
Teaching and Learning Associate Job Description

Anticipated duration: 12-month contract (with a possibility to extend upon successful completion of the project)
Anticipated start: January 2018
Location: Cape Town, South Africa

About Instill Education

We're a start-up education organisation with a vision to transform teaching and school leadership across the African continent. We are currently based in Johannesburg, where we are working with three innovative school networks (SPARK Schools, Pioneer Academies and Streetlight Schools) to design, develop and rigorously test our teacher training programmes. We are inspired by cutting-edge teacher training institutions (such as [Relay GSE](#) and [Sposato GSE](#)) to build the most innovative, impactful and scalable teacher training institution in Africa.

We are currently running a range of school-based programmes to test the efficacy of our model, build partnerships with a cross-section of schools and educational programmes, and build a team of outstanding educators and innovators who, we hope, will one day lead the expansion of our campuses to new locations.

Understanding the role

We are a young, energetic and multi-cultured team. We are driven by passion for education, particularly as a tool for social justice. The role will be varied and exciting, requiring you to throw yourself into situations in which you have little or no experience, and think your way out. You will be an educator, social entrepreneur, and a leader in the organisation with the freedom to grow in a highly supportive environment. You'll be surrounded by educators and entrepreneurs, expected to express your opinion and fight for what you believe. You will be celebrated for your failures as much as your successes, provided that you learn from mistakes and strive to grow. Above all, you must believe that one of the keys to improving education in South Africa is by inspiring a generation of teachers and school leaders.

Working with Instill will give you

- Immersion in the world of education innovation
- The opportunity to grow an education institution dedicated to the African continent
- Experience working in an entrepreneurial, fast-paced environment
- Access to a global education network
- A path to creating transformative change in the African education system

Our values

1. We measure the *impact* of everything we do
2. We believe that *social justice* can and must be achieved through education
3. We go *above and beyond* to achieve our goals
4. We have the *courage* to take difficult, bold decisions, and learn from our mistakes
5. We build a strong education *community* by being accountable for our actions, fostering collaborative environments and acting with integrity and humility at all times
6. We believe that *diversity* and *plurality* are central to our success



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Responsibilities

1. Work with the Academic Team to develop a cutting edge curriculum and content for the African continent
2. Mentor and coach trainee teachers in our programme
3. Monitor and evaluate the progress of our teachers
4. Contextualise foreign teaching materials and methodologies for African classrooms
5. Work with a wide range of educationalists to analyse different teacher training methodologies and incorporate them into our model.
6. Support in the facilitation of teacher training sessions delivered to a broad spectrum of teachers in diverse school settings

Qualifications and background

1. Post Graduate Certificate in Education or Bachelor's in Education (Honours/Masters preferred)
2. Minimum of two years teaching experience in a South African classroom environment
3. Demonstrated ability to think critically, prioritise tasks, and meet deadlines
4. Outstanding communication skills (both written and verbal)
5. Ability to work in a constantly-changing environment with a multicultural team

Submission requirements

Please send your **CV** (no more than 2 pages long!), and a **one page cover letter** to info@instill.education. Your cover letter must outline *why* you want to work at Instill, and explain *why* you are right for the role. Generic cover letters that don't speak to the above points will count heavily against you. We love it when people ask questions; please send yours to the email address above.

Deadline

This round of recruitment will close on the **18th November 2017**. We will interview on a rolling basis, and will hire only when we have found the right person.

Referral bonus

If you aren't the right person for this role, then maybe you know someone who is. We're offering a referral bonus of R5k to the person who helps us find this person. You'll receive the first R2.5k when they sign the contract, and the second instalment after they have completed 3 months at Instill. Please spread the word!