

**Role title: English and School Education: Freelance Consultants**

**Location: Sri Lanka**

**Apply by: 11 June 2026**

### **Background and Context**

The British Council builds connections, understanding and trust between people in the UK and other countries through arts and culture, education, and the English language. We work directly with individuals to transform lives and with governments and partners to achieve long-term impact that benefits millions of people worldwide.

We help young people to gain the skills, confidence, and connections they are looking for to realise their potential and to participate in strong and inclusive communities. We support them to learn English, to get a high-quality education and to gain internationally recognised qualifications. Our work in arts and culture stimulates creative expression and exchange and nurtures creative enterprise.

Working in over 100 countries, we connect the best of the UK with the world and the best of the world with the UK. These relationships foster mutual understanding of shared strengths, challenges and values, building lasting trust even in complex or changing international contexts.

Founded in 1934, the British Council is a UK charity governed by Royal Charter and a UK public body. Further information is available at [www.britishcouncil.org](http://www.britishcouncil.org).

### **Programme Context – Sri Lanka**

The British Council English and School Education team in Sri Lanka delivers a range of programmes that support education reform, teacher development and English language learning. These include formal education initiatives (School Systems), teacher professional development programmes and other evolving projects within our broader portfolio.

The team works with government partners, schools, NGOs and education stakeholders to strengthen teaching quality, improve learning outcomes and support inclusive and sustainable education reform in Sri Lanka.

### **Opportunity Overview**

The British Council English and School Education team in Sri Lanka is recruiting freelance, locally engaged consultants to support the delivery of face-to-face, online and blended learning activities across a range of education programmes under the overarching theme of School Systems. These include formal education initiatives, teacher professional development programmes, and other innovative projects within our expanding portfolio.

This is an exciting opportunity for motivated professionals to contribute to education and skills development in Sri Lanka while further developing their own professional expertise. We welcome applications from individuals with experience in teaching, training, facilitation, coaching, learning and development, community engagement and related fields.

The role requires adaptable, resourceful and professional individuals who are confident working with diverse groups across a range of contexts. Consultants may be required to work in different locations across Sri Lanka and deliver activities both in-person and online, depending on project needs.

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We are particularly interested in individuals who:

- demonstrate strong communication and facilitation skills
- are digitally confident and comfortable using online learning tools
- actively engage in their own continuing professional development
- are committed to supporting high-quality learning experiences and positive educational change in Sri Lanka

This is a flexible, assignment-based consultancy role. Engagement opportunities will depend on project requirements, operational priorities, consultant suitability for specific assignments, availability, and partner or stakeholder needs. Inclusion in the consultant pool does not guarantee a minimum number of assignments or working days.

Engagement as a consultant does not create an employment relationship with the British Council. Consultants are engaged on an assignment basis and are responsible for managing their own availability.

### **Role of the Specialist Consultant**

Consultants will work with a range of stakeholders across multiple projects and represent the British Council professionally when undertaking assigned activities. Consultants will be required to maintain professional standards while undertaking assigned activities.

The role may include, but is not limited to, the following responsibilities:

#### **Delivery and Facilitation**

- Deliver teacher education and professional development programmes (online and/or face-to-face) in collaboration with government agencies, NGOs and other partners
- Support learner-centred, inclusive and high-quality training delivery aligned with British Council methodologies
- Contribute to the facilitation of workshops, training sessions and capacity-building activities

#### **Assessment, Monitoring and Selection**

- Conduct needs analyses using qualitative and quantitative approaches across different education contexts
- Conduct classroom observations, where required, to support programme implementation, monitoring, quality assurance and professional development activities.
- Support monitoring of participant learning, progress and engagement in training and field-based settings
- Support selection processes for teachers, trainers, master trainers and other programme participants, including interviews and assessments

#### **Materials and Content Development**

- Contribute to the development and adaptation of training materials (digital, audio-visual, print and blended formats)
- Develop resources for teachers, learners, trainers, administrators and policymakers as required
- Integrate Continuing Professional Development (CPD) principles into training design and delivery

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## **Monitoring, Evaluation and Reporting**

- Collect, analyse and collate monitoring and evaluation data
- Maintain accurate and up-to-date records of programme delivery and participation
- Contribute to interim reports, impact assessments and project documentation
- Produce briefings, presentations and written reports as required

## **Professional Practice and Engagement**

- Consultants are encouraged to engage in ongoing professional development, including British Council-supported opportunities
- Participate in planning meetings, orientations and project events as required for assigned work
- Collaborate with colleagues and project teams as required within assigned activities
- Represent the British Council professionally in all interactions with stakeholders, beneficiaries and partners
- Demonstrate a strong commitment to safeguarding, gender equality and inclusive practices, ensuring these principles are embedded across all consultancy assignments, stakeholder engagement and programme activities.

## **Standards and Expectations**

All consultants are expected to:

- Deliver training aligned with language and methodological needs identified through British Council needs analyses
- Adhere to British Council quality standards, safeguarding, gender and EDI, data protection and health and safety policies
- Adhere to British Council IT, data protection, and AI usage policies, ensuring appropriate, secure and responsible use of digital tools in all consultancy activities.
- Actively engage with and implement constructive feedback from British Council colleagues, peers and external stakeholders to support continuous professional development and quality improvement.
- Follow prescribed guidelines for materials development, reporting and documentation
- Complete assigned academic and administrative tasks within agreed timelines
- Assignment schedules will vary depending on project requirements, consultant availability, and assignment scope, and may include periods of intensive delivery
- Aim to achieve positive participant satisfaction, as measured through feedback and evaluation processes
- Demonstrate professional, collaborative and inclusive working practices in line with British Council values and expectations.

## 1. Reporting and communication

Consultants will report to the Project Coordinator and/or Project Manager, English and School Education, British Council Sri Lanka, as applicable to each assignment.

## 2. Qualifications and experience required

	Essential	Desirable
<b>Educational Qualifications</b>	<ul style="list-style-type: none"> <li>University degree or equivalent professional qualification/ experience in education, training, English language teaching, learning and development, communications, social sciences, management or related fields that can be verified by a certificate and/or a referee</li> <li>Demonstrated professional experience in training, facilitation, teaching, coaching, mentoring, or capacity building</li> </ul>	<ul style="list-style-type: none"> <li>Higher education qualification relevant to:               <ol style="list-style-type: none"> <li>Education</li> <li>English language teaching and learning</li> <li>Training and facilitation</li> <li>Learning and development</li> </ol> </li> <li>Internationally recognised qualifications in teacher training, facilitation, coaching, or learning and development (e.g. Cambridge CELTA/DELTA, Train the Trainer certifications, coaching qualifications, instructional design certifications)</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>English proficiency equivalent to CEFR C1 / IELTS 7.5 or above</li> <li>Strong presentation, facilitation, and interpersonal communication skills</li> <li>Ability to engage and motivate adult learners and diverse participant groups</li> <li>Strong digital literacy and confidence using online training tools and platforms</li> <li>Ability to adapt training content to varied learner needs and contexts</li> </ul>	<ul style="list-style-type: none"> <li>Experience working across diverse learning contexts including schools, higher education, NGOs, private sector, or community programmes</li> <li>Familiarity with learner-centred and participatory training methodologies</li> <li>Experience using digital learning platforms and blended learning approaches</li> </ul>
<b>Experience and commitments</b>	<ul style="list-style-type: none"> <li>Minimum 3 years' experience in teaching, training, facilitation, coaching, mentoring, or professional learning delivery</li> <li>Experience delivering workshops, training sessions, or capacity-building programmes for adults and/or young people</li> </ul>	<ul style="list-style-type: none"> <li>Two or more years of teacher training and/or trainer development experience</li> <li>Experience in formal roles related to:               <ol style="list-style-type: none"> <li>Teacher education</li> <li>Curriculum and materials development</li> <li>Educational leadership or</li> </ol> </li> </ul>

	<ul style="list-style-type: none"> <li>• Experience facilitating online and/or face-to-face learning using digital tools</li> <li>• Experience supporting participant engagement, reflection, and professional development</li> <li>• Demonstrated willingness to learn and engage with the Sri Lankan education context and project methodologies</li> <li>• Minimum availability of at least 30 working days per year</li> <li>• Willingness to travel to remote areas and deliver quality training with limited resources</li> </ul>	<p>management</p> <p>d. Academic quality assurance</p> <ul style="list-style-type: none"> <li>• Experience working with government, donor-funded, NGO, or large-scale education programmes</li> <li>• Experience in curriculum, instructional design, or learning materials development</li> </ul>
<b>Eligibility and legal requirements</b>	<ul style="list-style-type: none"> <li>• Applicants must have the legal right to undertake freelance/consultancy work in Sri Lanka for the duration of the contract.</li> </ul>	

### 3. How to apply

To apply for this consultancy opportunity, please complete the online application form using the link below:

<https://forms.cloud.microsoft/e/jqfwdnpzrz>

Applications will be reviewed against the published criteria, and shortlisted candidates will be contacted for the next stage of the selection process. Due to the volume of applications, only shortlisted candidates will receive further communication.

### 4. Criteria for evaluation

Candidates will be assessed against the following competency areas:

- Communication and facilitation competence, including English language proficiency and ability to engage diverse learner groups
- Pedagogical and andragogical competence, including learner-centred approaches and understanding of training and capacity development principles
- Digital and technical competence for delivering training in online and blended learning environments
- Relevant professional experience in education, training, facilitation, or related fields
- Professional behaviours, including adaptability, collaboration, teamwork, stakeholder engagement and commitment to continuous professional development

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Step 1: Applications will be reviewed against the published criteria, including relevant qualifications, experience, competencies and supporting references.

Step 2: Shortlisted applicants will be invited to participate in structured interviews aligned to the competency areas outlined above.

Step 3: Selected applicants will undergo reference checks and any other required due diligence processes in line with British Council policies.

Step 4: Applicants who successfully complete the earlier stages may be invited to participate in mandatory induction and training activities designed to familiarise consultants with British Council approaches, standards and project methodologies. Participation in training does not guarantee inclusion in the consultant pool or allocation of assignments.

Step 5: Inclusion in Consultant Pool. Final onboarding and inclusion in the consultant pool will be based on overall suitability, successful completion of the selection process, training outcomes, operational requirements and project needs.