

Global Design Consultancy

Overview

Educate! is seeking an enthusiastic and self-driven **Design Consultant** for our Global Team to build out our capacity for program design and innovations for Educate! across our countries of operation. Educate! lives a culture of impact-oriented and iterative program design based on learning and experimentation. The Design Consultant will collaborate with our design teams to develop content and materials to empower teachers to apply skills-based education and to promote students' leadership, entrepreneurship and workforce skills in East Africa.

Educate! is looking for an experienced program designer who is driven to empower and support teachers in their pedagogical change process through direct training and/or technical advisory to the government, and an expert in the education sector in East Africa – specifically Rwanda.

Educate! is a high-growth, award-winning education social enterprise. Educate!'s top priority as an organization is scaling in Uganda and expanding to new countries. In Uganda, we took a big leap in 2014 from 54 to 238 schools and over 80,000 students. In Rwanda, we are taking a different approach by working through government to support the national competence-based curriculum reform for entrepreneurship subject. In Kenya we are launching a pilot of an impactful skills-based education model improving youth livelihoods in Kenya.

About Educate!

Educate! works to transform education in Africa to teach youth to solve poverty for themselves and their communities.

Educate! provides youth with skills training in leadership, entrepreneurship and workforce readiness along with mentorship to start real businesses at school. Our model is delivered through practically-trained teachers and youth mentors. Educate!'s goal is to make this practical, skills-based model part of national education systems.

In 2016 we're working in 100 schools in Rwanda and more than 350 secondary schools in Uganda reaching over 120,000 students. Our model was proven to have massive impact in a randomized controlled trial. Graduates earned **DOUBLE** the income of a control group and had a **64%** increase in business creation. Our graduates change their lives and their communities, such as Lillian Aero who employs over 100 AIDS-affected women.

In 2012 Educate! partnered with Uganda's government to integrate curriculum and a student business club structure into Uganda's entrepreneurship course nationally, and in 2015 we began serving as a technical advisor to Rwanda on their national curriculum reform.

Educate!'s team includes 100 staff and over 140 volunteer youth mentors. We have been backed by top foundations such as MasterCard, Big Bang Philanthropy, Mulago, Echoing Green, Ashoka and Global Innovation Fund. Educate! won the 2015 WISE Awards, and was featured by Forbes 30 under 30, Clinton Global Initiative and The Brookings Institution.

Educate!'s vision is to reach one million students annually in Africa by 2024.

Objectives

Potential projects under this Consultancy could include, but are not limited to:

Design trainings for school-wide pedagogical changes

- Develop Teacher Association to support pedagogical change process
- Design training for School Leadership to lead school-wide pedagogical change process

Design education materials for national reform and policy processes

- Designing sample lessons and/or teaching and learning materials
- Designing examination frameworks and examples

Design practical, skills-based education experiences for students

- Design Skills Labs for the Entrepreneurship subject in Rwanda
- Design education experiences on leadership and entrepreneurship for students

Qualifications

- Bachelor's Degree in Education Science; Teaching Experience in East Africa (*preferred*)
- Good knowledge of East African/ Rwandan education systems and ongoing reforms
- Knowledge of theory and learning in adult education
- Experience in education program design for NGOs and government
- High level of proficiency in Windows Word

Location

- Location is Kigali, Rwanda (preferably) with travels across the region

Why You Will Brag About Working At Educate!

- We've got the [impact](#).
- Educate! is designed for scale. We quadrupled operations in 2014, going from 54 to more than 200 schools served. We carefully measure our outcomes, and — here's the best part — we are maintaining quality at four times the size.
- We believe in local leadership — 96% of our staff is African.
- Our model has gone nationwide in Uganda — Educate!'s model is now incorporated into the national curriculum and exams, impacting many thousands more students than we can reach directly.
- Educate is a well-oiled learning machine. We built our model by methodically testing hundreds of assumptions and we are constantly experimenting, evaluating, and improving.
- We're honored that luminaries and leaders like Oliver Wonekha, the Ugandan Ambassador to the US, and Ann Veneman, a former Secretary of Agriculture and head of Unicef, believe in us enough to have joined our advisory board.

Application Process

Intrigued? Please visit [here](#) to apply. You will be asked to upload a resume, and your response to the following questions:

- What are some of the projects you have worked on in design?
- How can active learning in large groups be promoted?

Application deadline will be rolling, with goal to fill position ASAP.

What Is Educate! About?

We're ambitious. Are you? Educate! is growing fast, so new opportunities are opening up and expanding all the time. We're inspired by people with drive, and we love to help them reach their full potential. We expect everyone at Educate! to contribute above and beyond their job description, grow their skills, and advance their careers, and we are committed to supporting our staff members on that journey.

1. **We Put Youth First** - The youth we serve come first. Always. In everything. That means we wake up thinking of ways we can serve youth even better and get the highest impact out of every dollar that we spend.

It means Educate! doesn't own a single vehicle, because we'd rather take the bus if it means one more student can participate. It means making every decision like the future depends on it — because if we get our way, it does.

2. **We Are Always Learning** - When you work at Educate!, educating *yourself* is part of your job too. We encourage every employee to find the best book on management; share the latest article on graphic design; bring in your favorite college mentor; or meet the researcher pushing the edge of the field. We are always thirsty for knowledge and love to share.
3. **We Only Solve a Problem Once** - We are allergic to band-aids so we love the person who brings the new system to solve the problem for good, even problems we haven't recognized yet.
4. **We Are Flexible** - We thrive on change — we're driving it. We are growing every day, so we have to adapt quickly to meet new challenges, and our team keeps up.
5. **We Exceed Expectations** - We assume we can achieve the impossible because we already have, year after year. We want our staff to create your own challenges, ask the toughest questions, and dream scary big!

Every person at Educate! — from interns to the executive director — is evaluated by how they live up to these five cultural tenets. They are at the core of how we achieve our mission and why we work as well as we do.

Educate is committed to providing an inclusive and welcoming environment for all who interact in our community. In creating this environment, we encourage people from a variety of cultures, backgrounds and life experiences to join our diverse team.