



Developing Young Leaders and Entrepreneurs in Africa

E!Exchange Program Coordinator Educate!

Educate! has a unique opening for a new leadership role in our second country of operation. The Program Coordinator role provides an opportunity to apply your management skills, education expertise, and entrepreneurialism on a small team.

Educate! is a high-growth, award-winning education social enterprise. Our top priority as an organization is scaling in Uganda and expanding to new countries. In Uganda, we work in 10% of secondary schools, reaching 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. Educate! works closely with three partners Rwanda Education Board, Akazi Kanoze Access and Innovations for Poverty Action. The program is called the E!Exchange and will be evaluated in a Randomized Control Trial (RCT).

The Program Coordinator will be at the center of our fast-moving start-up and will have the opportunity to support the pilot of an entrepreneurship teacher training program reaching 10 districts and approximately 100 schools intensively. We need a master trainer who is energized and driven to lead pedagogical change and ensure Educate! creates a lasting impact on students.

About Educate!

Educate! is a fast-growing non-profit social enterprise, currently operating in Uganda and imminently expanding across East Africa and beyond. We deliver to secondary school youth a skills-based model of education, comprised of leadership and entrepreneurship training, mentorship, and real experience starting an enterprise, and work to incorporate our model into national education systems across Africa. Our Vision for 2024 is to impact 1 million youth annually across 10 countries in Africa.

Educate! is backed by top funders such as The MasterCard Foundation, Echidna Giving, Barr, Segal, Vitol, Planet Wheeler, and Halloran Philanthropies, and featured by Brookings and the Clinton Global Initiative. Educate! team members have won recognition from Forbes 30 under 30, Echoing Green, Ashoka, Global Good Fund, and three Acumen fellowships. We value retention of great people: eight of our top thirteen programs team members have been with Educate! for at least six years.

We manage aggressively to impact, and our Randomized Control Trial – the gold

standard of impact evaluation – shows that our students double their incomes by the end of the program.

Program Coordinator Objectives

- **Province Management (45%)**

Educate! is implementing an RCT of our innovative teacher training approach and Skills Lab pedagogy. The Program Coordinator's role is to liaise with district officials and district master trainers to ensure high quality program implementation. This entails organizing regular meetings on program coordination, setting goals and targets, creating reports, and providing technical assistance where necessary to ensure student level impact of the program.

- **Master Trainer (30%)**

Educate! will train between 100-200 school teachers as well as government officials, and our implementing partner in the Educate! Skills Lab pedagogy. The Program Coordinator is responsible for overseeing all training to ensure proper communication and practical skill-building of participants.

- **Program Monitoring (15%)**

Educate! will be working together with our implementing partner to ensure all major aspects of the program are implemented. Monitoring will include weekly visits to schools, observing lesson study exchange visits, and engaging with Youth Leaders who implement practical product-making skills trainings.

- **Policies (10%)**

Educate! is opening a new country for the first time therefore many systems will need to be developed and streamlined. The Program Coordinator will support the Rwanda Project Manager in creating policies, procedures, and documentation of our work. This includes drafting and communicating new standards to schools, implementing partners, and the staff.

Qualifications

We're looking for someone who...

- Is a teacher training specialist and entrepreneur
- Will tenaciously do what it takes to get the job done
- Willing to travel to schools extensively. Willing to train in Uganda.
- Fits our Five Cultural Tenets – see Who is Educate!? below
- Has experience with program management (*preferred*). Either direct program coordination, consulting experience, or some form of oversight.
- Has earned a bachelor's degree (*required*);

- Has at least 4 years work experience (*required*); secondary school level teaching experience (*preferred*)
- Rwandan citizen who speaks Kinyarwanda (*required*); Women are encouraged to apply.

Terms

- Will manage one province: either North, East, or Western
- Two year pilot program, with hopes of long-term employment
- Salary is negotiable depending on experience
- Benefits include healthcare plan

Application process

Please send a resume and a cover letter to maayan@experienceeducate.org. Please include “Rwanda Program Coordinator” in the subject line. Also include how you found out about this role, such as listing the name of anyone who referred you.

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.

Who is Educate!?

1. We Put Youth First - Educate! mission is to transform education in Africa to teach youth how to solve poverty. We provide a practical model of education, comprised of leadership and entrepreneurship training, mentorship, and experience starting a business for youth, with the goal of making this model part of the education system. Educate!’s ten year vision is to reach one million students annually across 10 countries in Africa.

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.

Educate! has seen massive impact in our graduates: a **160% increase in average income** and 64% increase in business creation. In 2012 our curriculum and student business club structure was incorporated into Uganda's entrepreneurship course nationally, reaching over 25,000 students annually.

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.

What Educate! Staff Brag About:

- Our model has gone nationwide in Uganda and Rwanda – we worked hard to engage both governments, and our efforts paid off! Educate! has engaged in national curricula reform, impacting many thousands more students than we can reach directly.
- 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.
- We believe in local leadership – 96% of our staff is Ugandan
- Educate! is backed by top funders such as The MasterCard Foundation, Echidna Giving, Echoing Green, Ashoka, Barr, Segal, Vitol, Planet Wheeler, and Halloran Philanthropies, and featured by Brookings, the Clinton Global Initiative and Forbes 30 under 30.