

School Teachers, Pharo School – Kigali Rwanda

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo Ventures. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve this vision by investing in Africa's human and physical capital, with a strong focus on job creation.

Established in 2011 as a UK-based non-profit, the Foundation has since made a strategic shift to design and implement its own programmes to ensure greater community engagement, better results, and increased accountability. The Foundation has carried out numerous projects in Eastern Africa, focusing on Ethiopia and Somaliland, and is now expanding operations in Rwanda and Kenya. The key strategic pillars for the philanthropic side of the Foundation are Education, Health, Water, and Agriculture.

Aligned with the Foundation's overall strategy, in Rwanda, the Foundation plans to focus on all four of its strategic pillars: Education, Health, Agriculture, and Water. Within the education sector, the primary focus will be to:

- Run its K-12 schools (Kindergarten up to S6) with a focus on quality 21st-century learning;
- Collaborate with the government to implement key government priorities in education; and
- Promote TVET education.

About the School

The anticipated Pharo School will be located in one of the most vibrant metropolitan areas in Kigali City. We anticipate attracting a substantial number of students from communities around the school and some other areas of Kigali City. This will be the first in tens of schools that The Pharo Foundation Rwanda is planning to launch in and around the Kigali area.

Position Summary

In anticipation of opening its first-ever school in Rwanda the next academic year (September 2022), The Pharo Foundation Rwanda is searching for self-motivated and experienced teachers to form a team of qualified educators. As a teacher, you will be responsible for cultivating the students' interest in education and development. Your responsibilities will include planning and delivering lessons, grading assignments, evaluating students' progress, and planning educational activities.

You have to be a competent professional with in-depth knowledge of teaching best practices, child safeguarding, and educational processes. In addition to having excellent written and verbal communication skills, our ideal candidate will also demonstrate outstanding presentation and interpersonal abilities.

About the Positions

- Number of positions: Multiple
- Subjects: Multiple subjects
- Grade Levels: Nursery 1, 2, 3, and Primary 1

Reporting Structure

- Directly reporting to the School Principal

Key Duties and Responsibilities

- Develop and issue educational content, including notes, tests, and assignments.
- Supervise classes to ensure all students learn in a safe and productive environment.
- Organize supplies and resources for practical sessions and presentations.
- Deliver personalized instruction to each student by encouraging interactive learning.
- Plan and implement educational activities and events.
- Ensure your classroom is clean and orderly.
- Allocate and grade homework, assignments, and tests.
- Prepare and distribute periodic progress reports and semester report cards.
- Evaluate and document students' progress.
- Attend parent-teacher meetings.
- Participate in professional development activities.

Qualifications Requirements

- Bachelor's degree in teaching or relevant field. A master's degree would be an added value.
- A minimum of 2 years of experience as a teacher.
- In-depth knowledge of teaching methods and child safeguarding, and educational procedures.
- Outstanding written and verbal communication skills in English or the medium of instruction of a specific subject area.
- Well-organized with excellent leadership abilities.
- Exceptional interpersonal and presentation skills.

Application Procedure

Review of applications will begin as soon as they are received, and only complete applications will be reviewed. If an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact shortlisted candidates.

Please send the information listed below, as a single PDF file, to the following email address:

recruiting.rw@pharofoundation.org with the subject line **“SCHOOL TEACHER_RWA.”**

1. A detailed CV and cover letter. State in your cover letter where you heard about this position, e.g., through the website, jobs board, etc.
2. An essay of no more than 1,000 words outlining:
 - Your experience in teaching the Rwandan curriculum and major insights on how students learn and process information.
 - Instructional innovations you would like to implement in our school if you are selected for the role.
3. A one-page list of five references with current addresses, phone numbers, and email contacts.
4. **Make sure to submit your application before July 29, 2022, at 5.00 PM CAT.**