

JOB DESCRIPTION:

HEAD OF TRAINING AND SUPPORT

*Only short-listed candidates will be contacted.

Title: Head of Training and Support

Reporting to: COO

Start Date: Immediate

Contract duration: 2 years (renewable)

Application Deadline: open until position is filled

About Teach for Uganda

At Teach For Uganda (TFU), we believe that every child in Uganda, regardless of their socio-economic background, deserves an opportunity of an excellent education. Our mission is to build a movement of diverse and capable leaders who will end education inequity in our country. We recruit, train and place top university graduates and young professionals in high need primary schools across rural Uganda to serve as full-time teachers committed to transforming the education outcomes of less-privileged children through significantly improving their achievements and aspirations in a 2-year Teaching As Leadership Fellowship.

Through the highly selective, highly rigorous fellowship, participants (fellows) develop critical knowledge and first-hand understanding of the education system in Uganda and the challenges it faces. With intensive training and support from TFU, fellows help transform the lives of their students while enhancing their own leadership skills. Alumni of the program (and, over time, their students) will become the next generation of Ugandan leaders in education, business, non-profits, medicine, law, government, journalism and other fields. Informed by their experience, they will work from inside and outside the education system to affect the fundamental changes necessary to ensure quality and equitable education for all children. Our inaugural cohort of 14 fellows are already working as full-time teachers in 8 UPE schools in Luwero district.

As a growing, non-profit organization working towards an ambitious goal in a challenging environment, we are looking for an exceptional individual who embodies our core values, is self-driven, a strategic thinker and skilled manager to add to our dynamic staff and help fulfill our mission.

Our Core Values

- **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's only through learning that growth is achieved. We encourage reflection and appreciate feedback as a practice, constantly search 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.

Position Overview

The Head of Training & Support is a one-of-a-kind position that provides an unparalleled opportunity for the right individual to play an important role in developing Uganda's future leaders and transforming the lives of thousands of students in Uganda. Teach For Uganda is looking for a highly experienced individual who has a passion for building a young and dynamic team that will train and support our fellows to become exceptional leaders in the classroom and beyond. The individual must be a strategic thinker, an outstanding relationship builder, and a skilled manager who can lead a team to achieve ambitious results in an entrepreneurial environment. S/he will lead and manage a team of 3 Leadership Development Officers (LDOs) who will work closely with 64 Fellows throughout their two-year commitment, helping them to dramatically impact student achievement levels in the classroom, and cultivating them to become future

leaders across various professional sectors as alumni of the Fellowship. The Head of Training & Support will have the opportunity to shape team and fellow cultures, design and execute fellow training programs, measure program impact and innovate in the areas of teacher coaching/mentoring and leadership development. The Head of Training & Support is also a member of Teach For Uganda's Senior Leadership Team and will have the opportunity to help steer the overall direction of the organization.

Performance Objectives

Strategic Vision and Direction (20%)

- Create vision for participant impact, learning & leadership (including refining existing student outcomes and leadership competencies)
- Co/develop key metrics to monitor and/or measure student, participant and cohort outcomes
- Determine the strategic priorities of the training and support team

Program design and Execution (35%)

- Design and sequence overall training and ongoing support structures and key learning experiences to cultivate Fellow leadership
- Directly contribute and support team in design and facilitation of excellent teacher training and leadership development
- Secure, modify and/or create a range of resources and tools to boost program aims (e.g., curricular and coaching resources, etc.)
- Develop, strengthen & maintain external partnerships (e.g., universities, district, schools, NGOs etc.) to inform, complement and enhance training and support
- Research innovative and effective pedagogy and curriculum to inform and improve existing training curriculum
- Plan and execute a 6-week residential training for fellows

Team Leadership and Management (30%)

- Actively source, hire and onboard training and support team
- Provide ongoing management to ensure team sets ambitious goals, regularly reflects on progress & adjusts as needed to meet them
- Coach and develop all team members to grow their own skills and leadership to meet program outcomes
- Foster strong team culture to ensure team satisfaction, retention and effectiveness
- Develop and maintain team structures, division of labor and budget that will best accomplish program aims
- Oversee communication to Fellows through examples such as Newsletters, Training Calendar updates and administrative items

Organizational Leadership (15%)

- Serve as member of senior leadership team to strengthen alignment, effectiveness and culture across the organization
- Contribute actively to a range of critical cross-functional projects
- Champion training and support efforts internally and externally to gain support and champions across stakeholders

Education and Experience:

- Bachelor's or Master's degree from a reputable University
- 5+ years providing professional training in education
- Experience designing content for teacher training and leadership development
- More than 2 years of working experience as a professional teacher

Preferred skills, Knowledge and Abilities

- Deep knowledge of and experience in leadership development and/or adult learning theory and practice
- Excellent vision-setting, strategic thinking and project management ability
- Outstanding track record of achievements and ability to operate with urgency and sense of possibility in a fast-paced environment

TEACHFORUGANDA

Developing leaders to expand educational opportunities to all children in Uganda.

- Comprehensive knowledge of excellent teaching and leadership development and understanding of how to translate this into training content
- Exceptional interpersonal and communication skills and flexibility to work in a cross-cultural environment
- Ability to develop and cultivate relationships and networks to achieve results
- Proven ability to coach and develop team members toward achieving ambitious and measurable Outcomes
- Deeply understands the mission of Teach For Uganda and strongly believes that every child can learn and achieve high results.
- Desire to work in fast-paced, results-oriented culture
- Ability to analyze and synthesize data
- Enjoyment of travel and opportunity to work 'on the go' in rural areas

Compensation

Salary is very attractive and commensurate with experience

Application Process

Please email your resume with 3 professional referees and a one-page cover letter to jobs@teachforuganda.org. 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 and should answer the following question: Do you believe all children have the potential to achieve? Why/why not?

For more information about Teach For Uganda, visit us at www.teachforuganda.org.