



SUITE 206 MELROSE PLACE  
WILLOWBROOK STREET  
MELROSE NORTH  
2196

WWW.INSTILL.EDUCATION

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## Instructional Lead (Western Cape) Job Description

**Anticipated duration:** Permanent  
**Anticipated start:** As soon as possible  
**Location:** Cape Town, South Africa

### 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. Serve as our primary instructional lead on our largest in-service programme in the Western Cape
2. Manage and strengthen Instill's relationships with key external partners, including donors and investors, as well as prospective faculty
3. In partnership with Instill's Director of Academics (South Africa), design a comprehensive development programme for Instill faculty
4. Support our content design and review process to ensure our programmes reflect global best practice and local expertise

### **Qualifications and background**

1. A master's degree in education strongly preferred
2. At least 6 years of instructional (classroom) experience, with at least 2 as an instructional lead
3. Exceptional adult facilitator and teacher of teachers
4. Demonstrable teacher and student results
5. Previous experience building and managing external partnerships preferred
6. Strong alignment with Instill's pedagogical philosophy
7. Experience developing innovative curricula and schemes of work
8. Ability to work and communicate effectively with diverse populations
9. Ability and excitement to work effectively, intensely, and within an entrepreneurial environment
10. 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](mailto:info@instill.education). Applications will be reviewed on a rolling basis, and we will hire only when we find the right candidate.