

Position Title: Play Experience Systems Designer

At Intaspordia, our educational model is built around the seamless integration of play and technology, underpinned by the Kenyan CBE/CBC framework and a commitment to 21st-century skills. We believe that play is not a break from learning—it is learning itself.

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We are seeking a visionary and highly creative **Play Experience Systems Designer** to lead in the curating of play experience through, planning, execution, monitoring, and continuous innovation of our play-based learning ecosystem. This is not a co-curricular role. It is a **core operational position** that ensures that play—whether spontaneous, structured, or instructional—is not just present, but alive, measurable, and evolving across our pedagogical systems and entire school environment.

KEY RESPONSIBILITIES

Play Advocacy

- Champion play as a pedagogical right, ensuring it is recognized, protected, and practiced across all levels of the school—from lesson planning to leadership decisions.
- Shape and promote Intaspordia's unique play-based identity through public-facing materials, institutional narratives, and internal rituals that embed play into the school's culture.
- Lead institutional campaigns that raise awareness of play not as leisure, but as a cognitive, emotional, and social necessity—within the school and the broader educational community.
- Represent Intaspordia's play ethos in conferences, media, and academic or practitioner forums, positioning the school as a thought leader in play integrated progressive learning.
- Develop advocacy toolkits and language for teachers, parents, and staff to help them confidently explain, defend, and expand the role of play in everyday practice.
- Create strategic partnerships with organizations, researchers, and artists working in child rights, creative education, or community play—amplifying the school's voice through aligned networks.
- Document and share play practices that demonstrate how children's agency, voice, and rights are honored through playful learning—through blogs, talks, publications, or school showcases.
- Develop and uphold ethical guidelines for inclusive, accessible, and equitable play that reflect the rights of all children, regardless of background or ability.
- Work with the leadership team to ensure policies, timetables, assessments, and infrastructure decisions do not erode the time, space, and spirit of play.
- Support children as self-advocates for play, helping them articulate the value of play through councils, creative projects, or school-wide events.

Operations, Policy and Communication

- Systematically design and oversee all play-based experiences, ensuring alignment with curriculum goals and learner competencies.
- Develop a school-wide Play Strategy, anchored in our three play modalities: spontaneous, structured, and instructional and guided by our published play policy.
- Collaborate across departments to ensure play is integrated into lesson planning, classroom practice, and the whole school ecosystem programming.
- Train and coach staffs on animating play effectively in diverse environments—from classrooms to playgrounds to digital platforms.
- Lead the monitoring and evaluation (M&E) of play programs using both qualitative and quantitative metrics.
- Manage resources and innovation cycles, including procurement and prototyping of tools, games, and technologies that enrich play.
- Design safety protocols and inclusivity guidelines for all play-related activities and environments.
- Drive community engagement, working with parents, local artisans, and partner organizations to localize play through culture, storytelling, music, and traditional games.

REQUIRED QUALIFICATIONS

Core Disposition (Non-Negotiable Requirement)

- Deep passion for childhood as a unique and valuable stage of life—not just a preparatory phase for adulthood.
- Belief in play as central to learning, not as an extracurricular or reward, but as the core medium of growth and development.
- Naturally playful personality—comfortable with messiness, spontaneity, and the unpredictable nature of child-led exploration.
- Energized by children's curiosity, wonder, and imagination; sees their interruptions and questions as essential, not inconvenient.
- Fearless in experimenting with new ideas, formats, and approaches to play and learning design.
- Willing to let children experiment, fail, rebuild, and discover on their own terms within safe and meaningful boundaries.
- Sees mistakes and uncertainty as opportunities, not problems to be controlled.
- Trusts the learner—believes children are capable of constructing knowledge through self-directed play and exploration.
- More concerned with learning journeys than tidy outcomes; values process over performance.
- Fierce advocate of children's right to play and the obligation of institutions, policies and practices to honor and prioritize this right.

This disposition is the single most important qualification for this role. It is not optional and outweighs formal training, credentials, or experience. Applicants who can demonstrate this core-disposition will be given preference. They can always be trained for the rest of the qualifications.

Other Requirements:

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- A Tertiary training in Education, Child Development, Play Therapy, Design, Physical Education, or a related field.
- Minimum 5 years of leadership experience in play in education, , creative arts, child development, or innovation.
- Deep understanding of play theory and integration with CBC learning outcomes, and 21st-century education.
- Demonstrated ability to design, implement, and assess complex play programs involving multiple stakeholders.
- Strong training and facilitation skills. Experience coaching educators is a plus.
- Familiarity with digital platforms, LMS specifically MOODLE, gamification tools, and creative technologies used in learning.
- Excellent organizational, communication, and project management skills.

TO APPLY

Send your CV, a 1-page cover letter, and a portfolio and/or evidence of core disposition and your work in play, innovation, and learning design to info@intaspordia.com and copy Intaspordia@gmail.com.