

Job Description

Job Title	Team Lead		
Strategic Business Unit	EU TVET Sector Support Programme	Region, Country	Islamabad, Pakistan
Pay Band	LTTA Contract	Contract Duration	2.5 years consultancy contract (Expected start in first week of January 2026)
Deadline to Apply: 16th November 2025			

About the project

This project is a 54-month programme jointly co-financed by the European Union, the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by GIZ and the British Council. The overall objective of this action is to contribute towards strengthened inclusive socio-economic development of Pakistan, with sufficient skilled and relevant human capital available to meet private sector needs.

The British Council is leading on € 10 million funding for component 4; to increase availability of skilled female labour force in digital skills and high-tech professions. The British Council through delivering the component 4 of the project aims to develop high quality, relevant and inclusive TVET (Technical and Vocational Education and Training) system with improved progression pathways to higher education and employment for women, including refugees and returnees, and women with disabilities.

The project is being implemented in Khyber Pakhtunkhwa, Baluchistan and Gilgit Baltistan with an aim to develop and roll out digital skills and high-tech qualifications in high demand, identified through a labour market intelligence report during the inception phase, in collaboration with private sector. The project is establishing two Centers of Excellence in digital and high-tech skills to offer career-focused training programmes and create linkages with the industry through apprenticeship and entrepreneurship programmes for the trainees and to enhance their employability within the market. The programme aims to build the capacity of institutions for sustainability through teacher training, international accreditation and building public-private partnerships.

The project is currently in its second year and will run until June 2028.

About the role

This is the senior most management post within the programme team. The team leader will provide full technical leadership, team management, strategic programme direction and oversight of the programme, whilst also providing representation at a senior level with relevant partner country stakeholders (including government), the European Union and GIZ counterparts to ensure alignment of the Component 4 with the overall Action and for the successful delivery of the project.

The appointee will have lead responsibility for:

- Providing strategic direction and leadership.
- Oversight of program delivery – including rolling out high-tech CBT&A courses and establishment of the two Centre of Excellence.
- Relationship management with key stakeholders, including the government, EU and GIZ counterparts during the delivery of the project.
- Leading, planning, and evaluating overall project design, implementation and delivery, including risk management.
- Leading the deployment of long-term and short-term consultants required for programme delivery.
- Oversight of team's delivery, and directly managing three to four consultants, including the technical advisor, monitoring and evaluation expert, and the safeguarding manager.

The Team Lead's main duties will include:

- Lead the planning and activities during the implementation and close-out phases of the project
- Effective team management and ensuring consultants meet their agreed KPIs
- Design, justify and agree all contracts required to fulfil component deliverables.
- Ensure integration with other program components managed by consortium partners.
- Establish and maintain contacts with government, EU, and other programme partners, including the GIZ partners.
- Coordination, reporting, monitoring and management procedures agreed with EU and GIZ partners to ensure coherence of the programme.
- Review, evaluate and oversee the EU TVET IV Implementation Strategy for delivery of component 4 and its results, particularly focusing on inclusion of women, including refugee and returnee, and women with disabilities.
- Report to EU and GIZ– including narrative progress reports.
- Draft and oversee a work-plan for the implementation phase, disaggregated by quarters.
- Review of the periodic reports with support from the team to be submitted to the British Council, EU and GIZ.
- Lead and present progress and highlight challenges at regular board meetings within the British Council.
- Write and supervise the compilation of technical papers and briefings, if required.
- Ensure strong overall M&E and reporting for the project with support from the senior project manager and M&E manager.
- Provide strategic input for the overall project reviews and revisions.
- Develop and ensure a sustainability strategy for the programme.
- Finalisation and monitoring of gender, conflict and risk management strategies.

Safeguarding

- The post holder will understand the importance of safeguarding and ensure policies and processes are in place to offer maximum protection of children, young people and adults in the project and at all relevant events and venues and ensure compliance with the British Council’s safeguarding policy and its implementation standards in the project.
- Undertakes project safeguarding risk assessment and monitors the implementation of activities accordingly.
- Escalating all safeguarding concerns to the British Council National Safeguarding focal point, Pakistan
- Ensure partners/third parties are aware of their duty of care for protecting children and adults.

Reporting and Line Management:

- The Team Leader will report to Senior Responsible Officer (SRO) for the project (internal British Council staff member) and directly line manage three or four consultants. The Team Leader will ensure that all key decisions and reporting are approved and signed off the by SRO before submission to the consortium partners.

Required skills, knowledge and experience

Skills and knowledge	<p>Essential Skills</p> <ul style="list-style-type: none"> • Proven team leadership and successful delivery of large single- or multi-donor funded projects, including team management, reporting, and monitoring & evaluation (M&E). • Strong stakeholder management skills, with experience engaging donors, government counterparts, employers, TVET institutions, community organisations, and the private sector. • Strong written and oral communication skills in English and Urdu; knowledge of Baluchi or Pushto will be an advantage <p>Essential Knowledge</p> <ul style="list-style-type: none"> • Good knowledge of the TVET system in Pakistan • Technical expertise in digital and high-tech CBT&A programmes and course design, including the establishment of Centres of Excellence offering career-focused training in Robotics, Artificial Intelligence, Internet of Things (IoT), Data Science/Analytics, and related fields. • Sound understanding of gender and inclusion issues within Pakistan’s TVET sector, including safeguarding principles. 	
Experience	<ul style="list-style-type: none"> • 10+ years of experience in large-scale TVET and/or education programmes in Pakistan or similar contexts, and experience in applied TVET system reform, 	

	<ul style="list-style-type: none"> • Experience of managing dispersed teams and consultants • Experience in inclusive TVET programming, targeting women and other marginalised groups, including curriculum appropriateness, teaching and learning approaches, pathways into TVET and employment, and safeguarding considerations. • Experience of working with international development partners, including the EU and GIZ, with sound understanding of EU principles and aid delivery methodologies, and strong client relationship management skills. • Previous work experience in Pakistan (desirable), with familiarity in regions such as KPK, GB, and Baluchistan, including the local TVET and private sector landscape. 	
Qualifications	Qualified to at least Masters, and preferably PhD.	
British Council values and behaviours	<p>British council values and behaviours are applicable across our organisation, in all roles and at all levels. They are important because they say what we stand for at the British Council and help us to deliver our strategy. We use them to guide our decision making, as well as guiding how we treat one another and the people we work with. These will be assessed in the selection process. Our values are:</p> <p>Open and Committed; Expert and Inclusive; Optimistic and Bold.</p> <p>The behaviors for each values pair can be found on our Intranet SharePoint site for internal staff and at our Careers portal for external applicants.</p>	
Condition of employment	<p>Proof of Identity requirements/right to work in country.</p> <p>Candidates are expected to have researched whether they have the right to live and work in the Pakistan in which the role is based.</p>	

Submission guidelines:

- Email subject: Application for 'Post title'
- Kindly share your tailored to the role resume, along with a cover letter outlining your suitability for the role addressing the skills, knowledge and experience requirements listed above and any other supporting documents at: **tvvet.iv@britishcouncil.org.pk**
- Applicants failing to comply with the above-mentioned guidelines will not be considered.

Only Shortlisted candidates will be called for interviews.