

## **Career Opportunity**

### **Coach - Leadership and Training**

**Reporting to:** Team Lead - Leadership and Training  
**Location:** Islamabad  
**Recruitment Type:** Contract  
**No. of Positions:** Multiple

**Teach For Pakistan** is a national non-profit organization committed to creating a powerful social movement for equity and excellence in education. We enable Pakistan's best young talent to teach for two years in underserved communities, and drive systemic change in education throughout their lives.

Teach For Pakistan envisions the day when every child in Pakistan will participate in an education that nurtures them to become loving, thinking and engaged. To that end, we are aiming to grow our movement aggressively over the coming years, and are looking for team members who will work passionately and rigorously to achieve this goal.

#### **The Leadership & Training Team**

This function is the heart of our work at Teach For Pakistan. The team is responsible for the design, execution and evolution of the core Fellowship program for transformative impact on our students and Fellows. Specifically, this entails:

1. Supporting Fellows in their leadership journey beginning from their time at the Institute to the actual placements in schools
2. Providing holistic training, coaching and on-going support to Fellows prior to and throughout their Fellowship journey
3. Developing Fellows' ability to exercise pedagogical and systems leadership in their classroom, school and community, via diverse learning experiences
4. Enabling Fellows to develop and pursue a long-term vision for their role in the Alumni movement that works from across all fields to achieve equity and excellence in education
5. Understanding the impact that Fellows and Alumni have on students, schools, communities and the wider system, and using those learnings for program improvement and strategy development
6. Building and growing relationships with schools and communities where Fellows are placed to teach
7. Developing and managing relationships with non-profit, public and private sector stakeholders who share our values and can further our mission.

## **The Coach Role**

### **Position Summary**

The Coach will be responsible for supporting a group of **10-12 Fellows** in their leadership journey during the Fellowship to significantly impact their students, schools and communities.

### **Primary Responsibilities**

1. Coach Fellows to develop perspectives that enable them to situate their daily work in the bigger vision for their class and operate with the mindsets necessary to exercise effective leadership
2. Build and manage authentic relationships with all stakeholders: Fellows, school staff and community members
3. Collect and analyze data on student and Fellow learning outcomes to inform and support Fellows' practice during Institute
4. Support in design and implementation of necessary policy framework for the Fellowship, including an Institute Graduation Policy
5. Conduct regular classroom observations and debriefs with Fellows to help them deepen their classroom impact and self-development
6. Design and conduct trainings and workshops to build Fellows' pedagogical, professional and leadership capacities
7. Guide Fellows to set and achieve ambitious student achievement goals through various mechanisms, including but not limited to, individual reflection sessions, small-group workshops and creation of instructional plans
8. Establish relationships with local experts to provide subject content and pedagogical support to Fellows
9. Build a resource bank of literature, tools and resources for Fellows to leverage, in service of deepening their growth and impact
10. Develop institutional knowledge of best teaching and training practices through frequent documentation and interaction with other teams
11. Collect and analyze data on student and Fellow learning outcomes to inform and support Fellows' practice and communicate to internal and external stakeholders
12. Develop Fellows' ability to diagnose student, class and school needs, based on qualitative and quantitative data;
13. Design and conduct trainings to develop Fellows' community mobilizing capacity, including all aspects of their Community Development Projects
14. Take ownership of self-growth and independent learning; build necessary capacities to enable own and others' effectiveness
15. Support the Leadership and Training team in other programmatic work streams, including other Institute objectives
16. Support other functional areas, particularly in Recruitment, Selection and Matriculation of Fellows.

**The Ideal Candidate** is a self-starter who thrives in a high-stakes role, naturally enjoys working with adult learners across a diverse spectrum, believes in students' and adults' capacities to grow through coaching, and is deeply committed to social change and equal opportunity.

*S/he will have the following qualifications and experience:*

- Bachelor's degree required, Masters preferred, in the areas of education, curriculum, humanities, psychology and/or social sciences
- 3-5 years of work experience
- Prior experience in teaching, coaching, teacher development/training and leadership development is strongly preferred

*In addition, s/he will have the following skills and mindsets:*

- Excellent written and verbal communication skills, especially in English
- Deep commitment to Teach For Pakistan's mission and belief that all students can achieve ambitious outcomes
- Demonstrated ability to connect with adult learners quickly and build strong working relationships
- Demonstrated ability to coach adult learners, including ability to provide effective feedback
- Excellent critical thinking and problem-solving skills
- Strong organizational, planning, and time management skills
- Openness to new ideas and learning independently
- Adaptability to work in diverse situations and circumstances
- Excellent research skills – ability to synthesize research into practical strategies and action plans
- Flexibility to travel
- Excellent Data evaluation skills through quantitative and qualitative tools

**Salary and benefits** will be competitive and commensurate with the candidate's skills, qualifications and experience.

**To Apply** please send us your resume and cover letter at **careers@iteachforpakistan.org** by **20 July 2020**. However, we will be hiring on an on-going basis and the applications sent in earlier will have a higher chance of selection. A few important notes to keep in mind for submitting your application, without which it will not be considered:

- Please mention the job title in your email subject.
- A generic cover letter will disqualify you from consideration. Your cover letter must address the following questions:
  - Why are you interested in working with Teach For Pakistan?
  - What specific skills, experiences and mindsets make you a good fit for the role and the organization?
  - What challenges would you face in the role and how would you overcome them?

We strongly encourage you to learn more about us at [www.iteachforpakistan.org](http://www.iteachforpakistan.org), and our social media pages before applying.