



Terms of Reference

Senior Consultant- Education & SBCC

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Consultancy Title: Senior Consultant- Education and SBCC

Duration: 3 months (May 2025 – July with possibility to extend depending on business needs).

Time commitment: 5 days per week; to be agreed with SPANA in advance

Location: Remote

Fee: Approximately £190 per day

Payment: Payment within 30 days upon receipt of invoice.

Point Persons Kit Vaughan, Director of Global Programmes

Background

In alignment with SPANA's 2023-2027 strategy and the Global Programmes Department 2025 business plan, the Education and Social Behaviour Change Communication (SBCC) team is focused on:

- Delivering SPANA's education strategy and key performance indicators;
- Providing direction and establishing processes to effectively manage a team of Education/SBCC Advisors to ensure quality outcomes;
- Working alongside colleagues responsible for Animal Health and Welfare (AHW) and Programme Quality and Delivery (PQD) to establish interdependencies within and between workstreams.

We are looking for an experienced senior consultant to provide interim strategic support and continuity to the Education & SBCC team during a transitional period whilst we recruit for a permanent Head of team.

This is an interim consultancy role focused on delivering key outcomes, offering expert guidance, and ensuring ongoing progress against departmental priorities. The consultant will work closely with the Director of Global Programmes and other team members to contribute to shaping the team's direction.

Objectives

The aims of the consultancy are to:

- Oversee and support the continuing delivery of SPANA's education strategy;
- Oversee and maintain the strengthening of the technical content of SPANA's education programme, with a focus on sustained behaviour change in support of the welfare of working animals;
- Oversee and provide guidance on the continuing improvement and diversification of SPANA's content delivery methods

- Collaborate with SPANA's MEAL team to build and strengthen the education components of the MEAL system;
- Collaborate with colleagues to develop income generating streams based on SPANA's education assets.

Scope of work

The consultant will be expected to:

- Provide strategic guidance and oversight across the team's work;
- Ensure the team's continued focus on key outcomes, and monitor progress;
- Work with the Director of Global Programmes to ensure progress in alignment with SPANA's education strategy

Qualifications & Experience

- Masters degree or equivalent experience in international education, social or behavioural sciences, animal welfare/One Health education or related fields;
- Significant and demonstrable experience in education or related social marketing or social behaviour change-specific design, implementation and quality assurance;
- Majority world programme management experience
- Strong understanding of best practice in safeguarding
- Strong ability to think creatively and strategically

To apply:

Please submit a CV and cover letter totalling no more than two pages to recruitment@spana.org.

The deadline for applications is 22 April 2025. Applications will be reviewed on a rolling basis so we may close this vacancy before the deadline and encourage interested applications to apply as soon as possible.

Please note that this is an interim consultancy assignment and not a salaried role. The consultant will be engaged on a self-employed basis or via a limited company, with a clear scope of work and deliverables. There is a separate recruitment process for the permanent Head of Education & SBCC position, and consultants engaged on the interim assignment are welcome to apply for the permanent position should they wish to be considered. This consultancy may be subject to a DBS check.