

EXPRESSION OF INTEREST (EOI): INTERNAL AND EXTERNAL FACILITATORS

Ref: 2026- 11



Background

The Comprehensive Community-Based Rehabilitation in Tanzania (CCBRT) is a locally registered non-governmental organization (NGO) established in 1994. Originally founded as a Community-Based Rehabilitation (CBR) provider, CCBRT has grown into Tanzania's largest provider of disability and rehabilitative services, delivering high-quality, life-changing healthcare to underserved communities.

To strengthen its impact and build healthcare capacity, CCBRT established **CCBRT Academy**, a centre of excellence focused on education, skills development, and professional training. The academy offers a wide range of programmes, including short courses, surgical training, fellowship programmes, and continuing professional development (CPD) activities, all designed to address the evolving needs of healthcare practitioners. Since its inception, CCBRT Academy has conducted over 60 training sessions, reached more than 2,000 professionals both nationally and internationally.

In addition to its current offerings, the academy is developing accredited diploma programmes in key healthcare areas, including Diploma in Optometry, Advanced Diploma in Nursing Rehabilitation (Functional Rehabilitation and Care for Children with Physical Disabilities), Advanced Certificate in Early Identification and Intervention for Childhood Disabilities, Diploma in Comprehensive Cleft Care and Rehabilitation, Advanced Diploma in Urogynaecology, and Diploma in Rehabilitation Counselling and Caregiver Support. These programmes provide formal pathways for professional advancement and specialized healthcare expertise.

CCBRT Academy is recognized as a CPD provider by major national regulatory bodies, including the Medical Council of Tanganyika (MCT), Tanzania Nursing and Midwifery Council (TNMC), and the Health Laboratory Practitioners Council (HLPC). It also collaborates with international partners to enhance specialized healthcare training and surgical capacity in Tanzania.

Objective of the Expression of Interest

The objective of this call is to establish a pool of competent facilitators to support both accredited academic programmes, including the upcoming diploma courses, and CPD activities.

Categories of Facilitators and Roles

CCBRT will accept both internal and external applicants

Academic Facilitators (Accredited Programmes and Diploma Courses)

These facilitators will support the delivery of formally accredited programmes such as diploma courses, fellowships, and structured surgical training programmes.

Responsibilities include:

- Delivering structured teaching in line with approved curricula
- Developing and reviewing training materials in compliance with accreditation standards
- Conducting formal assessments (written, practical, and clinical examinations)
- Supervising trainees, including research and clinical practice where applicable
- Participating in academic quality assurance processes, moderation, and programme reviews
- Maintaining required academic records and documentation

CPD Facilitators (Continuing Professional Development Activities)

These facilitators will support short courses, workshops, and in-service training designed for skills enhancement and professional updates.

Responsibilities include:

- Preparing for training sessions, including reviewing materials and aligning content with course objectives
- Delivering competency-based training sessions, workshops, and seminars
- Administering pre- and post-training assessments to evaluate participant learning
- Facilitating practical, hands-on learning and case-based discussions
- Sharing current best practices, guidelines, and innovations in their field
- Conducting informal or competency-based assessments
- Participating in debriefing and evaluation sessions to support continuous improvement of training programmes
- Mentoring and coaching participants during training sessions

Areas of Expertise

Applications are invited from individuals with expertise in the following areas:

Diploma Programme Areas:

- i. Diploma in Optometry / Eye Health
- ii. Advanced Diploma in Nursing Rehabilitation (Functional Rehabilitation and Care for Children with Physical Disabilities)
- iii. Advanced Certificate in Early Identification and Intervention for Childhood Disabilities
- iv. Diploma in Comprehensive Cleft Care and Rehabilitation
- v. Advanced Diploma in Urogynaecology
- vi. Diploma in Rehabilitation Counselling and Caregiver Support
- vii. Orthopaedics

Specialized Healthcare Areas:

- i. Maternal & Newborn Health
- ii. Clubfoot Management
- iii. Rehabilitation Sciences
- iv. Biomedical Equipment
- v. Healthcare Financing and Management
- vi. Healthcare Support Services
- vii. Clinical medicine and nursing

Non-Clinical Course and Cross-Cutting Themes

- i. Disability inclusion and rehabilitation
- ii. Sexual and reproductive health
- iii. Public health and epidemiology
- iv. Medical education and training methodologies
- v. Resource Mobilisation
- vi. Executive, leadership and Management courses
- vii. Sign language

Applicants with experience in these areas are encouraged to apply, particularly those who can support both academic diploma programmes and continuing professional development (CPD) activities.

Eligibility Criteria

Applicants must:

- Possess relevant academic and/or professional qualifications in a health-related field
- Demonstrate experience in teaching, training, or facilitation
- Have proven expertise in their area of specialization

Additional requirements for Academic Facilitators:

- Advanced academic qualifications (e.g., Master's degree, specialist certification, or equivalent)
- Experience in formal teaching, student assessment, and academic supervision
- Familiarity with accreditation and regulatory requirements

Additional requirements for CPD Facilitators:

- Strong practical and field experience in the relevant area
- Demonstrated ability to deliver short, skills-based training effectively
- Up-to-date knowledge of current guidelines and practices

Teaching Methodology Requirement (Applicable to All Facilitators):

Applicants must possess a recognized certification in teaching methodology or Training of Trainers (TOT). Applicants who do not have this qualification at the time of application must demonstrate willingness to undertake the training at their own cost within a period specified by the institution upon successful engagement.

Categories of Engagement

- i. Internal Facilitators: Staff members of CCBRT Academy
- ii. External Facilitators: Consultants, academic professionals, or practitioners from other institutions

Application Requirements

Applicants should submit:

- A detailed Curriculum Vitae (CV)
- Copies of academic and professional certificates
- A brief statement of interest indicating:
 - o Area(s) of expertise
 - o Category applied for (Academic Facilitator and/or CPD Facilitator)
- Contact details of at least two referees

Duration of Engagement

Facilitators will be engaged on a need basis depending on programme requirements. Assignments may be short-term or periodic.



If you are interested, please submit your curriculum vitae with 2 references and a cover letter telling us why you believe you are the right person for the role.

CCBRT is an equal opportunity employer and encourages people with disabilities to apply. Please send your application via email to: recruitment@ccbrt.org. (selection process is ongoing so assessment might commence upon receipt of suitable applications)

Please indicate job reference number: 2026-11 | DEADLINE FOR APPLICATIONS: 17th April 2026

CCBRT does not request or accept money from applicants as part of its recruitment process.

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