



Terms of Reference (ToR)

Position: Tibetan Language Consultant

Start and End dates: Dec 1, 2025 to July 31, 2026

About O.L.E. Nepal

O.L.E. Nepal (Open Learning Exchange Nepal) is a social benefit organization dedicated to enhancing teaching-learning in schools through the integration of technology and to provide uniform access to quality educational materials across different geographic areas and socio-economic strata.

O.L.E. Nepal develops and distributes free educational content, trains teachers to integrate technology in classrooms, implements technology interventions in rural schools, and helps build local capacity in technology and education.

We are a team of social workers, educators, designers, developers, and individuals dedicated to leveraging technology to improve the quality of education in public schools across Nepal. To learn more about our team, visit: <https://olenepal.org/our-team/>.

About Hamro Ramailo Kathaharu

[Hamro Ramailo Kathaharu \(HRK\)](#) is a collection of 50 stories developed by O.L.E. Nepal, sourced directly from communities across Nepal, reflecting local culture, traditions, and experiences. These stories, combined with language games, are designed to develop emergent literacy skills, foster reading habits, and stimulate creativity and imagination in young learners. Currently available only in Nepali, the stories use audio-visual content, illustrations, and animations with interactive elements to help children listen to stories, decode words and sentences, learn vocabulary, and form words and sentences.

Building on this foundation, we are adding new stories to the collection, sourced from communities in Dolpo, Mustang, Dhangadhimai, Janakpurdham, and Lalitpur. These stories are meant to be culturally meaningful and rooted in local contexts, grounded in lived experiences, capturing the realities of daily life, nuances of community life, and the essence of their culture and traditions. These stories will also be available in multiple languages, including Nepalbhasa, Tibetan, Maithili, and English, providing rich, culturally grounded content to support early literacy and language development across diverse communities.

About the position

As part of O.L.E. Nepal's commitment to linguistic inclusivity and cultural preservation, we are expanding our Hamro Ramailo Kathaharu (HRK) collection by making both existing and newly developed stories accessible in multiple languages such as Tibetan, Nepalbhasa, Maithili and English. We are developing learning materials to support primary-level students in learning through their local languages. These materials are intended for young learners and are designed to be engaging, age-appropriate, and aligned with the national education standards.

We are seeking an experienced and culturally grounded Language Consultant to oversee the translation and adaptation of children's stories from the Hamro Ramailo Kathaharu (HRK) into Tibetan, ensuring linguistic accuracy and cultural authenticity. The consultant will primarily lead the development of foundational Tibetan language learning materials for primary-level students, including the creation of introductory lessons on the Tibetan alphabets and grammar. Key responsibilities also include developing a core vocabulary list, designing interactive activities to build listening, reading, writing, and speaking skills, and reviewing course content to ensure accuracy, clarity, and age-appropriateness.



General Responsibilities

- Assist in the translation of content into Tibetan language and review translated materials to ensure linguistic accuracy, consistency, and cultural authenticity.
- Serve as the lead language expert and guide the team on accurate, age-appropriate, and culturally relevant Tibetan language content.
- Review overall content for clarity, age-appropriateness, and educational value, providing feedback to ensure the quality of learning materials.
- Work closely with the content, design, and technical teams to ensure materials fit our educational goals and platform templates.
- Provide ongoing support on language rules, cultural context, and effective teaching strategies.

Specific Responsibilities

Content Development

- Lead and collaborate with a team of translators to translate children's stories, ensuring linguistic accuracy, cultural authenticity, and consistently high-quality standards.
- Develop foundational content for all Tibetan alphabets, including lessons on letter recognition and pronunciation, story-based narratives, vocabulary lists, and sentence practice exercises.
- Create a comprehensive word inventory for all letters of the Tibetan alphabet, prioritizing words suitable for primary-level learners.
- Develop materials to form and understand simple words and sentences, incorporating grammar features such as prefixes, suffixes, superscripts, subjoined letters, and tones.
- Design culturally appropriate sample stories and practice exercises that model the instructional style, format, and activities for listening, reading, writing, and speaking, using syllable structure, particles, and common verbs.

Curriculum Design

- Design a detailed curriculum framework for foundational Tibetan language learning, comparable in detail and structure to the government curriculum for English or Nepali.
- Identify key learning milestones, grammar points, vocabulary themes, and cultural elements across the curriculum span.
- Suggest scaffolded learning strategies for different grade levels.

Review and Quality Assurance

- Review and verify the correctness, age-appropriateness, simplicity, and contextual relevance of all Tibetan language content (e.g., 60 HRK stories). (*Deadline will be on a rolling basis, final round due: 31 July 2026*)
- Provide feedback and actionable revisions where necessary.
- Ensure consistency in spelling, usage, tone, and pedagogical soundness across all course materials.

Vocabulary List Development

- Develop a curated Tibetan language vocabulary list organized by themes and difficulty levels suitable for children.
- Suggest word categories (e.g., home, school, nature, feelings) that can be integrated into lessons and interactive activities.

Consultation & Communication

- Attend scheduled check-ins with the content team to provide input and clarify linguistic questions.
- Be available for ad-hoc consultations when issues related to language, grammar, or contextual accuracy arise.
- Participate and contribute to the dissemination sessions of content as required by the project.



Deliverables

- Translate and review of stories (approx. 60 stories) from the Hamro Ramailo Kathahru collection and similar course content
- Create content to recognize and pronounce Tibetan alphabets, including all 30 consonants and 5 vowels, focusing on matching sounds with symbols and correct pronunciation
- Build vocabulary/word inventory for all alphabets
- Develop materials to form and understand simple words and sentences, using grammar features like prefixes, suffixes, superscripts, subjoined letters, and tones
- Create activities and texts for listening, reading, writing, and speaking, such as short stories and basic conversations, using syllable structure, particles, and common verbs

Payment Terms and Work Modality

- Work Arrangement: The consultant will primarily work remotely, with periodic virtual meetings. In-person work sessions at the office and field visits may be required based on project needs and deliverables.
- Estimated Time Commitment: 8 months.
- Contract Value: The remuneration shall be released on a prorated basis based on completion of the assigned tasks as listed out in the deliverables: 20% on January 31, 2026; 40% on April 30, 2026 and 40% on July 31, 2026.

Qualifications & Experience

- Native or fluent speaker of Tibetan language with strong command of written and spoken forms.
- Experience teaching, translating, or developing content in Tibetan language, especially for young learners.
- Familiarity with Nepal's primary school curriculum and educational standards.
- Prior experience in curriculum design or language consulting preferred.
- Ability to work independently, meet deadlines, and communicate clearly in Nepali or English as needed.
- Strong cultural understanding as expressed through the Tibetan language, ensuring materials are contextually and linguistically appropriate.

Feel free to reach out to us if you have any questions.

O.L.E. Nepal is committed to creating an inclusive work environment and encourages applications from candidates of all backgrounds.