

Title: Head of Alumni

Reporting to: Chief Operations Officer

Start date: Immediate

Contract duration: 2 years (renewable)

Application deadline: Open until position is filled

Location: Kampala

About Teach For Uganda

Established in 2016, Teach For Uganda is inspired by the vision that one day, all children in Uganda will attain an excellent education. Teach For Uganda takes a unique approach to eliminating educational inequity by recruiting Uganda's most promising future leaders into the movement. We recruit, select, train, and support outstanding Ugandan graduates to deliver a quality education in high need rural communities.

In the short term, Teach For Uganda's Fellows are placed in full-time, two-year teaching commitments at under-resourced government-aided primary schools, where they meet the pressing need for exceptional educators. In the long term, Teach For Uganda supports its alumni - equipped with the experience, conviction, and insight that comes from leading children to fulfill their potential - to be a force for change, working from across sectors to expand educational opportunity.

Teach For Uganda 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

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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 co-operatively with enthusiasm and appreciation, respect each other's views and make our work environment fun and enjoyable.

Position overview

The Head of Alumni is responsible for cultivating a movement of Teach For Uganda alumni – former teaching Fellows – who are dedicated to advancing the cause of educational equity in the long run. The Head of Alumni will support 70 Fellows to catalyze their leadership and long-term impact. H/She will focus on leadership and professional development, facilitating Fellows and Alumni to embark on high impact path ways and empowering their continuous endeavors towards expanding educational opportunities for all children in Uganda.

Teach For Uganda seeks a visionary and highly strategic individual for this position. The Head of Alumni will be responsible for setting the vision for alumni leadership, developing strategic partnerships that maximize alumni impact, and build a community of alumni leaders across diverse sectors. H/she will also ensure that alumni remain connected to Teach For Uganda's mission and access high impact opportunities that maximize their leadership potential.

Performance objectives

Set alumni vision, goals and strategy (15%)

- Co/develop vision, goals and long-term strategy for alumni impact at school, district and system levels and alumni engagement with Teach For Uganda
- Create strategies to encourage and engage alumni to support Teach For Uganda's external communication, advocacy, fundraising, training and leadership activities and recruitment strategies
- Implement systems to measure alumni impact and use the data and analysis to provide feedback on the design of the Leadership Development Program so that its objectives and outcomes are closely aligned with the vision for alumni impact
- Implement evaluation tools to measure the success of the alumni communication and engagement strategy

Provide fellow and alumni leadership and professional development (30%)

- Develop strategy and plan for career and professional development for fellows and alumni that accelerate their leadership and deepen their understanding of educational inequity and long-term solutions

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- Plan and execute second-year fellow retention plan, including meeting with all second-year fellows to determine their aspirations, matching them with opportunities, and creating innovative ways to provide development through their career search process
- Identify post fellowship career options and connect alumni to strategic opportunities that enable their long-term impact, including cultivating alumni for full-time staff positions at Teach For Uganda
- Plan and deliver various workshops, trainings and events, including networking opportunities with external partners, alumni induction ceremony fellow and alumni events, alumni annual conference etc.

Build a strong alumni community in Uganda (30%)

- Create and sustain an alumni culture that inspires alumni to mobilize around issues of justice and equity and develop annual and quarterly plans for alumni involvement
- Lead communication and outreach to alumni through social media, email, digital platforms, events and networking opportunities
- Design physical and virtual spaces to allow for collaboration and community building between alumni in classrooms and those working in other sectors
- Create opportunities for alumni to support organization and mission

Cross team collaboration and stakeholder management (25%)

- Identify, develop and manage relationships with external partners that benefit alumni career and professional development and further their commitment to the mission, including graduate schools, school districts, governments, businesses, non-profit organizations, etc.
- Collaborate with other functional teams to ensure aligned approach to fellow and alumni development and engagement prior to, during and beyond their fellowship

Minimum requirements:

- Excellent vision and strategic thinking and planning ability
- Exceptional communication skills and ability to inspire and galvanize others to take action towards ambitious goals
- Exceptional interpersonal and relationship building skills
- Proven ability to develop and leverage relationships and partnerships to achieve concrete goals

Preferred Qualification

- Bachelor's degree in a relevant field required, Master's degree preferred

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www.teachforuganda.org

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- Minimum 5 years of professional experience and management
- Experience in leadership/professional development
- Record of success in cultivating and building partnerships in Uganda
- Strong understanding of and passion for the organization's vision/mission
- Extensive knowledge of the educational landscape in Uganda
- Outstanding track record of achievements and ability to operate with urgency and sense of possibility in a fast-paced environment
- Ability to lead a team to execute on a multi-year vision; as the organization scales
- Ability to collect, analyze and use data to define opportunities and challenges and draw conclusions

Compensation:

Salary is competitive and commensurate to experience.

How to apply:

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.

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