



WOMEN EDUCATIONAL RESEARCHERS OF KENYA
Linking Research to Advocacy and Action

JOB ADVERT-READING SPECIALIST

WERK seeks a Reading Specialist for an anticipated Reading Champions project in Kenya. The purpose of the activity is to improve and sustain student learning through a resilient and accountable education system together with families, communities and other Kenyan partners. We are looking for individuals who have a passion for making a difference in the lives of people around the world and demonstrate leadership, versatility, and integrity in their work. All candidates must possess a degree in a relevant field and English fluency is required. Experience in Kenya or East Africa is preferred.

The Reading Specialist will provide high quality instruction, support and leadership in order to produce high quality outcomes in the area of Reading and Literacy. The Reading Specialist will work under the COP and will be responsible for all aspects of the remediation program including establishing group and individual reading goals, developing training manuals and leading the training of teacher assistants, ensuring the remediation approach is implemented effectively including learner assessment and identification, tracking performance, developing additional games, and referrals for further assessment, if required. The Reading Specialist will lead the charge with creating a culture of reading that ensures strong reading instruction, excitement about books, and a genuine love for reading.

Responsibilities include:

1. Conducting assessments to identify students' reading levels and specific areas of difficulty.
2. Analyzing assessment results to diagnose reading problems and develop targeted intervention plans.
3. Assist teachers in selecting, administering and evaluating results of screening, diagnostic and progress assessments.
4. Communicate in understandable terms, individual student progress to the student, parents and professional colleagues who need access to the information.
5. Evaluate the effectiveness of instructional units and teaching strategies.
6. Designing and implementing individualized reading instruction plans tailored to meet the unique needs of each student.
7. Providing one-on-one or small-group instruction to address specific reading challenges.
8. Collaborating with classroom teachers to align reading interventions with the overall curriculum.
9. Work with and support teachers in providing a balanced reading program.
10. Assist with the selection of appropriate reading resources related to identified needs at the school.
11. Assist teachers in the provision of appropriate intensive intervention instruction for struggling students, including those who are limited English proficient.
12. Provide appropriate instructional modification for students with special needs, including exceptional education students and students who have limited English proficiency.
13. Staying informed about the latest research and best practices in literacy instruction.

14. Providing professional development opportunities for teachers to enhance their literacy instruction skills.
15. Developing and implementing reading programs and curriculum materials that align with educational standards.
16. Evaluating and selecting appropriate instructional resources and materials.
17. Ensuring student performance data to track progress and make data-driven decisions for instructional planning.
18. Using assessment data to identify trends and areas for improvement in reading instruction.
19. Implementing early intervention strategies to address reading difficulties as soon as they are identified.
20. Collaborating with other educators to create a supportive learning environment for struggling readers.
21. Integrating technology tools and resources to enhance reading instruction.
22. Promoting a culture of reading and literacy awareness.
23. Collaborating with other specialists (e.g., special education teachers, speech therapists) to address comprehensive learning needs.
24. Participating in professional learning communities to share expertise and collaborate on instructional strategies.
25. Plan and prepare a variety of leaning activities considering individual students culture, learning styles, special needs and social-economic background.
26. Develop or select and modify instructional materials to meet the needs of students with varying backgrounds, learning styles and special needs.
27. Assist in assessing changing curricular needs and plan for improvement.

Qualifications:

1. A Masters level-degree in education, social sciences or related field from an accredited university.
2. At least 7 years of experience in implementing reading programs in Kenya or East Africa.
3. Strong knowledge of competency-based assessment, experience in teaching targeted literacy intervention to small groups of students daily using research-based strategies and resources in a developing country, preferably in Kenya or East Africa.
4. Demonstrated exemplary technical, capacity building, communication and interpersonal skills to ensure internal coherence among diverse team members and productive relations with the GOK, sub partners and grantees.
5. Ability to write, communicate and prepare reports clearly in English.

Applications should include:

- An application letter explaining why you are a good fit for this job, what makes you a strong candidate, and why you want to work for WERK.
- A resume summarizing qualifications and experience.
- Copies of academic certificates
- 3 work referees with contact information. One referee must be the current supervisor.
- Please indicate your expected remuneration/salary in your application.

The above documents should be sent as one PDF document

Application Instructions:

Note: This position is contingent upon donor approval and funding

Please send your CV and cover letter to the email address jobs@werk.co.ke or hand delivered to our office located on 1171 Argwings Kodhek Road, House no 4. In the subject line, please indicate the position title to which you are applying. Finalists will be contacted. The deadline for submission of applications is **Tuesday 2nd January 2024**. For more information on WERK, please visit www.werk.co.ke

WERK is an equal opportunity employer and does not discriminate in its selection and employment practices on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, genetic information, age, membership in an employee organization, or other non-merit factors.