



Block 244, Plot 5151 Majid Musisi,  
Kampala, Uganda  
[info@teachforuganda.org](mailto:info@teachforuganda.org)  
[www.teachforuganda.org](http://www.teachforuganda.org)

**Title:** RSM Officer

**Reporting to:** RSM Manager

**Contract duration:** Short term (September – November 2024)

**Duty station:** Head Office with a significant amount of travel to universities and districts across the country.

### About Teach For Uganda

We are an indigenous non-profit organisation 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. TFU currently operates in 10 districts i.e. Kayunga, Mukono, Buikwe, Bugiri, Namayingo, Mayuge, Namutumba, Hoima, Kikuube and Kagadi; impacting over 74,000 children in 183 schools.

### Position Overview

Our recruitment department seeks a highly motivated, creative, persuasive individual to support the recruitment, selection, and matriculation of Fellowship applicants into our innovative Fellowship program. The candidates must be able to build relationships at Ugandan universities, districts, and with other relevant stakeholders. They will adopt a sales and marketing approach to compel talented individuals to apply to the TFU Teaching as Collective Leadership Fellowship Program, and build a movement at campuses to ensure that Teach for Uganda successfully matriculates excellent fellows.

### Performance Objectives

#### Stakeholder Engagement (40%)

- Establish, foster, and maintain added-value relationships with important networks at assigned districts and universities - including lecturers, staff, student leadership, cultural societies, and campus-based student Officers - through clear communication plans which engage key stakeholders with Teach For Uganda's vision.
- Identify and empower campus ambassadors to support our campus recruitment efforts to achieve our recruitment goals.
- Execute the set recruitment goals and drive all partners - including campus-based student Officers - toward achieving them.

### **Campus Engagement (30%)**

- Build a strong brand on campus for Teach For Uganda and target districts – expertly and knowledgeably promoting the Teaching As Leadership Fellowship Program to all students, finalists, and recent graduates from assigned universities and districts.
- Identify key talent at assigned universities, districts and youth organizations and influence good-quality candidates to engage with Teach For Uganda’s vision.
- Build a Teach For Uganda movement across first and second-year talent pools at target universities to ensure the sustainable future growth of the organization.
- Coordinate resources for assigned universities and maintain detailed records of campus activity.
- Cultivate potential talent and incoming participants through events, regular telephone calls, and meetings.
- Maintain candidate contact throughout the recruitment process, and update records of contact made with prospective candidates.
- Support the Head of Recruitment to build a sense of community within the incoming cohort through events and relationship management.

### **Marketing and Branding (30%)**

- Lead and execute sections of the recruitment campaign to achieve ambitious application targets.
- Execute marketing strategies designed to influence public perception of the TFU brand.
- Organize and/or support effective execution of recruitment events by providing logistical coordination and conducting attractive publicity campaigns.
- Provide administrative support including, but not limited to: conducting relevant research; tracking all aspects of campaign progress, and maintaining all databases.

### **Key Skills, Knowledge and Competencies:**

- Exceptional relationship-building skills - the ability to establish effective working relationships with people of all working styles, backgrounds, industry experience, etc.
- Persuasive communication skills, compelling presentation skills, and the ability to articulate our vision passionately.
- Creativity and innovation to devise solutions to effectively market the Teaching As Leadership Fellowship Program
- Collaborative nature as well as ability to work independently to meet deadlines
- Results-driven and goal-oriented approach with a drive to exceed aspirational targets



Block 244, Plot 5151 Majid Musisi,  
Kampala, Uganda  
[info@teachforuganda.org](mailto:info@teachforuganda.org)  
[www.teachforuganda.org](http://www.teachforuganda.org)

- Ability to analyze data, draw accurate conclusions and devise/implement solutions
- Strong organizational skills and the ability to assess, prioritize and manage a varied workload
- Self-starter with initiative, confidence, drive, and flexibility to deal with unexpected situations or last-minute changes in a dynamic organization
- Ability to effectively use various social media platforms to engage a large audience
- Knowledge and experience of Ugandan university structure, calendar, organization.

### Education and Experience

- A Bachelor's degree in any relevant field of study from a reputable university in Uganda
- Experience in marketing and sales is preferable

**TFU Competencies (for all TFU Staff):** We want you to apply if you:

- Put **Children First** at the center of everything you do.
- Possess a **Sense of Possibility** and invest above and beyond what's expected of you
- Have the quest to **Continuously Learn**
- Exercise **Humility and Respect** for all
- Are able to exercise **Teamwork**

### How to Apply:

Please email your resume with 3 professional referees and a one-page cover letter to [jobs@teachforuganda.org](mailto:jobs@teachforuganda.org). not later than **30<sup>th</sup> August, 2024**. Please indicate the position applied for in the subject line of your email. 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](http://www.teachforuganda.org)