

Teacher Recruitment Unit, HR, British Council, 10 Spring Gardens, London, SW1A 2BN, UK

T +44 20 7389 4908 E: teachthere@britishcouncil.org

Section A Information about the vacancy

Recruitment Responsibility	Lesley Dick	Date	27 August 2019
Location	Colombo, Sri Lanka	Job code	SRI ELT Projects
Job Title	Training consultant	Job Type	Equivalent to E+E MM1
Start Date	October 2019	Closing Date	22 Sept 2019
Advertise job	Internal / external	Number of vacancies	1

Advert text

The British Council English & Education projects team in Colombo is recruiting 1 **Training Consultant with a specialism in assessment of speaking and listening in the state sector for its TRANSFORM programme to start in October.** This is a six month contract.

Established in 1949, the British Council has built a strong reputation as a trusted brand in Sri Lanka. We have main centres in Colombo, Kandy and Jaffna and partner centres in Galle, Matara, the Orion City Business Park in Colombo and the Maldives. With over 250 staff members, we deliver services and programmes throughout Sri Lanka including the post-conflict North and East regions. Our library is the largest in the British Council global library network with over 24,000 members, an expanding digital offer and acts as a flexible cultural convening space. More than 12,000 students learn English every year at our Teaching Centres (54,000 class hours) making it one of the largest British Council Teaching operations in the world. Our UK Qualifications Services has created opportunities for hundreds of thousands of Sri Lankans and enabled expansion of the two main UK exam boards in the schools sector. In 2015/16 we delivered over 90,000 exams to over 35,000 candidates. This portfolio covers a range of audiences including young learners, teachers, students and professionals. We have over 1 million people digitally engaged and over 200,000 mobile subscribers to our 'Learn English' mobile product which is delivered in partnership with all 5 mobile operators in Sri Lanka. Working with government and private sector partners we actively support education reform and capacity building through teacher training, leadership and other programmes. We empower over 4,500 young people across the island, promoting volunteerism and developing dialogue among youth on social issues.

Working with government and other partners we actively support education reform and capacity building in Sri Lanka through teacher training, leadership and other programmes. We signed an MoU with the Ministry of Education to collaborate on a broad range of Education reform agendas which we are calling TRANSFORM. This umbrella term covers all of the work we currently do in English and Education to help ensure a more joined up approach for all future English and Education programmes and to cement our place as the 'go to' organisation for all things Education.

As Sri Lanka develops, this is an exciting opportunity to become involved in broadening your teacher training and materials development skills for different sectors. This consultant will work under the newly merged English & Education department which targets the state sector and works with government school, college and university teachers and students and also aims to influence decision-makers in in Education and English language teaching and learning.

A critical area of focus for the Ministry of Education is the development of students' speaking and listening skills. The British Council's 2017 English Impact Survey indicated low levels of performance in English at O Level standard, with speaking and writing skills being particularly weak.

The MoE aims to initiate a full reform of English language assessment. While student proficiency is low in writing, the MoE has launched a renewed focus on teaching and testing speaking and listening skills from Grade 6. We are seeking to support this initiative by upskilling teacher educators and in-service advisors in appropriate training and teaching methods, materials and testing of these skills.

Improving Teacher Education in Sri Lanka (iTESL) is the strand of TRANSFORM focusing on teacher educator training. As Training Consultant you will be expected to deliver capacity building in the specific area of assessment of speaking and listening skills at secondary level to teacher educators in both pre and in service sectors as well as more general English teacher educator training. Participants are drawn from the National Colleges of Education, the Teacher Training Colleges, the Teacher Centres, the provincial and zonal education units and other institutions working in teacher education in the state sector in Sri Lanka. You will also be expected to mentor and monitor the work of local trainers working on this project. The first 2 years of the project focused on English language teacher educators; this work is now extending to cover assessment of speaking and listening skills. .

You will demonstrate excellent people skills, successfully building and managing relationships with stakeholders in the project and supporting the development of the team and the delivery of its products. You will be based in Colombo. However it is expected that a considerable amount of training could take place outside of Colombo. . Thus an ability to work independently is essential, although support will be provided by the Project team and our offices in Colombo, Kandy and Jaffna. We are offering an attractive consultancy package that includes 17 days' of paid leave over the six months. Sri Lanka offers a very comfortable lifestyle and the chance to explore one of the world's most beautiful island destinations. There will be occasional visits to the British Councils offices in our centres in Kandy and Colombo.

The closing date for applications is **22nd September 2019**.

The British Council is committed to a policy of equal opportunity and is keen to reflect the diversity of UK society at every level within the organisation. We welcome applications from all sections of the community. In line with the British Council's Child Protection policy, any appointment is contingent on thorough checks. In the UK, and in other countries where appropriate systems exist, these include criminal records checks.

Local restrictions on employment (if any)

All expatriate training consultants require a work visa. In order to obtain one you must complete a health check at the department of Immigration on arrival. A visa will be provided by the Ministry of Education and applications must be made prior to arrival in Sri Lanka.

Section B Information about the context of the English and Education Projects Team. A brief overview.

The purpose of the British Council is to create opportunities for the people of the UK and other countries and build trust between them worldwide. The BC Strategy 2017's business area priorities are English, Arts, Education and Society.

The British Council's English and Education Department's work in Sri Lanka aims to assist in raising the standards of education in the country which in turn will equip students with the skills they need to help them achieve their lifelong ambitions. We signed an MoU with the Ministry of Education to collaborate on a broad range of Education reform agendas which we are calling TRANSFORM. iTESL is the teacher educator strand of the project. The delivery of this project started in mid-September 2017 and extends till March 2020. There may be the possibility of extension post March 2020.

We work closely with the Ministries of Education and Higher Education. We partner NGOs and INGOs to deliver our work. We also work on corporate social responsibility (CSR) programmes in the corporate sector; partners include the Council for Business with Britain (CBB), the National Development Bank (NDB) and HSBC. The Sri Lankan English and Education team is part of the wider South Asia Regional English and Education team and works closely with the global English and Education team.

English and Education Projects Team

This team comprises experts in both English and Education Projects. The English and Education Director has overall responsibility for the work of the team. We also employ freelance consultants both internal and external to deliver our projects.

Section C

Information about the terms and conditions of service (TACOS).

Whilst the information below was accurate at time of writing, specific details and entitlements are subject to change.

Job Overview

- To deliver Teacher Educator training to teacher educators drawn from the National Colleges of Education, the Teacher Training Colleges, the Teacher Centres, the provincial and zonal education units and other institutions working in teacher education in the state sector in Sri Lanka as part of the iTESL project.
- To mentor and monitor the work of local trainers working on this project

Contract Length	Six months	Renewable Period	none
Contract Type	Consultancy	No. of Staff Managed	none
Contract Hours	37.5 per week	Notes: Unaccompanied	
Breakdown of days	days	weeks	
Training delivery	100	20	
Travel/induction/admin	7.5	1.5	
Leave	17	3.5	
Public Holidays	5	1	
Total		26	

Payment

The consultant will receive the following monthly payment against an invoice:

equivalent to £28,000 GBP p.a. LKR 229 = 1 GBP (planning rate).

This is a payment of LKR 534,333 per month.

You will be paid in Sri Lankan rupees into a Sri Lankan bank account on submission of a monthly invoice.

Income Tax

Income Tax

As a consultant you are responsible for your own tax. As a UK resident prior to coming to Sri Lanka, you are exempt from tax for the first two years. This applies only to UK staff as there is a bi-lateral agreement between Sri Lanka and the UK.

Fares & Travel

Economy class airfares for the consultant to Sri Lanka from the UK at the beginning of his/her employment with the British Council.

Economy class airfares for the consultant on successful completion of his/her employment with the British Council in Sri Lanka back to the UK.

The British Council will cover the cost of the visas, health check on arrival, work permits and vaccinations required as part of the consultancy in Sri Lanka.

Baggage Allowance

Consultants are entitled to an accountable baggage allowance of up to £600 on arrival and on successful completion of their time with the British Council in Sri Lanka.

Annual Leave Allowance

17 days to be taken in agreement with the Programme manager + 5 days public holidays

Medical Allowance

The consultant is covered by the British Council's Group Medical Insurance. Currently this is Allianz.

The scheme covers medical, personal liability and other items. Costs are reimbursed through Allianz or settled directly with Allianz approved hospitals. Additionally, the scheme covers medical and hospital treatment, outpatient and family doctor treatment, repatriation costs, personal liability and other items. Optical treatment is NOT included in the policy. Dental treatment is NOT included except in the case of emergency treatment. There is an annual £150 deductible, meaning every member who makes one or more claims will need to meet the first £150 of the costs themselves each year.

Settling-In Allowance

The consultant will receive a settling-in allowance of 112,756 LKR LKR to help them meet their initial expenses on first arrival in Sri Lanka.
You may also receive up to one weeks' hotel accommodation and up to one week's subsistence while looking for suitable accommodation where this is not provided on arrival.

Accommodation Allowance

N/A

Additional Information**First arrival**

A meet and greet service is provided for consultants on arrival.

Country, City information

We are happy to send information or put you in contact with male or female staff if you would like to speak to somebody about life in Sri Lanka. Please e-mail Lesley Dick (ELT Projects Manager) at lesley.dick@britishcouncil.org who will try to answer your questions or put you in contact with somebody who can.

Work arrangements

There may be occasions when work is required at weekends or in the evening.

Other

The British Council is committed to a policy of equal opportunity and is keen to reflect diversity of UK society at every level within the organisation. We welcome applications from all sections of the community. We guarantee an interview to disabled candidates who meet the essential criteria

The British Council believes that all children have potential and that every child matters – everywhere in the world. The British Council affirms the position that all children have the right to be protected from all forms of abuse as set out in article 19, UNCRC, 1989.

Whilst the above information was accurate at time of writing, specific details and entitlements are subject to change.

**Section D
Information about the place****Country Overview**

Selected Sri Lanka has a lot to offer: <https://www.lonelyplanet.com/sri-lanka>

Escape from the major towns and cities, many of which are dusty, noisy and crowded and Sri Lanka deserves its reputation as a tropical island paradise. Lush green paddies, palm-fringed beaches, tropical rain forest and rolling tea plantations are all packed into an island half the size of England.

In the north, the Jaffna peninsula which was off limits for twenty years is now open to local and international tourism. The dry zone in the centre and east includes the country's traditional cultural heartland with its temples and ancient ruined cities while the hill country offers spectacular mountain scenery and cooler air. To the west and south, the climate is wetter and the landscape greener. As the land falls away towards the coast, densely-forested valleys give way to rice paddies, palm groves and eventually to the beaches that have made Sri Lanka's reputation as one of the world's great holiday destinations.

In spite of the increase in GDP and people's wealth, Sri Lanka is still a developing country and anyone coming here should bear that in mind, but standards of health and literacy are relatively high and local infrastructure is often basic but improving.

The two local languages are Sinhala and Tamil and although knowledge of one or the other is desirable, you can get by without either as English is widely spoken.

Sri Lankans are friendly and welcoming and Sri Lanka is generally a safe, quiet and pleasant place to live. Expatriates generally enjoy a comfortable and stress-free lifestyle, with a good standard of living although prices have risen considerably in the last few years, particularly rental accommodation and imported food which you should bear in mind.

While Sri Lanka is generally a safe place, foreigners stand out and may receive unwanted attention, in particular women sometimes experience sexual harassment. If this concerns you we can put you in touch with a female member of staff in the centre to discuss this further.

Please check the FCO travel advice for the latest advice:

<https://www.gov.uk/foreign-travel-advice/sri-lanka>

City Overview

Colombo is the capital of Sri Lanka and has a population of just over 1.5 million. It is a rather scruffy, low-rise city with a sprinkling of high-rise office blocks and luxury hotel complexes. Sheltering behind a non-descript coastal strip, the traditional administrative heart of the city is a more elegant mix of leafy avenues, sports grounds, colonial villas and ministry buildings. To the north, near the port and the main train and bus stations, is the bustling commercial district of Pettah while to the south, the city sprawls out along the Galle Road. Away from the coast, Colombo breaks up into a patchwork of semi-urban residential suburbs, working rice paddies and patches of marshland.

Noisy and congested during the week – particularly during the three daily rush hours - Colombo is much quieter in the evenings and at weekends and although there is little to be had in the way of big-city culture or nightlife, there is a reasonably good choice of restaurants and places to go for a drink. As the city has grown, its centre of gravity shifted from the old colonial district without ever settling again and restaurants and shops are scattered around the main urban districts in no particular order.

Although the main city streets are often noisy, they are linked by a network of much narrower, quieter lanes lined with tidy red-roofed bungalows and flowering trees. Turning into one of these lanes and leaving the baritone crackle of the buses behind is like stepping out of the city and into a village – at least until you reach the other end.

The British Council is well-located in a large colonial-style building - one of the few to be owned by the organisation. It is within easy reach of a number of shops and supermarkets and there are several decent places to eat within five to ten minutes walk.

Kandy

Although Kandy is the second largest town on the island (it has a population of around 150,000), it is very much a small town, and very different from Colombo (in many ways much more Sri Lankan). It is very important in terms of religion as the Buddhist Temple of the Tooth is located here, and it is a UN Cultural Heritage city which attracts large numbers of pilgrims and local and foreign tourists all year round. It is not, however, a town of great social or cultural activity, and little happens after dark.

Set amongst scenic hills around an artificial lake, its central location makes Kandy an ideal launching pad for visiting other parts of the country. A car makes Kandy an excellent base for getting to know Sri Lanka and this location suits people who are interested in exploring all that Sri Lanka has to offer. Peradeniya Botanical Gardens is in Kandy which is a great spot for a weekend walk and wander through the magnificent fauna.

The British Council has been in operation in Kandy since 1960. The Teaching Centre is centrally located on the third floor of a modern building. Although it is much smaller than the centre in Colombo, it has a large library with around 4,500 members, a flourishing examinations department, provides Education UK services and hosts occasional cultural events. The English Learning Zone (ELZ) is an example of inter-departmental co-operation and is popular with local teachers, students and the general public.

Climate

The climate in Sri Lanka is tropical and in the south-west of the island, the monsoon is from May to September. In Colombo day-time temperatures average about 28-29 degrees centigrade, rising to 32-33 in February-March. At night, the temperature rarely falls below 21 degrees. Humidity is generally in the range 60-80% and can cause some discomfort. December to February is generally felt to be the most pleasant time of year with plenty of sunshine and lower humidity. The rainy (monsoon) season, as its name suggests is very wet, although rain tends to fall in short, sharp showers, often at the end of the day. It rarely rains for more than an hour at a time. In the hill country, the climate is very different with much lower humidity and at night and in the early mornings it can feel distinctly chilly.

Accommodation

Colombo

There is a reasonable range of accommodation available from small flats to large houses and rents vary according to the size and location of the property. Teachers and Training Consultants usually use one of a number of housing agents and most people find suitable accommodation within 1-3 weeks. Most teachers pay between Rs. 70,000 and 110,000 per month for a 2 or 3 bedroom flat/house within 10-15 minutes by trishaw from the Colombo centre. If you are willing to live a little further out of Colombo you can find large 3 or 4 bedroomed houses with a small garden for a reasonable amount.

Furnished places always include fans, a fridge, cooker, beds and telephone as a minimum and often include much more. It's possible to find a property with one or two air-conditioned rooms although that's not always necessary in a roomy, well ventilated place.

General living costs & conditions

Salaries are very high by local standards and it's possible for a single person to live well, although this is clearly dependent on your personal lifestyle and situation.

The cost of living is generally low, although imported products are sometimes much more expensive than they would be in the UK.

Electricity is metered on an sliding scale, meaning high usage is penalised and this can be expensive

Transport & Communication

Travel in Colombo

Most teachers take motorised trishaws to travel within the city limits - fares are reasonable and most have meters; trishaws can be hot and uncomfortable. Many staff have a 'regular' three-wheeler / tuk-tuk driver and call him up on their mobile when needed.

Metered taxis are available on a telephone booked basis, but can be slow to show up. Some teachers have bicycles or motor bikes and a few have cars, but second hand cars are extremely expensive by UK standards and with roads in poor condition, the need for regular maintenance can quickly add to the cost of car ownership. Driving, traffic and road conditions are unpredictable and you need to drive with care at all times.

City buses are cheap, but they are hot and often dangerously overcrowded.

Travel around the country

For trips out most teachers and training consultants use minibuses, trains or hire cars (available with a driver).

Communications

All teachers and training consultants have mobile phones, either pre-paid or with a contract. Most flats/houses have telephones and most have international direct dialling.

All teachers and training consultants have access to the Internet and email at work, and most have a broadband connection at home, too. The monthly bill for an ADSL connection will range from Rs. 1,500-2,500 per month

Most teachers invest in a satellite TV package to get BBC, CNN, Star, ESPN etc. Pirate copies of the latest films and TV shows are cheap and available all over Colombo.

General Health, Medical & Dental Care

The British Council will reimburse against receipts for those vaccinations currently advised by the FCO for people intending to live in Sri Lanka. Contact E&E London for the current list.

Mosquitoes are a fact of life and although malaria is now judged to be absent from Sri Lanka by WHO, other mosquito-borne diseases (notably dengue and chikungunya) are more common, especially during the rainy season, so prevention of mosquito bites is important. There are locally available chemical and organic products for this but strong DEET-based repellent is hard to come by. Stray dogs, cats and monkeys should be avoided as potential carriers of rabies.

In general, Sri Lankan doctors are good and many are UK trained. Visits to both doctors and dentists in the private sector are very cheap by UK standards but it's probably better to seek dental treatment before you get here.

Please check these websites for up-to-date information on health:

<http://wwwnc.cdc.gov/travel/destinations/traveler/none/sri-lanka>

http://www.traveldoctor.com.au/files/editor_upload/File/fact-sheets/9115%20TD%20Health%20Fact%20Sheet%20Sri%20Lanka.pdf

Any Other Information (Shopping facilities, entertainment, leisure)**Shopping**

Shopping varies from Western-style shopping centres to Sri Lankan style markets. Most items are available in shops/supermarkets although imported items may disappear for several weeks until a new shipment comes. There are many shops selling attractive local handicrafts and fabrics with which you can decorate a flat. Due to the thriving garment industry, there are also a number of outlets selling top UK/USA clothing labels at low prices.

Leisure

There are a variety of restaurants in Colombo, ranging from very cheap local curry houses to five star hotels, with quite a few in between. There are a few night clubs and bars although most are in the five star hotels. There are a handful of cinemas showing (often outdated) English films as well as Sinhala, Tamil and Hindi films. Many teachers join a sports club/swimming-pool for recreation and scuba diving/snorkelling are readily available down the coast within 2 or 3 hours drive from Colombo

Kandy is not known for its nightlife and quiet descends on the town in the early evening. However, there are one or two restaurants and pubs within the town itself and some of the hotels also offer good Western and Asian-influenced meals. There are a couple of fast food outlets (Pizza Hut and KFC) in the town centre. Many teachers are members of hotel gyms/swimming pools (currently family membership of a five star hotel in Kandy comes to around 70GBP annually) and some are members of the golf club, which is an hour's drive from Kandy.

The relative lack of places to socialise, such as bars and restaurants, means that accompanied staff tend to enjoy Kandy more, although there are a number of teachers who are here on their own. Kandy's size means that incomers quickly meet and get to know other members of the expat community, and this can afford a useful support network, and helps with settling in.

Like Kandy, Jaffna is not known for its nightlife. There are a lack of places to socialise and a very tiny expat community. Access to the coast around Jaffna is still limited in many places – partly because of uncleared mines – but there are a number of very nice beaches within fairly easy reach of the town. There are a few hotels that have small swimming pools that non-guests can use for a small fee (around Rs300)

Information on eating out in Sri Lanka: www.yamu.lk

Visa requirements

The Sri Lankan government has recently changed visa requirements.

1. Successful applicants will apply for an Entry visa in their current country before departing for Sri Lanka. We will provide guidance and assistance through this process. It will take 1 a week to acquire this visa and only after this point can you travel. The Entry visa is valid for 1 month and once in country we will start the application process to convert the Entry visa to a Residence visa – Note: A Tourist visa cannot be converted to a Residence visa. Currently the Residence visa application process can take 2-3weeks. You need to do a health check at the Department of Immigration on arrival before your residence visa can be processed. During some of this time, your passport will be with the Ministry of Foreign Affairs (MFA) and Immigration so you should not plan any international travel during this period..
2. Successful applicants must have a passport that is valid for the full length of the contract from the contract start date due to the fact that the visa validity is short and processing long.
3. Successful applicants must have at least 3-4 blank pages in their passport.

Whilst the above information was accurate at time of writing, specific details and entitlements are subject to change.