MATERNITY COVER FOR SENIOR PROGRAMME CONSULTANT - ETHIOPIA (8 MONTHS)
ABOUT STiR EDUCATION

Education systems today must prepare every child, everywhere, to thrive in a world of ‘unknown unknowns’. Children and young people today face a world of ‘unknown unknowns’. To succeed, they need to develop a love of learning which has been recognised in the development plans of many emerging countries.

STiR is an international NGO that partners with governments to reignite intrinsic motivation in teachers and officials, to role-model the foundations of lifelong learning for every child through teacher networks. Our vision is a world where teachers love teaching and children love learning. We’ve identified five core foundations that enable lifelong learning – namely safety, engagement, curiosity and critical thinking, self-esteem, intentional teaching. These foundations are supported by a deep body of global evidence.

In our sixth full year of operations, we are working with 200,000 teachers and 4.7 million children across 60 districts in India and Uganda. Over time, we expect to see officials and school leaders developing the foundations of lifelong learning. They will spend more time in schools supporting and understanding teachers. And recognise their crucial role in driving improvements. We have developed an innovative set of measurement tools – in partnership with groups like the World Bank – to measure this progress on a monthly basis through a data app, and through an annual external longitudinal research study led by a leading JPAL affiliate professor.

Other organisations are doing great work on direct training programmes and curriculum reform. From reading programmes to adaptive learning software, these ‘seeds’ will be essential in improving education systems. But there are almost no interventions that focus on the ‘soil’ – the intrinsic motivation of teachers and officials in systems. At STiR, we recognise that this soil is just as important. Without fertile soil, seeds cannot grow and flourish. It’s our unique contribution to achieving Sustainable Development Goal 4.

OUR 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 the answers upfront.

Ownership – We empower each other with high expectations & support.

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

Purpose – We’re united by a shared vision we’ll build & achieve together.
MATERNITY COVER FOR SENIOR PROGRAMME CONSULTANT, ETHIOPIA

THE OPPORTUNITY
STiR Education is looking for a maternity cover for our Senior Programme Consultant in Ethiopia. The consultant will be on a fixed term contract as maternity cover for 8 months. The role presents a unique opportunity for an exceptional candidate to further build on STiR’s programme in Ethiopia. They will be responsible for ensuring the foundations are laid for the establishment of a world-class development offer for teachers, school leaders and government officials, grounded in the promotion of an education system in Ethiopia, where children are inspired to become lifelong learners.

STiR is looking for a leader who is both highly influential and can inspire others, including senior government officials, to join them on this journey. This leader will also be highly adept at ‘getting things done’, with an eye for detail in planning and programme management.

REPORTING, ROLES AND RESPONSIBILITIES
The Maternity Cover for the Senior Programme Consultant will be based in Addis Ababa, and will work primarily with the national Ministry of Education (MoE) in Addis Ababa. The post will report to the Senior Programme Director, based in Uganda. The role will require travel within Ethiopia with potentially some travel to Uganda later next year. The responsibilities are:

MAINTAIN AND BUILD RELATIONSHIP WITH MOE AND OTHER NGOS

- Maintain and build strong relationships as required with key stakeholders at the Ministry of Education, and ensure the momentum continues as we work towards getting an MoU
- Continue the on-going work with the MoE and Regional Education Bureau with regards to lifelong learning and intrinsic motivation
- Work with MoE officials to ensure the developed implementation proposal, expansion plan, timelines and budget are aligned with MoE’s plans
- Work with the Global Director of Finance and Operations to work on NGO registration, and offer recommendations for the most effective, collaborative way to approach this
- Agree and sign a strategy cooperation note with MoE, to be used as a basis for a formal Memorandum of Understanding
- Develop and build relationships with key non-government actors, including other NGOs and funding partners
- Work with an identified host partner to facilitate the first program launch
ENSURE OPERATIONAL FOUNDATIONS ARE IN PLACE FOR A PROGRAMME LAUNCH IN SNNPR

● Work with the Ministry of Education to establish a central ‘Lifelong Learning Unit’ to oversee the planning, delivery and expansion of the programme in Ethiopia

● Work closely with the SNNPR Education Bureau to build understanding of and excitement for the programme, including selection of initial launching zone and woredas, programme implementation plan, ensuring clear links are established between key local and national stakeholders

● Upon confirmation of funding, begin search and recruitment process for local programme staff to be based in Hawassa

● Work closely with the Global Director of Finance and Administration to develop simple but robust systems of local accountability for operational costs during consulting contact eg travel, accommodation during field visits

LEAD AND CONTEXTUALISE THE DESIGN OF THE PROGRAMME FOR THE ETHIOPIAN CONTEXT

● Work closely with the Senior Director Programme and Director – Design & Programme Readiness to ensure a world class programme is in place for both officials and teachers, with two full Learning Improvement Cycles ready for delivery in the first year – including content and language contextualisation

● Ensure that we are designing with an exit in mind, by building ownership of design both locally and nationally from day one, through the establishment of a programme steering group at either the intra-district or national level

● Build a strong understanding of the principles of user-centred design and how to create a programme that meets the needs of local children, teachers and officials

● Engage in field research with key stakeholders (teachers and officials) through forums such as focus group discussions in order to build this understanding

REQUIRED SKILLS AND EXPERIENCE

● Ability to be highly entrepreneurial and drive a ‘start up’ to sustained success

● Strong implementation focus, ‘can-do’ attitude and ability to rapidly adapt

● Knowledge and experience in delivering complex programmes within a government context

● Proven experience in forming collaborative relationships with governments and diverse stakeholders at all levels of seniority, and the ability to inspire a sense of possibility within these groups

● A commitment to developing people into leaders

● Ability to proactively build and maintain a dynamic culture of high expectations and learning

● Humility, no ego and open to feedback
• Excellent influencing and written/verbal communication skills
• Strong planning, budgeting & financial and project management skills
• Evidence-based decision making and data-driven alignment practices
• Creative and critical thinking – from adaptive design to problem-solving
• Spoken and written fluency in both English and Amharic
• At least 8 years of experience, preferably in the education sector

**REMUNERATION AND BENEFITS**

This will be a fixed term contract as maternity cover for 8 months. The role carries a salary of USD 1833 per month. (USD 22,000 p.a)

**APPLICATION PROCESS**

If your skills, experience & priorities align with STiR’s vision, mission & values, we welcome you to apply for the Maternity cover for the Senior Programme Consultant, Ethiopia. The full interview process will include a variety of additional tasks & assessments. We look forward to taking the next step with you. Apply [here](#).

If you face an issue in opening the application link in Google Chrome, please right-click and open the link in a new tab or window.

STiR is an equal opportunity employer. We accept and celebrate diversity and are committed to creating an inclusive environment for all employees.