

## Early Childhood Development Teacher

Kigali, Rwanda

### Overview

Pharo Foundation is a mission-driven, impact-oriented organisation that designs, funds, and operates economic development programmes to achieve its vision of a vibrant, productive, and self-reliant Africa.

The Foundation drives its impact through two key approaches:

1. **Pharo Development** is our non-profit arm, investing in public goods and development projects with the aim of making an impact in our three mission areas: **Education, Water and Economic Productivity**.
2. **Pharo Ventures** is our for-profit, patient-capital investment vehicle thriving to make impactful investments into critical value chains and aiming to capture value in Africa.

Pharo Foundation is actively building its portfolio in Rwanda and is committed to expanding our footprint to positively impact the country. To date, we have successfully launched Pharo School Kigali and a Teacher Capacity Building program to enhance quality and access to education for pre-primary and primary school students.

We are a diverse, multicultural, and passionate organisation, with over 700 employees in Ethiopia, Kenya, Rwanda, and Somaliland. Our headquarters are in Nairobi, Kenya, and we have a liaison office in London, UK.

### Opportunity

Pharo School Kigali is seeking a passionate and experienced Early Childhood Development (ECD) Teacher to join our Early Years team. The ECD Teacher will play a key role in supporting the social, emotional, cognitive, and physical development of children aged 3 to 6, providing a nurturing and stimulating learning environment that lays a strong foundation for lifelong learning.

### Key Relationships

Role: ECD Teacher

Location: Kigali, Rwanda

Report to: School Principal

Contract Type: Full time

Functional relationships:

- Teachers
- Operations Officer

### Duties and Responsibilities

- Plan and deliver age-appropriate, engaging, and child-centered lessons in line with early childhood development principles and the Cambridge Early Years framework (if applicable).
- Create a safe, inclusive, and stimulating classroom environment that supports exploration, play, and inquiry-based learning.

- Support language development, early numeracy, creative expression, motor skills, and socio-emotional growth.
- Use play-based strategies and real-life experiences to develop key learning outcomes.
- Monitor and document each child's development and learning progress.
- Identify any developmental delays or learning challenges early and work with support staff and parents for appropriate intervention.
- Promote a positive classroom culture that encourages empathy, kindness, and cooperation.
- Conduct regular observations and informal assessments to guide instruction and support individual learning needs.
- Maintain accurate records of student learning and communicate regularly with parents and caregivers about each child's progress.
- Organize and participate in parent-teacher conferences and early learning workshops as needed.
- Ensure a clean, organized, and safe learning environment.
- Implement consistent and age-appropriate behavior management strategies.
- Work collaboratively with colleagues to plan and reflect on best practices.
- Participate in professional development workshops and early years training.
- Contribute to school events, open days, and early childhood community outreach programs.

### **Qualifications and Requirements**

- Bachelor's degree in Early Childhood Education, Education, or a related field (a diploma with extensive experience may be considered).
- A recognized teaching qualification or ECD certification is preferred.
- Minimum 2 years of teaching experience in an early childhood or pre-primary setting.
- Experience with play-based learning, child-centered pedagogy, and/or the Cambridge Early years programme is a strong advantage.
- Excellent spoken and written communication skills in English.
- Patience, creativity, warmth, and a genuine love for working with young children.
- Ability to work collaboratively with families, colleagues, and school leadership.

### **Personal attributes**

- Must be willing to use modern teaching practice which leads to play based learning.
- Excellent communication and instructional skills in French, English or both.
- Excellent interpersonal skills, with the ability to interact with students, parents, teachers, and support staff.
- Should be organized, energetic and self-directed, with the ability to interact at all levels.
- Optimizing diversity, strong intellect, and vision, aligning performance for success.
- Must be willing to live in Gasabo district

### **Application procedure**

- We will review completed applications on a rolling basis. If we identify an outstanding candidate early in the process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply as early as possible. Due to the high volume of applications, we regret that we will only contact shortlisted candidates.

- You are required to attach a detailed CV and cover letter.  
Click on this Link to apply: <https://a.peoplehum.com/dn4dr>