# SENIOR MANAGER, DESIGN AND PROGRAMME READINESS – ETHIOPIA

*The opportunity*

An exciting opportunity has arisen in the Design and Programme Readiness (DPR) team in Ethiopia. Based in Hawassa, Soddo or Addis Ababa in Ethiopia and reporting directly to the Global Associate Director for Design & Programme Readiness, and working closely with the programme implementation team in Ethiopia, you will lead the design of all of our programmes for teachers and officials in Ethiopia, ensuring that our programme team is set up to support education officials and teachers to foster of a love of learning in all children.

## REPORTING, ROLES AND RESPONSIBILITIES

The Senior Manager, Design and Programme Readiness role will be based out of either Hawassa, Soddo or Addis Addis Ababa and is expected to do regular travel within government departments at the country levels as well as in regions and woredas (districts) to support the programme team and gather insights on programmatic effectiveness.

**ENSURE THE DESIGN OF A WORLD CLASS TRAINING PROGRAMME FOR TEACHERS, EDUCATION OFFICIALS THAT IS GROUNDED IN THE PRINCIPLES OF INTRINSIC MOTIVATION AND LIFE LONG LEARNING.**

- Working closely with the Global Associate Director - Design Programme Readiness (DPR) and the Programme lead in Ethiopia to ensure that our programme design and approach in Ethiopia is underpinned by both global design principles as well as local country level priorities
- Act as the 'interface' between STiR global resources and the country team, supporting the contextualisation of global resources based on clear local priorities and purpose
- Ensure that the contextualised programme design in Ethiopia is informed by both quantitative and qualitative data and work closely with the M&E team to review this regularly.
- Maintain up-to-date knowledge of latest evidence in learning design and training and integrates into programme through participation in global DPR network
- Take a rapid, user-centred design approach to our programme: gathering regular feedback from our programme team, officials, head teachers and teachers in the field and incorporating appropriate insights and feedback into programme design
- Establish a collaborative and inclusive approach to programme design in Ethiopia with the government partners.
- Outline and establish a coherent design process with both internal as well as external stakeholders and ensure the development of high quality design material

- Participate in regular reflection sessions with the STiR local team and global M&E team on successes and areas for development based on quantitative and qualitative data

## ACT AS A KEY IMPROVEMENT ADVISOR TO THE GOVERNMENT AND INTERNAL PROGRAMME TEAM TO ENSURE THEY ARE EQUIPPED TO DELIVER WITH EXCELLENCE

- Work with programme team to build conceptual clarity for Intrinsic Motivation and behaviour change both internally and externally
- Lead training for senior government officials and STiR team (both separately and jointly) on key programmatic areas based on a clear local understanding of need
- Oversee the co-ordination of a world class, coherent training offer for our internal programme team, including termly week-long boot camps, monthly 'dripfeed' trainings and field-based follow-up
- Ensure that all internal training is underpinned by our programme readiness strategy, modelling excellent practice in all training sessions run personally
- Take a rigorous, scientific approach to promoting improvement, through: a hypothesis-based approach to problem-solving; interactions with and observations of key programme stakeholders; analysis of data; and clear, powerful sharing back of key recommendations and insights

## ACTIVELY CONTRIBUTE TO ORGANISATIONAL DEVELOPMENT AND CULTURE AS A MEMBER OF THE LOCAL LEADERSHIP TEAM

- Role model professionalism and integrity at all times and take ownership of your own development
- Actively contribute to the formation of local improvement priorities
- Develop strong, purposeful and collaborative relationships with programme and M&E teams
- Make sure that all the work you do and 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 and take responsibility for supporting the whole team to achieve its goals

## REQUIRED SKILLS AND EXPERIENCE

- ➢ Strong identification with STIR values
- ➢ Fluency in English and Amharic (including written)
- ➢ An understanding of the education system in Ethiopia and promotion of change within it, through experience in either government, NGO or other relevant organisation
- ➢ Ability to plan and design high quality educational and training materials
- ➢ Experience in conducting and facilitating meetings with senior government officials at the national level
- ➢ Demonstrated interest in and understanding of pedagogical principles, design thinking  (for example, through experience as a teacher or trainer)

- Ability to build positive relationships and influence others, including senior officials
- Excellent attention to detail and ability to see things through to a very high standard
- Excellent writing skills
- Excellent facilitation skills and experience of facilitating high quality adult learning
- Strong planning and project management skills
- Ability to learn and adapt rapidly based on feedback and new information, as well as the ability to communicate this succinctly
- Ability to work across functions and collaborate effectively