

## WOREDA LEAD - ETHIOPIA



## ABOUT STIR EDUCATION

We are an international NGO that supports education systems to reignite intrinsic motivation so that every child, teacher and official is motivated to learn and improve. We believe that education systems today must prepare every child, everywhere, to thrive in an increasingly complex world. Our vision of is a world where teachers love teaching and children love learning. Since 2012, we have reached 550,000 teachers and 12 million children across more than 100 districts in Ethiopia, India, Indonesia and Uganda.

## OUR MODEL

We achieve this through a five-year learning partnership with an education system, where we align all levels of the education system (officials, teachers and children) around the goal of increasing intrinsic motivation.

Practically, this means that teachers undergo monthly network meetings with about 20 to 30 local peers. Through these meetings they're supported to develop their practice in areas ranging from effective questioning to creating warm but orderly classroom routines – all designed to create a more effective relationship between the teacher and child. In doing so they develop a sense of autonomy (the sense they can change things), mastery (sense of getting better as a professionals) and purpose (reconnecting emotionally with their peers and students) – the key drivers of intrinsic motivation.

District officials undergo a training and coaching programme that motivates and supports them to prioritise, run and monitor the teacher networks and a close partnership with the state or national government enables the government to align this intrinsic motivation approach within their priorities, structures and systems.

The approach is run by the government from day one and after about five years of partnering with an education system we hope to have embedded a culture of improvement at all levels for the system to continue to strengthen itself. We typically allocate one member of our own staff per district to train, energise and coach the district officials running the approach, and a small team at the national or state level.

## 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 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.

## THE OPPORTUNITY

The Woreda Lead's role presents an opportunity for the right candidate to create a lasting impact on education not only in SNNPR, but on the Ethiopian education system more widely through demonstration of excellent practice. As a Woreda Lead, you will be responsible for: advocating for the importance of intrinsic motivation and lifelong learning at all levels of the education system, from children to senior officials; building excellent relationships with zone and Woreda level officials to ensure that they are prepared to lead the STiR programme effectively in their schools; and creating and acting on a shared purpose to improve teaching, learning and school leadership. This role is based in Sodo, Wolaita Zone.

## ROLES AND RESPONSIBILITIES

### ACT AS THE 'CHIEF ADVOCATE' FOR INTRINSIC MOTIVATION OF LOCAL ACTORS (OFFICIALS) IN THE SYSTEM AND TEACHERS IN YOUR WOREDAS.

- Take real ownership for leading change in your Woredas
- Align zone/woreda officials around the importance of teacher motivation and improved classroom practice.
- Tell stories and equip others to tell stories that highlight the possibility of change.

### BUILD STRONG, PURPOSEFUL RELATIONSHIPS WITH REGIONAL, ZONE AND WOREDAS OFFICIALS

- Develop a clear shared purpose with the woreda officials with whom you will be working.
- Inspire senior woreda officials to take real ownership of the planning and delivery of the programme.
- Identify and gain the trust of influential regional and woreda officials such that the relationships open and focus on improving motivation and learning in SNNPR.
- Use progress and impact data/stories to build momentum towards increased teacher intrinsic motivation and children's learning across your Woredas and strengthen your shared goals.

### PLAN AND FACILITATE HIGH QUALITY TRAINING AND SUPPORT FOR WOREDAS OFFICIALS, CLUSTER SUPERVISORS AND HEAD TEACHERS

- Facilitate high quality learning experiences for Cluster supervisors and Woreda Education bureau officials.
- Work closely with Woreda champions with the explicit aim of building their capacity to take on leadership of the programme.
- Work closely with cluster supervisors and Woreda officials to create a tailored implementation plan for the programme in their woreda that aligns with existing training structures and resources.
- Model excellent practice to senior officials, through providing high quality coaching and follow-up support to cluster supervisors to support implementation and adaptation of the model.
- Model and narrate the importance of giving excellent feedback as part of building a culture of learning in the woreda.

### **BUILD STRONG NETWORKS AND A CULTURE OF OPENNESS AND LEARNING BETWEEN WOREDA OFFICIALS AND CLUSTER SUPERVISORS ACROSS THE WOREDAS**

- Create opportunities for people to learn from each other in an open and reflective manner with colleagues from outside their woreda, through the promotion of a learning-focused peer observation culture.
- Promote curious, data-driven cultures where woreda officials want to ask the questions: 'What is really happening in my woreda, how do I know and what can I do to improve it?'
- Put real energy into enabling people to build relationships and feel connected to a broader, region-wide programme

### **CONTRIBUTE TO THE DEVELOPMENT OF AN OVERALL CULTURE AT STIR THAT IS IN LINE WITH OUR ORGANISATIONAL VALUES**

- Model professionalism at all times and take ownership of your own development.
- Make sure that all training and support you provide and relationships you build are in the STiR spirit and in line with our values.
- Model 'Growth Mind-set' at all times- show that improvement is always possible and take responsibility for supporting the whole team to achieve its goals.

## **KEY COMPETENCIES REQUIRED**

- Strong understanding of the Ethiopian education system.
- Excellent data analysis skills and able to use data to inform decisions.
- Ability to communicate very effectively in Amharic and English and ability to understand Wolaitinga.
- Able to build strong relationships and connections with people of all levels of seniority
- Demonstrated ability to work through others to achieve goals.
- Ability to co-create and collaborate to achieve goals.
- Excellent planning and project management skills.
- Strong identification with STiR values.
- Excellent influencing skills.
- Understanding and demonstrated ability to use all angles to ensure behaviour change of teachers and government officials.
- Strong attention to detail and ability to see things through to a very high standard.
- Ability to learn and adapt rapidly based on feedback and new information.

## **EXPERIENCE AND QUALIFICATIONS**

- University Degree in Education, social sciences, Development studies is preferred, additional post graduate diploma qualification in project planning, Education Management is an added advantage.
- Strong writing and communication skills.
- Experience working in the Ethiopian education system preferably at Woreda level.
- 3 to 5 years working in an NGO implementing Education programming.

## **REMUNERATION AND BENEFITS**

Remuneration of USD 1165/- per month (USD 13,981/- per annum) will be paid for your service (subject to relevant taxes) along with Medical Insurance.

## **APPLICATION PROCESS**

To apply for this position please submit your CV and a covering letter [here](#).