



POSITION: Director, Network Engagement

REPORTING TO: Head of Region, Africa

REMUNERATION: Negotiable

LOCATION: South Africa, Ghana, Malawi, Kenya, Tunisia, Zambia, Zimbabwe

START DATE: ASAP

Teach For All

Background

Teach For All is a global network of 60 plus independent, locally led and governed partner organizations and a global organization that works to accelerate the progress of the network. Each network partner recruits and develops promising future leaders to teach in their nations' under-resourced schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfil their potential. Teach For All's global organization works to increase the network's impact by capturing and spreading learning, facilitating connections among partners, accessing global resources, and fostering the leadership development of partner staff, teachers, and alumni.

Commitment to Diversity and Inclusivity

We are committed to building a diverse and inclusive organization that inspires individuals of all backgrounds – across nationalities, races, ethnicities, religions, political views, economic backgrounds, sexual orientations, physical disabilities, languages, ages, genders and prior experiences – to bring their full selves to the work of ensuring educational opportunity for all.

In order to maximize our effectiveness in fulfilling Teach For All's mission, we also feel it is important to focus on increasing representation and inclusiveness with respect to two dimensions in particular: we prioritize diversity of geography because this can help us quickly understand and connect with the diverse cultures and geographies of the world. We also prioritize increasing the representation and inclusiveness of team members who themselves have experienced the inequities we're working to address by sharing the background (e.g. economic, racial and ethnic, religious) of the most disadvantaged groups in their countries.

Context

Teach For All is looking for a dynamic and strategic leader to support a diverse group of prospective partners across francophone Africa. As a Network Engagement Director, you will steward Teach For All's engagement with the region's partner CEOs and prospective CEOs, working to build and deepen relationships and collaborations across the region. You will serve as an overall strategic resource to these organizations, diagnosing their needs, and marshalling network resources to meet them. The right candidate will have a proven ability to work effectively across different country contexts and cultures, navigating ambiguity with ease, and will have experience making sound strategic decisions that drive impact in complex and changing

environments. This individual is required to have deep familiarity living and working across diverse national contexts in the region, and must be authorized to work within the region. This position will report to the Head of Region, Africa.

Roles and Responsibilities

Supporting current and prospective partners (80%):

- Engage in day-to-day thought partnership with partners and prospective CEOs and their leadership teams to build capacity and enhance strategic clarity. Ensure the network's resources are strategically leveraged to best meet co-diagnosed partner and prospective partner needs.
- Facilitate the co-creation of annual partnership plans that identify how the network can support accelerated impact locally as well as how each partner can contribute to the network's collective impact. The specific partner organizations assigned to the Network Engagement Director's portfolio will be determined based on a combination of factors including location, language skills and abilities, and background experience.
- Build relationships and networks with key stakeholders by leveraging deep understanding of the diversity of the African landscape to attract high potential prospective partners in the region to foster expanded and diversified impact that grows the region's reach.
- Facilitate immersive experiences and peer-to-peer visits to network partners and events, ensuring collaboration and connection with the network community that furthers impact and fosters a strong network culture.

Contribute to Africa Regional Strategy and Team Strength (20%):

- Play a critical role in devising, executing, and monitoring the progress of the region's strategy to ensure partner impact is maximized.
- Contribute to broader impact by bringing a deep understanding of context and partner priorities that can inform regional decision making as well as the broader support strategy of the Teach For All organization
- Participate in team meetings to help inform programmatic decisions that impact the design and implementation of engagement & support to current and prospective partners.
- Act as a mentor to staff members who engage within the Africa region, helping shape an African team culture
- Highlight and share best practices and resources from the region that can be used by Teach For All partner organizations in the larger network.

Right Candidate for the Role

The right candidate is one who has a proven ability to be visionary, can build strong culture among stakeholders, influences results through others, builds strong relationships, demonstrates strong judgment, and makes strategic decisions that drive impact in complex and changing environments. The right candidate is fully fluent in French and English, has a proven record of having worked effectively across contexts and cultures, operates flexibly, and navigates ambiguity with ease. This individual is required to have deep experience living and working in the region and a strong orientation to diversity, equity and inclusiveness.

Requirements

- Bachelor's degree required; Master's degree preferred.
- Fluency in speaking and writing in English and French.
- Minimum 8-10 years' work experience including at least 5 years of work experience in Africa. Experience working in multiple country contexts across the region is strongly preferred.
- Ability to deeply understand multiple local contexts quickly as well as demonstrate strong analytical

ability, judgment, and flexibility in complex, ambiguous, and rapidly changing circumstances.

- Ability to work effectively within an entrepreneurial, fast-paced, and results-oriented culture by demonstrating strong prioritization and organizational skills and discipline, including a high volume of virtual engagement (i.e. video calls, social media, virtual collaboration tools).
- Experience of coaching senior leaders.

Knowledge, Skills and Abilities

- Ability to understand and lead in alignment with Teach For All's vision, core purpose, intended outcomes, unifying principles and theory of change.
- Exemplifies Teach For All's core values.
- Ability to lead effectively to increase representation and inclusivity; sensitivity to racial, cultural and ideological diversity, including power and privilege dynamics.
- Ability to be highly visionary, strategic, and analytical.
- Ability to deeply understand and navigate within distinct local contexts quickly.
- Ability to develop strong, authentic relationships with diverse individuals, and to influence and motivate others through both formal and informal authority; management experience is a plus.

Travel and Hours

Travel expected, approximately 40-60% when it is safe to do so and in accordance with local travel guidelines, mostly within Africa to provide direct support to partner organizations and early stage entrepreneurs, or to attend regional gatherings, but also some travel globally to attend conferences. Given that we work across all time zones, some non-traditional hours for very early or late night calls are a routine expectation of this role.

Compensation

Salary for this position is competitive and depends on prior experience and includes a comprehensive benefits package.

Work Authorization

Candidates for this position must possess or be able to obtain work authorization in the country they want to work in in order to be considered.

How to apply

Interested applicants should submit the following by e-mail to loba@ngorecruit.com quoting reference number **NTA001**:

- A CV in word or PDF format (please include 3 references)
- A 1-page cover letter outlining how your skills and experience align with Teach For All's mission and the unique qualities you will bring to this role

Application Deadline: **3 August 2022**

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted.

For more information about Teach For All, visit their [website](#) and social media pages: [Facebook](#), [Instagram](#), [Twitter](#) and [LinkedIn](#).