Block 244, Plot 5151 Majid Musisi,
Kampala, Uganda
info@teachforuganda.org
www.teachforuganda.org

Job Title: Program Officer (STEM Education)
Reference No: TFU/25/009
Position: 04 Vacancies
Reporting to: Senior Program Officer
Duration: 1 Year (Renewable)

About Teach For Uganda

Teach For Uganda (TFU) is an indigenous non-profit organization dedicated to nurturing leaders who advance equitable access to quality education for children in low-income communities. Through a two-year teaching fellowship, we recruit, train, and place graduates from diverse academic backgrounds as full-time teachers in underserved schools to enhance foundational literacy, numeracy in primary schools and STEM (Science, Technology, Engineering, and Mathematics) skills in secondary schools, while fostering leadership development. Post-fellowship, our alumni become lifelong advocates for educational equity as community leaders, social entrepreneurs, and policy influencers. TFU currently impacts over 74,000 children across 147 schools in 10 districts: Kayunga, Mukono, Buikwe, Bugiri, Namayingo, Buliisa, Kibaale, Hoima, Kikuube, and Kagadi. With new funding, TFU is expanding to place top female university graduates in 80 government & private secondary schools in underserved communities, focusing on STEM education aligned with Uganda's competence-based curriculum.

Position Overview

The Program Officer (STEM Education) will play a pivotal role in supporting Teach For Uganda's mission by coaching and mentoring female fellows teaching STEM subjects in secondary and private schools. The role involves delivering pedagogical and leadership support to ensure fellows excel in implementing Uganda's competence-based curriculum, driving student achievement in STEM, and developing as transformative leaders. Program Officers will coach a cohort of 20 fellows, fostering their growth through regular classroom observations, feedback, and professional development. They will also build strong relationships with school leaders, communities, and local stakeholders to support fellows' impact and promote educational equity.

Key Measures of Success
- **Fellow Retention**: Maintain an optimal retention rate of female STEM fellows throughout the fellowship.

eth

Block 244, Plot 5151 Majid Musisi,
Kampala, Uganda
info@teachforuganda.org
www.teachforuganda.org

- **Student Academic Achievement**: Students of fellows demonstrate significant gains in STEM subjects, achieving a rating of compliant or higher on the assessment rubric.
- **Fellow Leadership Growth**: Develop fellows' leadership skills, as per the fellow leadership development rubric, and evidenced by their successful placement in high-impact roles post-fellowship, advocating for STEM education and equity.

Performance Objectives

Fellow Coaching and Management (35%)

- Coach a cohort of 20 female fellows teaching STEM subjects by conducting bi-weekly classroom observations, providing tailored feedback on instructional techniques, classroom management, and competence-based curriculum delivery.
- Model effective STEM teaching practices, share best practices, and provide resources to enhance fellows' ability to teach Science, Technology, Engineering, and Mathematics.
- Conduct weekly check-ins and reflections to support fellows' professional growth and adaptation to rural school settings.
- Foster a strong team culture among fellows, mentoring them to transition into alumni who advocate for STEM education and equity.
- Support fellows in setting and tracking long-term leadership and student achievement goals, with a focus on STEM competencies.

  - Collaborate with the Senior Program Officer and other Program Officers to address challenges, share solutions, and enhance team effectiveness.
- Program Design for STEM Education (30%)
  - Design and facilitate training sessions focused on STEM pedagogy and Uganda's competence-based curriculum during pre-service, in-service, and leadership development programs.
  - Collaborate with the Design and Training Coordinator to develop engaging, hands-on STEM training content that equips fellows to deliver inquiry-based and practical learning experiences.
  - Plan and manage logistics for training programs, ensuring alignment with STEM education goals and competence-based curriculum standards.
  - Guide fellows to organize STEM-focused activities, such as science fairs, coding workshops, or math challenges, to enhance fellows' and students' engagement.
- Stakeholder Engagement (20%)

Block 244, Plot 5151 Majid Musisi,
Kampala, Uganda
info@teachforuganda.org
www.teachforuganda.org

- Build and maintain strong relationships with head teachers, school management committees, teachers, students, parents, and community leaders to support fellows' integration and impact in schools.
- Act as the primary liaison between placement schools and TFU, ensuring effective communication and collaboration.
- Engage local government leaders and development partners to promote STEM education initiatives and advocate for equitable education.
- Compile and submit monthly progress reports to local government leaders, highlighting fellows' impact on STEM learning outcomes.
- Vision, Goals, and Strategy Setting (10%)
  - Support fellows in setting and tracking goals for their leadership development and student STEM achievement, aligned with the competence-based curriculum.
  - Collaborate with the Senior Program Officer to establish monthly goals, reflect on progress, and enhance fellows' effectiveness in STEM classrooms.
  - Guide fellows in creating personal development plans, with monthly progress reflections.
- Impact Assessment and Solution Development (5%)
  - Use the fellow rubric to assess individual fellows' needs and provide differentiated support to strengthen their STEM teaching.
  - Analyze student performance data in STEM subjects to guide fellows in improving instructional effectiveness.
  - Collect and analyze data using the fellow tracker to measure classroom impact and student achievement in STEM.
  - Conduct cohort health surveys and collaborate with the Monitoring and Evaluation team to assess program effectiveness and address challenges.

Minimum Requirements

- Bachelor's degree in Education, a STEM-related field (Science, Technology, Engineering, Mathematics), or a related field from a reputable university.
- 3-5 years of full-time teaching experience in STEM subjects at the secondary school level, with demonstrated expertise in Uganda's competence-based curriculum (CBC).
- Experience coaching or mentoring teachers or tutors, with a focus on STEM education.
- Proven ability to design and facilitate STEM-focused training sessions.
- Strong understanding of Uganda's secondary school competence-based curriculum, particularly for STEM subjects.

Block 244, Plot 5151 Majid Musisi,
Kampala, Uganda
info@teachforuganda.org
www.teachforuganda.org

- Ability to analyze data and use it to drive instructional and leadership decisions.
- Deep alignment with Teach For Uganda's mission, vision, and core values.
- Valid motorcycle riding license and ability to ride (mandatory).

Preferred Competencies

- Exceptional written and verbal communication skills.
- Strong attention to detail to ensure high-quality training and support materials.
- Expertise in STEM pedagogy, including inquiry-based learning, practical applications, and student-centred approaches.
- Strong organizational, prioritization, and collaborative skills in a fast-paced, results-oriented environment.
- Ability to foster teamwork and build productive relationships with diverse stakeholders.

What We Offer

- Competitive salary and benefits package.
- Opportunities for professional development in STEM education and leadership.
- A collaborative, dynamic, and values-driven work environment.
- The opportunity to transform STEM education in underserved communities in Uganda.
- A supportive team committed to children, learning, excellence, and collaboration.
- Membership in a global network of changemakers dedicated to educational equity.

TFU Competencies (for all TFU Staff)

- Put Children First in all actions and decisions.
- Embrace a Quest to Continuously Learn.
- Practice Humility and Respect for all.
- Foster Teamwork to achieve collective goals.

How to Apply:

Please email your resume with 3 professional referees and a one-page cover letter to careers@teachforuganda.org. Please indicate the position applied for in the subject line of your email by **06th June, 2025.** Your cover letter should include why you are interested in Teach For Uganda and in this position. Only short-listed candidates will be contacted. For more information about Teach For Uganda, visit us at www.teachforuganda.org

Note: *Teach For Uganda is an equal opportunity employer and encourages applications from qualified female candidates passionate about advancing STEM education in underserved communities.*