



## Youth Leader Contractor Job Description

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### Position Overview

Educate!, a fast growing, non-profit social enterprise, is seeking to hire the services Youth Leader Contractors from the following respective regions: Southern Uganda – **Bushenyi(1), Isingiro(1), Ibanda (1), Kabale (1), Mbarara (2) & Ntungamo (1)**; Western Uganda – **Kabarole(2), Kasese (2), Masindi (1) & Kyenjojo (1)** and West Nile – **Koboko/Yumbe (1) & Nebbi/Zombo (1)**; as we move towards our vision for 2024 of reaching one million youth annually across ten countries in Sub Saharan Africa.

### 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're launching in Kenya, working 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! partnered with Uganda's government to integrate curriculum and a student business club structure into Uganda's entrepreneurship course nationally, 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.

Educate!'s Vision for 2024 is to measurably impact 1 million students and reach 4 million students more broadly across Africa each year.

## Youth Leader Contractor Deliverables

Sn.	Timeline	Deliverables	Payment
1.	September	<ul style="list-style-type: none"> <li>• <b>Advertize short course in CU as trained</b></li> <li>• <b>Secure short course training venue</b></li> <li>• <b>Organize and have date for community Unit short course training of trainers.</b></li> <li>• <b>Weekly communication to Regional Officer of role updates.</b></li> </ul>	25% of total contract amount
2.	October	<ul style="list-style-type: none"> <li>• <b>Conduct interviews for short course training of trainers with at least 25 candidates</b></li> <li>• <b>Train at least 15 shortlisted short course candidates for 5 days.</b></li> <li>• Submit lists of interviewed and short course TOT participants.</li> <li>• Weekly communication to Regional Officer of role updates.</li> <li>• Submit community training schedule of trained participants</li> </ul>	30% of total contract amount
3.	November	<ul style="list-style-type: none"> <li>• Monitor all training participants at least twice</li> <li>• <b>Submit updated progress report of training every 2 weeks to Recruitment Contractor and regional officer</b></li> <li>• Submit all accountabilities to Regional Officer</li> <li>• Submit date and venue for final Potential mentor Interviews to Recruitment Contractor and regional officer</li> </ul>	30% of total contract amount
4.	December	<ul style="list-style-type: none"> <li>• <b>Conduct interviews for mentor candidates</b></li> <li>• <b>Submit list of recruited mentors and backups to HR with upto date contact information Recruitment Contractor and regional officer</b></li> <li>• Collect parent release forms and passports for qualified mentors</li> <li>• Submit all recruitment paperwork to HR office</li> </ul>	20% of total contract amount



## Qualifications

- Must have a Diploma in a relevant field.
- Experience in training and computer literacy.
- Good interpersonal skills, communication & coordination skills.
- Fits our Five Cultural Tenets (see What is Educate! About? below); Learn more by looking at [Educate!'s culture deck here](#)

## Terms

- Applicant MUST be a resident of the respective district.
- Attractive Package upon completion of deliverables and submission of reports.

## 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 on the ground staff is African.
- Our model has gone nationwide in Uganda — Educate!'s model is now incorporated into the national curriculum and exams, impacting 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

**For those interested in the Contractor role** please send your updated three page Curriculum Vitae to [ugandaprocmnt@experienceeducate.org](mailto:ugandaprocmnt@experienceeducate.org). Please include "Position Title – District - Your Name" in the subject line. If someone referred you, please include his/her name in the subject as "Referral: Name". *Deadline for submission is Friday 28th July 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 employee to find the best book on management; share the latest article on graphic design; bring in your favorite college 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 so we love the person who brings the new system to solve the problem for good, even problems we haven't recognized yet.
4. **We Are Flexible** - We thrive on change — we're 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.