-sharing resulting from Academy participation.

Qualifications & Experience

- **Education:** Degree in Learning Design, Instructional Design, Organizational Development, Development Studies, or a related field (Master's preferred).
- **Experience:** At least 5 years' experience in learning design, including curriculum development, creation of training materials, and adult learning methodologies—combining in-person and digital approaches.
- **Skills:** Proven ability to co-create baselines, indicators, and assessment tools with community-based organizations. Strong facilitation skills, with experience in designing culturally sensitive, participatory learning processes.
- **Language:** Proficiency in English (spoken and written); knowledge of local South African languages is an advantage.

Personal Attributes

- **Vision:** Passion for child rights and belief in the power of community-led change.
- **Innovation:** Creative and innovative, with the ability to translate complex community concepts into accessible, engaging learning experiences.
- **Work Ethic:** Highly organized, adaptable, and able to work independently while building strong collaborative relationships across all stakeholder levels.
- **Logistics Note:** Ability to work from the office in Johannesburg and willingness to travel within South Africa for co-creation and design validation.