



Job Description
Early Childhood Development Specialist (Consultant)
Kanifing Migrant Resilience Hub



Project Overview:

With support from the Mayors Migration Council Global Cities Fund 2025, Kanifing Municipal Council (KMC) is launching the Migrant Resilience Hub — a first-of-its-kind initiative fostering inclusive, gender-responsive, and sustainable economic reintegration for migrant returnees and potential migrants, especially women and single parents.

Over a two-year period, the Hub will train two cohorts of 20 participants each, providing six months of business incubation and entrepreneurship training followed by six months of post-incubation support per cohort, complemented by continuous psychosocial support, community engagement, and post-program mentorship. To address care-related barriers to participation, the Hub will offer on-site childcare and early childhood development (ECD) services for young children, using bilingual, play-based learning approaches. This reflects the Hub's two-generational model: by providing safe, quality early learning for children alongside economic empowerment for their caregivers, the Hub is designed to generate positive outcomes for both generations simultaneously. Participants will also receive access to seed capital, market linkages through KMC-led festivals and farmers' markets, and digital platforms, ensuring a supported transition from training to income generation and long-term resilience.

The ECD component sits at the heart of this two-generational approach: by ensuring children receive safe, age-appropriate early learning, the Hub removes a critical barrier to caregiver participation and creates conditions for sustained engagement in the incubation programme — particularly for women.

KMC is seeking an ECD Specialist (Consultant) to design the ECD curriculum, advise on the set-up of the childcare centre, and provide technical guidance and quality assurance during implementation. This is a part-time consultancy, estimated at 27 days over two (2) years, subject to adjustment based on project needs. The 27 consultancy days are expected to be distributed across phases of design, set-up, implementation support, and review, with detailed scheduling agreed at contract inception.

Roles and Responsibilities:

The Education / ECD Specialist (Consultant) will be responsible for designing, guiding, and strengthening the early childhood development component of the Migrant Resilience Hub. The consultant will work closely with the Project Manager and Childcare Coordinator to ensure that the childcare centre is safe, developmentally appropriate, inclusive, and aligned with good practice in early childhood education, while remaining feasible within a community-based, non-formal setting.

Key responsibilities include:

- Design and refine a context-appropriate ECD curriculum for children aged approximately 9 months to 4 years, using play-based and bilingual approaches that support early literacy, cognitive development, and social-emotional learning. The curriculum must be designed in consultation with local educators, caregivers, and other relevant stakeholders, taking into account the needs of children of returnees and potential migrants.
- Advise on the set-up of the childcare centre, including recommendations on furniture, learning materials, toys, books, hygiene supplies, and other essential items to be procured.
- Ensure that the ECD approach is inclusive, gender-sensitive, and trauma-aware, recognising that some

children may be affected by family stress or migration-related disruption.

- Provide technical guidance and mentoring to the Childcare Coordinator on curriculum delivery, daily routines, and age-appropriate activities.
- Advise on alignment of childcare schedules and practices with the incubation program timetable to facilitate caregiver participation.
- Provide ad hoc technical support during implementation, including troubleshooting challenges related to curriculum delivery, child engagement, or classroom management.
- Develop and advise on simple, practical monitoring tools and indicators for the ECD component (e.g. child attendance and participation, developmental milestones, caregiver feedback, and accessibility) and support the integration of learning and adaptation into programme delivery.
- Advise on child safeguarding, child wellbeing, and safe-space practices, in coordination with KMC policies and project safeguarding standards.
- Provide high-level recommendations to strengthen the ECD component over the life of the project, including pathways for children's transition into formal early learning or pre-primary education where appropriate.

Experience and qualifications:

- Degree in Early Childhood Education, Education, Child Development, or a related field.
- Minimum 5–7 years' experience in early childhood education or early learning program design.
- Demonstrated experience designing or advising on play-based, non-formal, or community-based ECD programs.
- Strong understanding of age-appropriate learning, child safeguarding, and inclusive early education practices.
- Ability to translate technical ECD concepts into practical guidance for non-specialist childcare staff.
- Excellent written and verbal communication skills in English. Fluency in Mandinka and/ or Wolof is an asset.
- Familiarity with the Gambian early childhood education context or similar West African settings.
- Knowledge of bilingual or multilingual early learning approaches.
- Experience working in low-resource or community-based childcare settings, and with children from vulnerable households or families affected by migration, displacement, or economic stress is desirable.
- **Women are strongly encouraged to apply.**

Contract terms and conditions:

- This is a part-time role, based in Kanifing, The Gambia. On certain days, in-office attendance at the childcare centre will be required. Total input: approximately 27 consultancy days over two (2) years, subject to adjustment based on project needs.
- Contract duration: Fixed term (aligned with the two-year project).
- The post-holder must comply with applicable national laws and KMC and MMC safeguarding requirements, and adhere to confidentiality and data protection standards at all times.

Deliverables:

Indicative deliverables may include:

1. Brief inception report outlining proposed approach and timeline
2. A documented ECD curriculum or learning framework tailored to the Hub's childcare centre.
3. A recommended procurement list for childcare centre set-up (learning materials, furniture, toys, nutrition and hygiene items).
4. M&E framework for tracking participation, developmental progress, and caregiver feedback

5. Technical notes or guidance provided to the Childcare Coordinator during implementation.
6. Inputs to internal guidance materials or staff capacity-building activities.

Application:

Please share the below application materials by email to **kanifing.migranthub@gmail.com** by **31st March 2026** with the subject line 'ECD Specialist'. Applications received after this date will not be considered.

1. CV (1 page only)
2. Proposed daily consultancy rate
3. Application Question: In no more than 2 pages, briefly outline your proposed approach to designing and supporting the implementation of an ECD curriculum for the Hub's childcare center serving children aged 9 months to 4 years. Please describe how you would phase the 27 consultancy days across design, set-up, implementation support, and review.