



Title: Leadership Development Coordinator

Positions: 1

Reporting to: Head of Programs

Contract duration: 1 year (renewable)

Duty station: Central Uganda.

About Teach For Uganda

We are an indigenous nonprofit organization that nurtures leaders who advance access to quality education for children in low-income communities in Uganda through a two-year teaching fellowship.

At Teach For Uganda (TFU), we believe that when our children are 25 years old they will have attained the highest level of Education. They will have acquired leadership and entrepreneurial skills that empower them to access and create opportunities, they will persevere in the face of adversity and mobilize communities to solve their own challenges. They will be responsible, honest, empathetic and reliable leaders with a sense of purpose who will inspire the next generation to greatness. We currently operate in 7 districts i.e., Mukono, Bugiri, Namayingo, Buikwe, Mayuge, Namutumba and Kayunga.

Position overview

The Leadership Development Coordinator will manage, support and train the Leadership Development Officers (LDOs), and responsible for their development and growth in ensuring that Fellows succeed in the classroom and as Alumni.

Roles and Responsibilities

Vision, goals and strategy setting (10%)

- Create and effectively execute the strategy for improving Coach and Fellow effectiveness to achieve expected student learning outcomes
- Support LDOs in setting visions, long-term goals and benchmarks for their own leadership development, fellow growth and student achievement
- Collaborate with the Training Coordinator (TC) to reflect on progress towards goals, continuous professional development and effectiveness of the team

Program Design and management (30%)

- Collaborate with the TC to plan and execute a 4-week residential teacher training for fellows and track progress to qualify for Fellowship placements.
- Design a coach handbook to guide the LDOs in executing their duties.
- Continuously explore innovative and effective coaching approaches and leadership styles.
- Collaborate with the TC to design a training curriculum for LDOs
- Develop a comprehensive plan for Fellow placement and management during teaching practice and placement for 2 years.
- Organize and conduct quarterly reviews and planning meetings with LDOs.

Team Leadership and Management (30%)

- Oversee the coaching and mentorship sessions to Fellows by LDOs
- Be a point of escalation for issues around performance, grievances, and conflict resolution with LDOs and Fellows

To nurture leaders who are committed to advancing equitable access to quality education in low-income communities.



- Conduct coaching observations and model world-class coaching practices.

Stakeholder management (10%)

- Develop and maintain external partnerships with district authorities, NGOs, and Schools.
- Support the school placement process for the region by conducting inception and review meetings with school leaders.
- Work with the Training Coordinator to facilitate teacher and head teacher trainings.
- Compile and furnish monthly program progress reports to the DEOs and CAOs to enhance visibility and for accountability purposes
- Participate in sector coordination meetings with the local government and other development partners.

Impact assessment and solution development (15%)

- Support the LDOs to conduct an accurate diagnosis of their fellows and categorize them according to the 4 levels of development.
- Assess the growth and development of LDOs based on the LDO rubric
- Work with Monitoring Evaluation Accountability and Learning to develop tools and regularly collect data to measure program impact on fellows, students, teachers and head teachers

Cross functional Support (5%)

- Support the Recruitment Selection and Matriculation (RSM) team with selection of the best candidates for the Fellowship program.
- Provide support in matriculation by speaking to Fellows about any queries / doubts they may have regarding the fellowship
- Support the partnership team by sharing monthly success stories of impact.

Education and Experience:

- Bachelor's degree in Education or related field from a reputable University.
- A Post Graduate Diploma in a related field is an added advantage
- 5+ years' experience in implementing teacher professional development interventions
- Management and coaching experience, highly desired.
- 5+ years of classroom experience.
- Ability to ride a motorcycle and he/she should be in possession of a valid driving/riding license