



We are hiring a Director of Program Implementation!

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.

Educate!'s top priority as an organization is working hand-in-hand with government to create policies and design national programming that creates transformational impact on student lives. In Uganda, we took a big leap in 2014 from 54 to 238 schools and over 80,000 students.

In 2018, we're working in 175 secondary schools in Rwanda and over 700 schools in Uganda reaching over 42,000 students intensively and 530,000 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 Rwanda, we are taking a different approach by working through government to support the national competence-based curriculum reform for entrepreneurship subject.

In Kenya we are partnering with the Kenya Institute of Curriculum Development (KICD) to pilot an impactful skills-based education model that seeks to improve youth livelihoods in Kenya. We have so far piloted with 65 schools and are aiming to scale to over 300 schools by 2020. To achieve this we are seeking passionate, and self driven individuals to join our growing Kenyan team.

Educate!'s team includes almost 200 staff and almost 300 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, an Al Jazeera documentary, 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.

About the role

The Director of Program Implementation will be responsible for working closely with the Country Director and Program staff on program implementation strategy.

You will lead the execution and creation of new strategies to lead the scaling of our programs in Kenya. You will ensure we are building and experimenting with diverse systems to optimize our processes ensuring maximum efficiency and effectiveness as we scale.

In addition, you are responsible to lead, coach, inspire and build a passionate and results oriented team that will drive the realization of our ambition over the next few years. In collaboration with the rest of the team, you will identify, build and sustain relationships with all relevant stakeholders needed for our program success.

Performance Objectives

Program Implementation Strategy & Evaluation

- Responsible for planning, reviewing and prioritizing our mid and longterm goals for program success
- Set growth and staffing strategy in line with country 3-year objectives and revenue strategy.
- Oversee country evaluation strategy and ensure strategy responds to impact data.
- Identify and propose systems/structures for experimentation to create efficient delivery mechanisms.
- Leverage local government actors for implementation and events for increased profile.

Performance Management

- Build, lead and coach a highly results oriented team to deliver our goals
- Field team recruitment and training strategies to ensure high-quality deliverance and scalable cost model.
- Conduct performance management of coordinators and fair and accurate performance reviews for team.
- High-growth staffing strategy: coverage of gaps, career planning for star performers, developing rising leaders, pipelines, and ensuring training and coaching programs are in place.

Financial Oversight

- Create and approve direct program and M&E budgets
- Ensure managers submit monthly Budget versus Actual reports and re-allocate as necessary
- Financial approvals
- Ensure our processes are adhered to manage against fraud

Program & Monitoring Systems Oversight

- Establish and manage systems for quality control to ensure high-impact delivery.
- Teams have annual and termly goals that align to goal-setting training. Team calendars are used and referred to.
- Develop and implement clear structures to ensure effective and aligned decision making and clear open communication channels (meetings, emails, etc).
- Develop systems to validate information and ensure reports are sent out regularly with useful and accurate information.
- Drive learning and data driven decision decisions through effective feedback processes from our clients by ensuring we are collecting and verifying data accurately.

Who we are looking for

- You feel deeply connected and committed to addressing youth related challenges
- You are an ambitious, passionate strategic thinker and are excited about building systems for scale
- You have proven track record of thriving and achieving expected results in highly changing fast-growth environments at a time of scale. Having personally led the scale-up efforts is highly desirable.
- You have created strategies and led robust teams in program implementation
- You have at least 8 years of diverse work experience (more is welcome)
- You have at least several years of experience in program management, people development and financial management.
- Experience in leading the creation and oversight of at least 100,000 USD annual budgets
- You have experience in creating strategic workforce plans and talent pipeline management to fulfill program needs
- You have proven ability to identify systems/structures needed to drive organization efficiency, effectiveness and scale - such as KPIs / performance dashboards, recruitment plans, training plans
- You are a creative problem solver, always aiming for longterm sustainable solutions
- You have successfully achieved results through managing managers who are managing others
- You are highly organized with a strong ability to prioritize short term and longterm goals
- You are adaptable to change with a proven ability to adjust when plans and goals change
- You have a strong foundation in performance management and building a performance culture
- You are comfortable to make tough decisions and have are able to drive difficult conversations
- Has successfully coached his team members and can prove how they grow as a result of your coaching
- You have are a great networker with ability to build and sustain longterm relationships with diverse stakeholders



You have the cultural fit to work in

Learn more by looking at [Educate!'s culture deck here](#))

- You are passionate about youth development and the youth issue
- You are an individual who is consistently doing more than what is asked
- You are committed to seeking and applying new knowledge in everything you do
- You are excited by new responsibilities and comfortably embrace change
- You are a keen listener and values the power of feedback for personal and team development
- You are constantly thinking about building systems that lead to long term solutions

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.

Terms

- Based in Kenya.
- Compensation will be competitive for the social enterprise sector and commensurate with experience.

Intrigued? How To Apply

- Fill in the application form under this link: <http://bit.ly/JoinEducate>
- Applications are accepted on a rolling basis until filled – early application encouraged!
- The screening process will include case studies, competency tests, and behavioral interviews.

Selection process in collaboration with edge



www.experienceeducate.org