
Job Title: Program Officer

Reference No: TFU/25/016

Position: 06 Vacancies

Reporting to: Program Manager

Duration: 1 Year (Renewable)

Duty Station: Uganda

About Teach For Uganda

We are an indigenous non-profit organization that nurtures leaders who are committed to advancing equitable access to quality education for children in low-income communities in Uganda through a two-year teaching as collective fellowship. We recruit, train and place graduates from varied academic backgrounds to serve as full-time teachers (fellows) in underserved primary schools to improve foundational literacy and numeracy skills for children while developing their leadership skills. Post fellowship, our alumni become lifelong advocates of quality education as community leaders, social entrepreneurs, and policy influencers collectively addressing the systemic challenges that hinder children from fulfilling their potential. Teach For Uganda (TFU) currently operates in 10 districts i.e. Kayunga, Mukono, Buikwe, Bugiri, Namayingo, Buliisa, Kibaale, Hoima, Kikuube, and Kagadi; impacting over 74,000 children in 183 schools

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, coaching, training and professional development. They will also build strong relationships with school leaders, communities, and local stakeholders to support fellows' impact and promote educational equity.

Performance Objectives

Fellow Coaching and Development (40%)

- Coach and support a cohort of 20 Fellows teaching STEM subjects in secondary schools through weekly classroom observations and one-on-one coaching sessions.

-
- Guide the fellows in developing their personal and leadership goals and track their progress.
 - Provide tailored feedback on pedagogy, classroom management, and CBC-aligned instructional practices.
 - Facilitate professional development trainings, learning communities, reflective sessions, and peer-learning opportunities among Fellows.
 - Guide Fellows in setting classroom goals, including tracking student progress and their personal leadership goals.

2. Field Monitoring and Program Implementation (25%)

- Conduct regular school visits to monitor program fidelity, classroom engagement, and student progress.
- Identify implementation challenges early and provide on-site problem-solving support.
- Document field insights, share learnings with the Program Manager, and contribute to program improvement plans.
- Support smooth coordination of all termly and end-of-year activities, including assessments, head teacher meetings, and school-based events.

3. Impact Assessment and Learning Loops (20%)

- Maintain and regularly update the Fellow database with accurate records of coaching, assessments, and student progress.
- Collect, verify, and submit timely data on Fellow performance and program activities.
- Use data to identify trends and guide Fellow coaching or program adjustments.
- Collaborate with M&E to ensure high-quality reporting and learning loops.
- Support fellows to troubleshoot M&E related issues.

4. Stakeholder Relationship Management (15%)

- Build and maintain strong relationships with headteachers, school management committees, and community leaders.
- Represent TFU professionally at district or school meetings.
- Facilitate community support for STEM learning initiatives and Fellow activities

Required Qualifications and Experience



**TEACH
FOR UGANDA**

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

-
- Bachelor's degree in education or a STEM-related field
 - At least 3+ years of teaching experience in STEM at secondary school level, strong understanding of Uganda's Competence-Based Curriculum (CBC) and ability to travel frequently.
 - Proven experience coaching, mentoring, or training teachers in STEM or education programs.
 - Experience working in non-profit setting preferably in the education sector.
 - Ability to collect, analyze, and use data for decision-making and reporting.
 - Strong relationship building, communication, and facilitation skills
 - Experience working in a rural setting

Core Competencies

- Coaching
- Pedagogy expertise
- Leadership development
- Planning and Organization
- Analytical skills
- Communication and relationship building
- Coordination
- Commitment to TFU's Vision and Values

What We Offer

- Competitive salary and benefits package.
- Opportunities for professional development in education and leadership.
- A collaborative, dynamic, and values-driven work environment.
- The opportunity to transform 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:



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

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 October 23rd, 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 education in underserved communities.*