



## Position Overview

Educate!, a fast growing, non-profit social enterprise, is seeking to hire talented, influential and enthusiastic individual to fill the **Head of National Programs** position, as we move towards our vision for 2024 of reaching one million youth annually across ten countries in Sub Saharan Africa. The Head of National programs will support the Deputy Country Director in developing the government partnership strategy, national programs oversight, and policy and partnership development important to the alignment of the Educate! Model to the government policies, structures and reforms. This will encompass aligning Educate! Model to government systems.

### About Educate!

[Educate!](#) works to transform education in Africa to teach youth to solve poverty for themselves and their communities.

Educate! provides youth with skills training in leadership, entrepreneurship and workforce readiness along with mentorship to start real businesses at school. Our model is delivered through practically-trained teachers and youth mentors. Educate!'s goal is to make this practical, skills-based model part of national education systems.

In 2017 we launched in Kenya, worked in 120 secondary schools in Rwanda and 450 schools in Uganda (15% of the country) reaching over 25,000 students intensively and 360,000 more broadly. Our model was proven to have massive impact in a randomized controlled trial. Graduates earned DOUBLE the income of a control group and had a 64% increase in business creation. Our graduates change their lives and their communities, such as [Lillian Aero](#) who employs over 100 AIDS-affected women.

In 2012 Educate! served as a technical advisor on the entrepreneurship curriculum reform; in 2015 we served as a technical advisor to Rwanda on their secondary education reform, and in 2016 we began serving as a technical advisor to Kenya on their national curriculum reform.

Educate!'s team includes 130 staff and over 200 volunteer youth mentors. We have been backed by top foundations such as MasterCard, Big Bang Philanthropy, Mulago, Echoing Green, Ashoka and Global Innovation Fund. Educate! won the [2015 WISE Awards](#), and was featured by [Bill Gates](#), [Forbes 30 under 30](#), Clinton Global Initiative and [The Brookings Institution](#) as one of 14 case studies in their global scaling education learning initiative.

### Performance Objectives:

- **Government Strategy – Outreach & Development – 30%**
  - Develop and execute strategies and communications to advance Educate! Advocacy goals, particular government reform.
  - Create relationship management strategy towards national program goals.



- Create new relationships and partnerships, review official partnership agreements that formalize Educate! Relationship with partner-governments, such as MOUs, letters of endorsement, and proposals.
- Hand over management of partnerships to NPM after formalising formal agreements.
- Research & network on government funding, opportunities, upcoming strategies
- Ensure E! Experience program has the relationships & agreements with government to achieve its goals.
- Ensure E! Experience has the right people in government supporting our efforts.
- Represent E! on working groups, conferences & committees to promote Educate! at the government and sector level.
- Build strong professional and personal relationships with key stakeholders in partnering government ministries.
- Stakeholders should include members in the Ministry of Education, Ministry of Gender, curriculum development, teacher training, UNEB, Universities and NTCs.
- Create overview documents and concept notes geared towards policy makers that share Educate!'s work in innovations, so that the government is informed and brought along on our learning journey.

*Success in this function shall look like this:*

- Strategies and communications made to advance Educate! advocacy goals, particular government reform developed and executed within a reasonable turnaround.
- Collaborated with M&E, NCDC, Ministry, NPM, and DCD, set pre-test curriculum, training, management procedures, and monitoring tools.
- Educate! invited to all the major meetings, conferences and government activities.
- Official partnership agreements that formalize Educate! relationship with partner-governments, such as MOUs, letters of endorsement, and proposals signed.
- Educate! presented in all the major meetings, conferences and participated in government activities.
- National Programs has achieved its goals
- Networked and collaborated with government and other organizations on reforms and policies.
- High level partnerships established with government ministries.
- Revised a curriculum reform, Education Policies and our strategy and methodologies adopted and reflected in all final documents.
- Educate! Experience program strategy is aligned with national education strategy

• **National Representation & Communication – 30%**

- Represent Educate! in government sector meetings, such as sector review meetings, M&E task-force meetings, etc and advocate for Educate!'s education reform agenda.
- Represent Educate! in technical workshops with NPM on curriculum, teacher training, and assessment and drive forward Educate! Education reform agenda.



- Prepare documents and presentations as part of larger education reform engagement strategy.
- Advocate and push for government adoption of skills lab as a policy.
- Co-develop teacher development strategy with the ministry.
- Form partnership with pre-service and in-service training institutions in Uganda and secure Educate!'s involvement in teacher re-tooling and professional development.
- Co-represent Educate! in technical workshops on curriculum, teacher training, and assessment . Drive forward Educate! Education reform agenda.
- Prepare documents and presentations as part of larger education reform engagement strategy.
- Support NPM to build brand recognition throughout through strategic partnerships, media exposure, and thought leadership
- Collaborate with External Relations team on the creation of government reports and documents required for Registration.
- Lead mapping exercise specific policy processes (such as TT) with the NPM and share with broader advocacy team (DCD &MD) to inform strategy.
- Lead quarterly strategy retreats with programs team, and present government policy work and priorities to ensure Innovations, D&T and NP are informed about the national dialogue.

*Success in this function shall look like this:*

- Educate! Leading or engaged in teacher retooling and all teacher professional development reviews.
- Educate! Advises on government research and technical workshops.
- Documents used in the organization are in line with government messaging and language.
- Retreats with Educate! Team to align all our activities with government strategies/ policies.

• **National Programs Oversight – 20%**

- Manage a team of 5-6 people, include managers, technical experts and sometimes consultants
- Capacity building for the national programs team.
- Strategically solve problems and respond to opportunities with National Program team
- Align team to strategic objectives by setting and managing termly goals
- Coordinate across departments to leverage country programs team support when necessary.
- Support the National programs manager in the media campaign, specifically on the activity of building brand loyalty among policy makers through a process of nominating and awarding leaders in the field of education development.
- Support National programs manager to build partnership with TIETS, secondary department, NCDC, Universities, partners and ensure Educate! Plays a role in designing and re-tooling teachers during CURASSE roll out.
- Approve annual national programs, financial advances and accountabilities, budgets and work plans.
- Manage, review BVAs and be the lead on the mid-year government related



review.

- Create and manage National reform budgets for implementation of government related activities
- Critically review NPM priorities to find areas for savings, reallocation according to priority, or emerging needs for investment.
- Submit timely and accurate accountabilities for all reform activities
- Ensure cost effectiveness during implementation of all activities as related to the reform process and other government related activities.

*Success in this function shall look like this:*

- Opportunities identified and responded to strategically.
- National program challenges solved.
- Team aligned to strategic objectives and team supported on their goals.
- National program finances are cost effectively managed towards national advocacy goals.
- National programs team developed with all the required skills.
- BVA's reviewed and discussed with Finance manager monthly
- Accountabilities handed in timely.
- Costs with government negotiated to the lowest values possible.
- Cost effectiveness while approving costs.
- Budgets well drafted to reflect the major activities.
- All government requests done timely through the approved processes.

• **Policy Mapping – 20%**

- Support the NPM – National Program Manager in branding, specifically on the activity of building brand loyalty among policy makers.
- Lead mapping exercise specific policy processes (such as TT – Teacher Training) with the NPM (National Program Manager), PRM (Policy & Research Manager) and share with broader advocacy team (DCD – Deputy Country Director & MD – Managing Director) to inform strategy.
- Lead quarterly strategy retreats with programs team, and present government policy work and priorities to ensure Innovations, Design & Training and National Programs are informed about the national dialogue.

**Qualifications:**

- Bachelor's degree in a relevant field, possessing a Masters in a relevant field is an added advantage.
- Minimum of 3 years of professional experience in government advocacy and policy development. Project management is an added advantage.
- Professional experience in networking & partnership development with excellent strategic and management skills.
- Experience in multi – tasking in a fast – paced environment, set priorities, work independently as well as thrive a team
- Fits our Five Cultural Tenets (see; What is Educate! About? Below; Learn more



by looking at Educate!'s culture deck)

### Terms

- Salary is very attractive and commensurate with experience.
- Benefits include Medical Insurance.
- Location is, **Kampala Uganda**.

### **Why you will Brag about working at Educate!:**

- We've got the impact.
- Educate! is designed for scale. We quadrupled operations in 2014, going from 54 to more than 200 schools served. We carefully measure our outcomes, and — here's the best part — we are maintaining quality at four times the size.
- We believe in local leadership — 97% of our staff is African.
- Our model has gone nationwide in Uganda — Educate!'s model is now incorporated into the national curriculum and exams, impacting many thousands more students than we can reach directly.
- Educate is a well-oiled learning machine. We built our model by methodically testing hundreds of assumptions and we are constantly experimenting, evaluating, and improving.
- We're honored that luminaries and leaders like Oliver Wonekha, the Ugandan Ambassador to the US, and Ann Veneman, a former Secretary of Agriculture and head of UNICEF, believe in us enough to have joined our advisory board.

### **Application Process**

- Intrigued? Please send a resume, a cover letter describing yourself, and a list of references to **ugandajobs@experienceeducate.org** Please include "Position Title – Where you found the position – Your Name" in the subject line. If someone referred you for this position, please include his/her name in the subject as "Referral: Name". **Deadline for submission is Friday 24<sup>th</sup> November 2017.**

### **What is Educate! About?**

**We're ambitious. Are you?** Educate! is growing fast, so new opportunities are opening up and expanding all the time. We're inspired by people with drive, and we love to help them reach their full potential. We expect everyone at Educate! to contribute above and beyond their job description, grow their skills, and advance their careers, and we are committed to supporting our staff members on that journey.

1. **We Put Youth First** - The youth we serve come first. Always. In everything. That means we wake up thinking of ways we can serve youth even better and get the highest impact out of every dollar that we spend. It means Educate! doesn't own a single vehicle, because we'd rather take the bus if it means one more student can participate. It means making every decision like the future depends on it — because if we get our way, it does.



2. **We Are Always Learning** - When you work at Educate!, educating *yourself* is part of your job too. We encourage every team member to find the best book on management; share the latest article on how to coach somebody; bring in your favorite mentor; or meet the researcher pushing the edge of the field. We are always thirsty for knowledge and love to share.
3. **We Only Solve a Problem Once** - We are allergic to band-aids and short term solutions so we love the person who brings the new system to solve the problem for good, even for problems we haven't recognized yet.
4. **We Are Flexible** - We thrive on change — we're in fact driving it. We are growing every day, so we have to adapt quickly to meet new challenges, and our team keeps up.
5. **We Exceed Expectations** - We assume we can achieve the impossible because we already have, year after year. We want our staff to create your own challenges, ask the toughest questions, and dream scary big!

Every person at Educate! — from Interns to the Executive Director — is evaluated by how they live up to these five cultural tenets. They are at the core of how we achieve our mission and why we work as well as we do.

Educate is committed to providing an inclusive and welcoming environment for all who interact in our community. In creating this environment, we encourage people from a variety of cultures, backgrounds and life experiences to join our diverse team.