



Employment Opportunity

Senior Education Advisor

The Mission

The Wellspring Foundation is a Christian organization with a mandate to be a catalyst for transforming education in Africa and to foster vibrant communities that address poverty in all its forms. Headquartered in Langley BC and currently operational in Rwanda, Wellspring is a growing development agency, focusing on innovative solutions that address the need to empower a new generation through quality education.

The Need

Wellspring seeks a qualified and passionate Senior Education Advisor with significant experience in global education, policy formation, monitoring and evaluation, and international development to help Wellspring achieve growth as part of its Vision 2017 plan. The Senior Education Advisor will work closely with Wellspring Rwanda leadership in our efforts to scale our successful School Development Program, support a new consortium for emergent literacy, establish an accreditation program for national Christian schools, and package and share innovative solutions in Rwanda and beyond.

Responsibilities

- Lead monitoring and evaluation (M & E) efforts for key grant programs and strengthen skill-sets across the management team.
- Coordinate external analysis of program effectiveness through strategic research-based projects with higher education institutions.
- Work with Leadership Team to package and share current educational solutions so Wellspring can train and resource future partners effectively.
- Engage in key government, development partner, and non-profit policy forums where Wellspring is currently active such as the Rwanda Education NGO Coordination Platform (RENCP), the Education Sector Working Group (ESWG), the Joint Review of the Education Sector (JRES), and working groups within the Basic Education Working Group (BEWG).
- Work with the Country Director to connect with appropriate government ministries, other international organizations, and global funders in promoting Wellspring's work and identifying potential partnership and funding opportunities.
- Improve strategic integration between program activities through streamlining efforts, reducing redundancies, and maximizing resources.
- Support efforts to work with the National Association of Christian Schools (NACS) Rwanda and the Association of Christian Schools International (ACSI) in establishing a relevant accreditation program for national Christian schools.

Skills and Experience

- Masters degree, or equivalent experience, preferably in Education, International Development, or a related field at a globally recognized institution.
- At least seven years relevant experience in education globally, including teaching and school leadership.
- Relevant expertise with special training in policy development, monitoring, and evaluation.
- Exceptional written and verbal communication skills, including the ability to make presentations to small or large groups.
- Track record of building successful partnership with other agencies.
- Successful track record of working with or leading cross-functional teams



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EMPOWERING A NEW GENERATION

- Significant experience in grants writing, monitoring, and evaluation.
- Superior administrative capacity to engage in a large number of projects and tasks simultaneously and to complete them with minimal oversight.
- Effective interpersonal skills.
- Effective time management skills.
- Strong knowledge of the East and Central Africa region. Previous work experience in the region is preferred.
- Language skills would be a big asset, particularly French, Kinyarwanda, and Swahili.

Critical Qualities

- Strong Christian with a clear demonstration of living their faith.
- A self-starting motivator.
- An encourager, facilitator, enthusiastic and an initiator.
- Creative ability to tell compelling stories to diverse audiences.
- Ability to articulate difficult issues and to communicate Wellspring strategies.
- Personable; comfortable in relating to a wide variety of people and organizations, including government, other non-profits, church leaders, and schools.
- Ability to act as both project leader/implementer and part of a wider team.
- Willingness and ability to adapt to new situations.
- Ability to work well with deadlines.
- Flexibility to travel occasionally within the region.

Organization Information

- Permanent full-time position
- Based in Rwanda. Ability to travel internationally
- Competitive salary with benefits for a full time position.
- Applications accepted until April 15th

Send Resume, Cover Letter & Statement of Faith* to: richard@thewellspringfoundation.org and andy@thewellspringfoundation.org not later than April 15th, 2016.

****What is a statement of faith? A statement of faith should describe your Christian faith, your local church involvement and how you see it as relevant to your involvement with The Wellspring Foundation. The statement can either be incorporated into the cover letter or submitted as a separate document.***