



SUITE 206 MELROSE PLACE
WILLOWBROOK STREET
MELROSE NORTH
2196

WWW.INSTILL.EDUCATION

Director of Academics Job Description

Anticipated duration: Permanent
Anticipated start: As soon as possible
Location: South Africa (Johannesburg with travel to Cape Town)

What are we trying to achieve?

We are a ground-breaking organisation with a vision to transform leadership, teaching, and learning in every African classroom. We have been working with education innovators around the world to design cutting edge, career-spanning teacher development programmes that we believe can transform education outcomes for learners in underserved communities. Inspired by the work of teacher development institutions such as [Relay GSE](#) and [Sposato GSE](#), we believe that we can make a difference not only with the teachers that we train, but the children that they teach and the communities in which they live. The existing system cannot produce the quality or quantity of teachers needed to educate the learners of today. A lack of innovation in teacher development sees year after year of graduates entering the system who simply are not ready for the classroom, and quality in-service professional development remaining the preserve of the fortunate few. We believe that quality teacher and school leadership training can be achieved effectively and affordably at scale, and that Instill Education can become a beacon of excellence on the African continent.

About Instill

We aim to be a Private Higher Education Institution that competes on a global level, providing world-class degrees and in-service programmes to teachers across Africa. We will open a campus in every community where there is adequate demand for our teachers, and design programmes for those communities beyond the reach of our physical infrastructure. Our team is comprised of education innovators, teachers and development experts, bringing together a unique approach and skill set to build a radical solution to the education crisis facing Africa.

Who are we looking for?

You are a visionary educationist with a deep understanding of the latest international teacher development and school leadership methodologies, innovations and trends. You have ideas about training teachers that you are desperate to make a reality, because you have seen the impact that inadequate teaching and leadership can have on young lives. You are not afraid to immerse yourself in completely new contexts and tackle complex problems. You thrive in uncertain situations and are able to work with a diverse team of leading African (and global) educators to design, test and implement education solutions that produce demonstrable results. You are not afraid of failure, and are driven to improve through robust, data driven decision making and feedback. You are able to take different education models from around the world, and mould them with the help of local experts into truly tailored solutions for teachers in varied and challenging education contexts.

What does the role entail?

We want you to imagine a world where great teaching and learning is taking place in every classroom on the continent, then build an institution to help bring that about. As Director of Academics, you will be working with Instill's Leadership Team and network of global and local experts to shape our education philosophy, design both degree level and/or in-service programmes, and develop a team of faculty members to deliver them. You will learn from leading education innovators as well as immersing yourself in the classrooms that are the current reality for most learners. You will build and develop a team of like-minded educators, creating capacity for large-scale organisational growth through the implementation of intensive coaching and mentoring frameworks.



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Do our values resonate with yours?

We measure the *impact* of everything we do. We believe that *social justice* can and must be achieved through education. We *exceed* in everything that we do. We have the *courage* to make difficult, bold decisions, and learn from our mistakes. We build a strong education *community* by being accountable for our actions, fostering collaborative environments and acting with integrity and humility at all times. We believe that *diversity* and *plurality* are central to our success.

Primary responsibilities

1. Oversee instruction within both pre and in-service training programmes including support of the Deans and Provincial Instructional Leads, as well as advising Instill faculty
2. Manage and strengthen Instill's relationships with key external partners, including donors and investors, as well as prospective graduate students and faculty
3. Oversee the design of a comprehensive programme of study for graduate students in education, tailored to the South African curriculum and context
4. Oversee the regulatory process for Instill in South Africa
5. Support your operations team to coordinate all logistical aspects of Instill for all programmes, including but not limited to: scheduling; acquiring and creating all necessary resources; and working with staff on recruitment, enrolment, communication, finance, student and staff policies, technology and facilities needs

Qualifications, Skills & Experience

1. A master's degree in education, doctorate preferred
2. Extensive classroom experience, with at least 3 years as a teacher developer
3. Experience training teachers in a higher education institution strongly preferred
4. Experience gathering and using data for teacher development and/or instructional development purposes
5. Experience managing the monitoring and evaluation of a teacher development project and the ability to quality assure the project based on outlined metrics
6. Exceptional adult facilitator and teacher of teachers
7. Demonstrable teacher and student results
8. Previous experience building and managing external partnerships
9. Strong alignment with Instill's pedagogical philosophy
10. Experience developing innovative curricula and schemes of work
11. A proven aptitude to lead, inspire and influence others Ability and excitement to work effectively, intensely, and within an entrepreneurial environment
12. A demonstrated passion for education and closing the achievement gap

Submission requirements

Interested candidates should send a 1 - 2 page CV and cover letter to info@instill.education. Applications will be reviewed on a rolling basis, and we will hire only when we find the right candidate.