

## Mentor (ECE and Primary Education)

Kigali, Rwanda

### Overview

Pharo Foundation (“the Foundation”) is a mission-driven, non-profit organisation that designs, funds, and operates economic development programmes to achieve its vision of a vibrant, productive, and self-reliant Africa. Over the next decade, our goal is to create maximum impact towards three critical missions:

1. *Empowering the next generation:* Our education mission is to ensure that all students have an opportunity to access a high-quality, affordable education, and become productive citizens of a rapidly-changing world.
2. *Eliminating barriers to employment and productivity:* Our productivity mission is to identify and eliminate health, financial, and structural barriers to employment and productivity for working people.
3. *Solving water scarcity:* Our water mission is to ensure that people and communities across Africa have access to a safe and affordable source of water.

The Foundation also owns Pharo Ventures which is the *for-profit* arm of its operations with sustainable businesses in Ethiopia and Somaliland geared towards job creation and economic empowerment.

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

We are seeking school-based mentors to implement a teacher capacity-building program for both ECE and primary school teachers. This is a new and critical position in our organization that will require a skilled pedagogue with expertise in diverse teaching methodologies, effective communication, adaptability to diverse learning styles, proven leadership and mentorship skills, specialized subject knowledge, technology integration, and a commitment to continuous professional development.

Reporting directly to the Project Coordinator-TCB, the School-based Mentor will work closely with school principals and teachers in different schools to improve the quality of teaching and learning and the learning outcomes. In this exciting role, the ideal candidate will have an opportunity to leverage their experience in teaching, mentorship and teacher training to help increase access to quality education in Rwanda.

### Key relationships

Role:	Mentor
Location:	Kigali, Rwanda
Reporting to:	Project Coordinator
Direct Reports:	None
Nature of Work:	10% Office and 90% Field work
Functional relationships:	School Principal and Head of Education

## **Duties and responsibilities**

### **Teacher Support and Guidance:**

- Provide individualized support to teachers, focusing on pedagogical methods, curriculum implementation, and classroom management.
- Conduct regular classroom observations and provide constructive feedback to enhance teaching effectiveness.
- Assist teachers in adapting their approaches to address diverse learning styles and challenges.

### **Professional Development:**

- Design and implement professional development programs to enhance teachers' skills and knowledge.
- Facilitate workshops, training sessions, and discussions on relevant educational topics.
- Encourage continuous learning and stay updated on current educational trends.

### **Collaboration and Networking:**

- Foster a collaborative and supportive learning community within the school.
- Facilitate peer learning and collaboration among teachers.
- Establish networks with other mentors and educators to share best practices.

### **Data Collection and Reporting:**

- Collect and analyze data on teacher performance, student outcomes, and professional development needs.
- Prepare regular reports on the impact of mentorship and areas for improvement.

### **Resource Development:**

- Develop and share resources, lesson plans, and teaching materials aligned with the Rwandan curriculum.
- Support teachers in integrating technology into their teaching practices.

### **Leadership and Mentoring:**

- Demonstrate leadership skills by guiding and supporting fellow teachers.
- Serve as a mentor and role model for teachers, fostering a positive and professional atmosphere.

## **Qualifications and requirements**

- Holds at least a Bachelor's degree in Education or a related field/ has training in ECE.
- Possess additional certifications or training in educational leadership, mentorship, or a relevant specialization.
- Minimum of 3 years of teaching experience in Early Childhood Education or Basic Education.
- Knowledge and understanding of the practical application of learning through play
- Experience across various grade levels, with a preference for those who have taught at the primary and/or early childhood education levels.
- Demonstrate a history of effective teaching and leadership roles in educational settings.
- Previous experience in mentorship, coaching, or providing professional development to teachers.
- Strong pedagogical expertise and a deep understanding of the Rwandan education system.
- Excellent communication and interpersonal skills for effective collaboration with teachers.
- Adaptable and capable of tailoring mentorship approaches to diverse learning environments.
- Display leadership qualities with a focus on inspiring and guiding fellow educators.
- Ability to foster a positive and collaborative learning culture within schools.
- Experience in mentoring and coaching teachers to enhance their teaching practices.
- Evidence of successfully supporting teacher professional growth and development.
- Specialized knowledge in specific subjects or areas aligned with the Rwandan curriculum.
- Familiarity with integrating technology into teaching practices for enhanced learning experiences.

- Commitment to continuous professional development and staying informed about the latest educational trends and methodologies.
- Passion for contributing to the enhancement of education in Rwanda.
- Alignment with the goals and values of the teacher capacity-building program.
- Proficiency in relevant languages, including English and Kinyarwanda.

**Personal attributes**

- **Pedagogical Expertise:** Proficient in diverse teaching methodologies and strategies, with a strong understanding of pedagogical principles.
- **Communication Skills:** Effective communicator capable of articulating ideas clearly and providing constructive feedback to teachers.
- **Adaptability:** Demonstrated ability to adapt teaching approaches to diverse learning styles and challenges within the Rwandan educational context.
- **Leadership:** Proven leadership skills, especially in guiding and supporting fellow teachers toward improved teaching practices.
- **Mentorship:** Experience in mentoring and coaching teachers, fostering a collaborative and supportive learning environment.
- **Continuous Learning:** Commitment to ongoing professional development and staying abreast of current educational trends.

**Application procedure**

We will review completed applications on a rolling basis. In the event that 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.
- Closing date: February 09, 2025
- Click on this Link to apply: <https://a.peoplehum.com/5cgzy>

**Equal Opportunity Employer:**

We are committed to diversity and inclusivity in our workplace. All qualified applicants will receive consideration for employment without regard to race, religion, gender, or disability.