

STiR education

Reigniting intrinsic motivation in teachers & education systems



Appointment for
Regional Manager, Kampala

About STiR Education

STIR Education is a fast-growing international education NGO currently operating in India & Uganda. Where many see a global learning crisis, we see a unique opportunity to empower a promising young generation to reduce unemployment, increase life expectancy & bring an end to extreme poverty. And we think teachers are the light that can lead the way.

Vision

At STIR we are working towards a world where teachers love teaching & children love learning. This is because we believe it's a moral & economic imperative that every child, everywhere, has a teacher who cultivates the joy of lifelong learning.

Mission

STIR supports education systems to ignite intrinsic motivation in teachers & officials through teacher networks. Our approach strengthens leadership, improves teaching practice, increases student learning & boosts financial efficiency for the education system.

Values

How we approach our work is as important as what we do and our core values guide the way:

Humility | We don't have all of the answers upfront.

Ownership | We empower each other with high expectations and support.

Openness | We will listen, learn and improve, and lead through obstacles.

Purpose | We're united by a shared vision we'll build and achieve together.

Team & partners

Since our founding in 2012, we've grown into a vibrant team of almost 100 people working across the UK, India & Uganda. Our cross-cultural group has a strong mix of education, business & social entrepreneurship experience, and hails from the likes of Teach First, Teach for India, Google, J-PAL, Save the Children, Gandhi Fellowship, Educate!, Booz & Co, Citibank, & Tech Mahindra. We are supported by 18 of the world's leading foundations & development agencies, including DFID, USAID, Mastercard, MacArthur, Ikea Foundation, Dubai Cares & UBS Optimus.

The opportunity – Regional Manager, Kampala

STIR is seeking to select a Regional Manager in Kampala and reporting directly to the Uganda Country Director, the Regional Manager role presents an opportunity for the right candidate to create a lasting impact on education in Uganda. As a Regional Manager, you will be responsible for leading a high quality team of District Leads; ensuring the STIR programme is delivered effectively in your region in conjunction with the system at both primary and secondary levels; and ensuring a collaborative culture of excellence is built within your team and across teams in the organisation.

Role & responsibilities

The Regional Manager will report to the Country Director & will work closely with the other Regional Manager. They will manage a staff of around 6 District Leads as direct reports. The Regional Manager will:

Lead, manage and develop your team of District Leads

- Deeply understand STiR's values, vision and priorities for Uganda and create a culture of excellence and team environment in line with the STiR values.
- Provide high quality support to enable District Leads to make good decisions about how to run the programme effectively in their Districts
- Provide consistent and focused line management focused on achieving our shared purpose of increased teacher intrinsic motivation and children's learning
- Coach and develop your team of district leads to optimise performance and culture

Ensure that the STiR programme is planned and delivered effectively, on time and in budget across your Districts.

- Support teams to build excellent project plans that are fully aligned with the STiR's and the government priorities and ensure they are enacted
- Set-up and use tools to monitor progress and use these to inform discussions with the team
- Lead a strong focus on maintaining the STiR spirit and very high quality in all elements of the programme.
- Write clear and succinct reports to communicate to all relevant stakeholders effectively

Support your teams in building senior level MOES, District, PTCs, UNATU and ASSHU and other NGO relationships

- Provide a clear view of the 'big picture' of the STiR-Government-Union partnership and how it will support the District to achieve their, and the country's, overall goals for education
- Support teams when relationships are difficult or where we are struggling to gain traction and act as a back up to District Leads when they are unable to attend crucial meetings
- Act as a broker between senior level officials to share learning and influence behaviour

Work closely with the M&E, design, people and admin and finance teams to ensure that all elements of STiR's organisational needs are taken into account in the running of the programme in your region

- Make sure that learning from your region is used by your District Leads to adapt implementation in their Districts and that learning is shared across the organisation
- Provide strong ownership and take responsibility for effective financial planning and management for yourself, your team and STiR Uganda
- Provide strong feedback and input into the design of the programme

Role & responsibilities

Play a leading role in the development of an overall culture at STiR that is in line with our organisational values

- Model professionalism and integrity at all times.
- Ensure STiR's resources are used as effectively and efficiently as possible managing and checking funds and accountabilities to ensure all are accurate and value for money
- Make sure that all relationships you build are in the STiR spirit and in line with our values
- Model 'Growth Mindset' at all times- show that improvement is always possible

Required skills, experience & travel

The Regional Manager position is based in Muyenga, Kampala. There will be significant in-country travel required.

- At least 6 years of work experience
- Strategic thinker who plans ahead and sees the bigger picture
- Strong identification with STiR values
- Able to build strong relationships and connections with people of all levels of seniority
- Ability to communicate very effectively in written and spoken English
- Ability to create a culture of high expectations and learning
- Excellent data analyst and data-based decision maker
- Excellent influencing skills
- Excellent planning and project management skills

Application process

If your skills, experience & priorities align with STiR's vision, mission & values, we welcome you to [begin the application for Regional Manager, Uganda](#). The full interview process will include a variety of additional tasks & assessments. And we look forward to taking the next step with you.

