
Title: RSM Officers

Ref No: TFU/2022-007

Positions: 2

Reporting to: RSM Coordinator

Contract duration: 1 year (renewable)

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

About Teach For Uganda

Teach For Uganda (TFU) is a locally-rooted and globally-informed leadership development organization that leverages the power and knowledge of promising future leaders to ensure that one day, all children in Uganda will attain an equitable quality education, enabling them to thrive in constantly changing economies. We nurture leaders who are committed to advancing equitable access to quality education in low-income communities through our flagship 2-year fellowship program that attracts graduates from varied academic backgrounds to serve as full-time teachers in underserved primary schools to improve foundational literacy and numeracy skills for kids 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. We currently operate in 4 districts i.e., Luweero, Mayuge, Namutumba and Kayunga with 83 partner schools, 198 fellows and 32 Alumni.

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, and with other relevant stakeholders. They will adopt a sales and marketing approach to compel talented individuals to apply to the TFU Teaching As 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 universities - including lecturers, staff, student leadership, cultural societies, and campus-based student volunteers - 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 volunteers - towards achieving them.

Campus Engagement (30%)

- Build a strong brand on campus for Teach For Uganda – expertly and knowledgeably promoting the Teaching As Leadership Fellowship Program to all students, finalists, and recent graduates from assigned universities.
- Identify key talent at assigned universities 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
- 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 Core Values

- **We put Children first:** We put children at the center of everything we do and we work tirelessly to provide for them meaningful experiences that allow them to realize their fullest potential.
- **Sense of possibility:** We believe that nothing is impossible and we work hard to achieve our goals above and beyond what is expected of us.
- **Constantly learning:** It is only through learning that growth is achieved. We encourage reflection and appreciate feedback as a practice, constantly searching for new knowledge from books, research and articles to deepen our understanding and bring innovation to various aspects of our work.
- **Humility and respect:** We treat each other with dignity and respect, appreciate each other's strengths, perceptions and experiences and acknowledge our own limitations. We value our relationship with communities, leaders, schools and parents and constantly engage them to advance our work of providing an excellent education to all children.
- **Teamwork:** We support and challenge one another, work cooperatively with enthusiasm and appreciation, respect each other's views and make our work environment fun and enjoyable.
- **Pursuit of Excellence:** It takes commitment to deliver quality service and each day we strive to be the best in our work, culture, relationships, and innovations.

Application Process

Please email your resume and a one-page cover letter to jobs@teachforuganda.org by **19th December, 2022**. Please indicate the position applied for in the subject line of your email. Your cover letter should be no longer than one page and should answer the following questions:

- 1) Why are you interested in Teach For Uganda?
- 2) Your goal is to get 500 talented graduates to apply for the TFU fellowship by January 2021. Design a recruitment strategy that will enable you to achieve that goal.

Only short-listed candidates will be contacted. For more information about Teach For Uganda, visit us at www.teachforuganda.org