

Faryaal Khalid

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Education development professional with 6 years of experience across teaching, research, programme management, and training design. Track record of leading interventions from design to field implementation and scale, including UNICEF-partnered initiatives and consortium-based research with international university partners. Brings a rare combination of classroom-level insight, rigorous research practice, and operational experience across government, academic, and NGO contexts, with growing expertise in inclusive pedagogy and neurodiverse learning contexts.

Professional Development & Certifications

Teaching and Learning Enhancement Workshop (TLEW) 2025

Completed intensive faculty-level training in learner-centered pedagogy, BOPPPS lesson planning, micro teaching, and reflective practice; pre-requisite for Advance HE (UK) Fellowship.

Cambridge Academic English (CAE) | University of Cambridge 2023

Passed with an A grade and a C2 certification that proves native-like fluency.

TEFL 160 hours | University of Cambridge 2023

- TKT Module 1 (Background to Language Learning) completed with 3 bands.
- TKT Module 2 (Lesson Planning and Use of Teaching Resources) completed with 3 bands.
- TKT Module 3 (Managing the Teaching and Learning Process) completed with 4 bands.
- TKT Specialized Module- CLIL (Content Language Integrated Learning) completed with 4 bands.
- TKT Specialized Module- YL (Young Learners) completed with 4 bands.

Experience

Research Specialist, Aga Khan University – IED

Jan 2025 – Present

- Managed end-to-end delivery of a mixed-methods action research intervention across 2 government schools, overseeing resource planning, material development, field team coordination, and school partnerships for 300+ pre-primary students.
- Designed a sequential cohort study using a Child-to-Child peer learning model, training Grade 4 students to deliver 25 play-based literacy and numeracy sessions to pre-primary learners.
- Analysed baseline data to identify priority learning gaps, then used classroom observations, field notes, FGDs, and teacher interviews to run continuous adaptive implementation cycles.
- Assessed programme impact through a control vs. intervention group comparison using SPSS, complemented by qualitative analysis of interviews and focus group data.
- Developed all intervention materials from scratch, including session guides, assessment tools, and peer facilitator handbooks, structured for institutional adoption and replication at scale.
- Contributed to research reports and papers, and represented the project at national and international forums, translating findings for academic and development audiences.
- Built and managed onboarding systems, implementation protocols, and accountability structures across field teams and partner schools to ensure delivery fidelity.

Assistant Manager, Aga Khan University – IED

July 2024 – December 2024

- Managed the operational rollout of a Bachelor of Education programme from inception, coordinating activity planning, orientations for partner schools and teachers, and end-to-end programme execution across academic and administrative functions.
- Led onboarding of practicum schools, drafting MOUs, coordinating legal review and institutional approval, and managing the full school partnership process.
- Coordinated scholarship processes for enrolled students, managing documentation, tracking, and compliance.
- Developed practicum handbooks and onboarding systems to standardise placement processes and ensure consistency across partner schools.

- Served as primary liaison between institutional leadership, legal teams, partner schools, and external stakeholders to drive alignment and accountability.
- Developed the programme budget for the subsequent academic year.

Academic Support and Content Specialist, Aga Khan University – IED *September 2023 – June 2024*

- Delivered academic literacy instruction to postgraduate bridging students transitioning into MPhil programmes, supporting deficit course completion.
- Designed and facilitated external teacher development workshops representing AKU-IED, achieving 84% satisfaction rate, covering English language fluency and dynamic instructional strategies.
- Established and managed language clinics serving 30-40% of the postgraduate student body, providing tailored writing and language support across academic levels.
- Reviewed and edited MPhil and PhD theses across the cohort, strengthening academic writing and research quality at scale.
- Negotiated and signed an MOU with Ziauddin University to formalise a blog collaboration series, driving cross-institutional knowledge exchange and academic discourse.
- Managed communications portfolio including social media, event coverage, and author coordination, resulting in an increase in online engagement.

Visiting Faculty, Greenwich University *March 2022 – June 2024*

- Taught academic writing, communication, and linguistics courses.
- Improved student engagement and participation through adaptive teaching strategies and technology integration.
- Enhanced student language proficiency and learning outcomes through tailored instruction.

Visiting Faculty, University of Karachi *2021 – 2022*

- Developed course materials and instructional strategies aligned with learning objectives.
- Collaborated with faculty to strengthen curriculum design and delivery.

Research & Project Experience

Balochistan Student Learning Improvement Project – UNICEF

Co-Principal Investigator (Co-PI) *2023 – 2024*

- Led the English language workstream of a province-wide education initiative in collaboration with UNICEF and government stakeholders.
- Designed diagnostic assessments and led implementation across 70+ schools.
- Translated curriculum analysis into structured teacher training modules.
- Designed and delivered a cascade training model for 60+ master trainers, impacting 10,000+ teachers.
- Synthesised large-scale data into strategic recommendations for provincial education authorities.

Textbook Analysis for Diversity & Inclusion – Khyber Pakhtunkhwa (I-SAPS)

Research Lead, Language Team *2023*

- Led evaluation of primary English textbooks to assess gender and religious inclusivity.
- Contributed to evidence-based recommendations for curriculum improvement.

Training & Facilitation

English Language Pedagogy Training *June 2026*

MSB Badri School, Karachi, AKU-IED PDCK

Delivered a 3-day school-commissioned professional development programme for 30 primary teachers. Content covered play-based and activity-based methodology, reading strategy instruction, storytelling as a pedagogical tool, and formative assessment design, culminating in a structured micro-teaching session.

Facilitation Skills and Delivery Techniques: Training Needs Assessment *July 2025*

Aga Khan Agency for Habitat (AKAHP), Chitral

Led TNA design and implementation for a 2-day capacity-building programme for AKDN staff and volunteers in a Disaster Risk Reduction context. Developed assessment instruments, analysed pre/post learning data, and produced a formal training completion report with recommendations for future capacity-building.

Blog Writing for Research Dissemination

January 2025

AKU-IED MPhil Graduating Class

Designed and delivered a 3-hour workshop for postgraduate students on disseminating academic research through digital writing, covering audience engagement, storytelling strategies, and content optimisation for digital platforms.

English Language Teacher Training, Cascade Model

August – September 2024

UNICEF Balochistan Student Learning Improvement Project

Designed and delivered a cascade training model for 60+ master trainers with downstream reach to 10,000+ teachers across 70+ schools. Translated curriculum analysis into structured training modules aligned to provincial education priorities in collaboration with UNICEF and government stakeholders.

Faculty Development Programme

July 2024

Intellect School, Karachi

Designed and facilitated a 5-day professional development programme for school faculty covering lesson planning, instructional activity design, student confidence-building, and micro-teaching with structured peer feedback.

Team Harmony: Unleashing Potential through Jungian Approach

February 2024

AKU-IED Continuing Professional Education (CPE)

Designed and facilitated two cohorts of this workshop for faculty, administrators, and institutional team leads, exploring Jungian personality typology and its application to team communication, decision-making, and collaborative effectiveness.

Crafting Dynamic Activities for English Language Fluency

March 2024

AKU-IED Continuing Professional Education (CPE)

Designed and delivered a 3-hour workshop for primary teachers on developing resource-efficient, developmentally appropriate language learning activities, incorporating student-centred design and alternative formative assessment strategies.

Literacy Liftoff: Nurturing Young Minds from Early Years to Primary Success

February 2024

AKU-IED Continuing Professional Education (CPE)

Co-facilitated a workshop for parents and language teachers on reading development across early literacy to advanced comprehension stages, addressing instructional strategies, engagement barriers, and fostering sustained reading habits.

Education

MPhil in English (In Progress)

Iqra University (Expected 2026)

Thesis: Gamified learning to improve creative writing outcomes in neurodiverse learners, GPA: 3.75

Directly informs intervention design work in inclusive pedagogy and adaptive learning contexts.

Masters in English Linguistics (Distinction)

University of Karachi (2020)

Thesis: A comparative analysis of gender construction in Pakistani and Western media.

Bachelors in English Language

University of Karachi (2019)

Technical Skills & Core Competencies

Research & Analysis: Mixed-methods research design, SPSS, thematic analysis (Braun & Clarke), FGDs, structured interviews, classroom observation

Programme Management: Adaptive implementation, M&E framework design, indicator development, field team supervision, multi-site coordination

Communication & Dissemination: Report writing, policy briefs, academic writing, research presentation (national & international)

Teaching & Facilitation: Teacher training design and delivery, curriculum development, academic literacy instruction

Digital Tools: MS Office, Canva, SPSS, SmartPLS

Publications & Presentations

- Play-Based Learning for Foundational Literacy and Numeracy in Pakistan. Presented at 13th International Conference, AKU-IED.
- Inclusive Education in Practice: Insights from Pakistan. AKU-IED Blog.
https://www.aku.edu/iedpk/blog/pages/Post_Details.aspx?pid=81
- Baseline Assessment of School Readiness: Exploring the Potential for Play-Based Child-to-Child Learning in Low-Resource Contexts in Pakistan. Paper under review for publication.