

**PRESCHOOL LEAD TEACHERS & ASSISTANT TEACHERS – PHARO PRESCHOOL/KINDERGARTEN,
ASSOSA, ETHIOPIA**

Company Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organization that runs philanthropic programmes as well as for-profit social ventures. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation. Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability.

The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland and has now established an office in Rwanda. The key strategic pillars for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation also started its Pharo Ventures franchise to priority sectors where the Foundation believes a real impact can be made by establishing self-sustaining businesses, which focus on job and economic value creation.

Pharo Preschool/Kindergarten is part of Pharo Primary and Secondary Schools through KG - G12 in Assosa. It is currently establishing in Benishangul Gumuz Regional State (BGRS), Assosa aiming to increase access to quality age appropriate preschool education service in the city and enable learning excellency in the region. Currently we are at the final stage of preparation to launch the preschool. Thus, the school has finalized to accept students at KG1- KG2 for the Academic year of 2021/22 (Meskerem 2014 Ethiopian Calendar).

Our school mainly follows the regional and national curriculum which is assisted and supplemented in various ways by relevant supplementary reading materials and creative technology-based learning and education technology solution (well-organized instructional classrooms for active learning, continuous assessment, guidance and support, age appropriate library, science laboratories, ICT and pedagogical centers). Our school is a child-friendly learning environment, which is organized in a way to treat all children in an equal and respectful manner and more importantly striving and working towards students’ all-round development.

Headquartered in the UK (London), the Foundation has an operational head office in Kenya (Nairobi) with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa), Rwanda (Kigali).

Position Summary

Role: Preschool Lead Teachers & Assistant Teachers

Location: Assosa, Benishangul Gumuz Regional State (BGRS)

Contract Type: Permanent

Number of Teachers Required: 8

Reporting to: Preschool Head

Under the supervision of Preschool Head, the subject teachers are key teaching resources for the school's effectiveness and efficiency- and are expected to discharge their professional competencies in order to meet the school's objective to ensure quality preschool service for children in the area.

Key Duties and Responsibilities

- Follow professional practices consistent with school and system policies working along with students, students' record, and colleagues.
- Interact in a professional manner with students, parents, staffs and school leaders.
- Ensure and keep timely preparation and application of annual plan, weekly, daily lesson plans as required by the school policy.
- Teach alphabet and numeracy along with personal, social and emotional skills.
- Organize learning material and resources.
- Use a variety of activities and instructional methods (songs, stories, media, structured games, art, outdoor activities etc.) to stimulate children's abilities.
- Maintain home school communication by using different mechanisms (telephone, meeting and sending comments via communication book).
- Assess students' performance and progress to ensure they are mastering the skills on regular basis.
- Monitor children's interactions and nurture cooperation and sharing.
- Always strive and extend fullest effort for student's better learning outcome and the school learning excellence.
- Supervise students at recess, lunch, study time, and in other assigned areas.
- Any other duty as assigned by Preschool Head.

Qualification Requirement

- BA/BSc degree for lead teacher positions in Amharic, English, Mathematics, Biology, Art, HPE, Nurse and Psychology with minimum one-year experience
- Diploma for Assistant Teacher positions in Amharic, English, Mathematics, Biology, Art, HPE, Nurse, and with a minimum two years' experience.
- Practical teaching experience in private preschool is preferable for all positions.
- Proven working experience as a Kindergarten Teacher or Teacher Aide.
- Excellent knowledge of child development and up-to-date education practices.
- Creative and artistic teaching abilities.
- Highly developed cultural awareness and ability to work well in a school environment with people from diverse backgrounds and cultures.
- Understanding and experience of digital technology supported teaching approaches.
- Ability to teach in artistic way to maintain children's motivation.
- Excellent computer knowledge with MS-Word, MS-excel, power point etc.

Behavioural Competencies

- Great attention to detail and a flexible approach to work.
- High level of commitment and self-motivation
- High professional and ethical standards.

- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Structured and process oriented.
- Excellent time management skills with ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge status quo and add value by introducing positive change.
- Excellent communicator and comfortable to work in a team environment.
- Demonstrate the ability of strong communication skills both Amharic and English verbally and in writing.

Application Procedure

Review of complete applications will be on a rolling basis. In the event that we identify an outstanding candidate early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

Please send the information listed below, as a single PDF file, to the following email address: **recruiting.et@pharofoundation.org**. Please indicate the position you are applying for, either **'Preschool Lead Teacher'** or **'Assistant Teacher'** in the email subject line.

1. A detailed CV and Covering Letter,
2. A 1000-word essay on the below:
 - a) What experience have you gained that makes you the most qualified candidate for the role?
 - b) A statement briefly summarizing how you would put in place effective and efficient preschool leadership which can ensure age appropriate quality Early Childhood Care and Education (ECCE) in Assosa City, BGRS
3. One-page list of five references with current addresses, phone numbers, and email contacts.

Female applicants are highly encouraged to apply.