

TEACHING STAFF PRIMARY AND SECONDARY SCHOOL – PHARO PRIMARY AND SECONDARY SCHOOLS 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 Primary and Secondary Schools Assosa, in Benishangul Gumuz Regional State are newly established school in 2020 and 2021 respectively by The Pharo Foundation aiming to increase access to quality education service in Assosa city and being a center of excellence in the region. The schools have finalised accepting students from Grade 1 to 12 for the Academic Year of 2021/22 (Meskerem 2014 Ethiopian Calendar).

Our school mainly follows the regional and national curriculum that is supplemented in various ways including reading materials and creative technology-based learning and education technology solutions (well-organized instructional classrooms for active learning, continuous assessment, guidance & 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 for 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: Teaching Staff Primary and Secondary School

Location: Assosa, Benishangul Gumuz Regional State (BGRS)

Contract Type: Permanent

Number of Teachers Required: 20

Reporting to: School Director

Functional Relationships with: N/A

For these roles, we are looking for competent and committed teaching staff for primary & secondary schools who have full of passion and dedication to teaching. We invite qualified applicants for different teaching disciplines; Amharic, English, Mathematics, Chemistry, Physics, Biology, History, Geography, Economics, HPE & Librarianship.

Since the subject teachers are key teaching resources for the school, qualifying candidates are highly expected to discharge their professionalism in order to meet the school's objective to ensure quality education service delivery for students in the area.

Key Duties and Responsibilities

- Follow professional practices consistent with school and system policies working with students, students' record, and colleagues.
- Interact in professional manner with students, parents, staffs and school leaders.
- Act in confidential, ethical, and legal manner and being role model.
- Ensure and keep timely preparation and application of annual plans, weekly and daily lesson plans as required by the school policy.
- Motivate students and inspire continuous learning.
- Assigned reasonable tasks and homework to students. Be the custodian of the School's calendar.
- Always strive for the best student's learning outcomes.
- Supervise students at recess, lunch time, study time, and in other assigned areas.
- Prepare materials to reinforce the regular classroom lesson under the Head teacher's direction.
- Strive to develop respect among student, parents, and school leaders.
- Shows courtesy, integrity and follow-up at for all assigned tasks.
- Demonstrate an effort of knowledge, skill and attitude.
- Maintain home school communication by using different mechanisms (telephone, meeting and sending comments via communication book)
- Maintain confidentiality of students' records.
- Engage actively in implementation of school co-curricular and social support activities.
- Demonstrate and understanding of the community and parental role in the education of children.
- Any other duty as assigned by the supervisor.

Qualification Requirements

- BA/BSc degree or MA/MSc in major content taught in Amharic, English, Mathematics, Chemistry, Physics, Biology, History, Geography, Economics, HPE, & Librarianship.
- Minimum 3 & 5 years of relevant teaching experience for MA/MSc and BA/BSc holders respectively.
- Practical teaching experience in private schools is preferable for all positions.
- Enough understanding, knowledge and applied experience in active learning instructional classroom and placing equal opportunities of learning based on learner's level of acquisitions.
- Understanding and experience of digital technology supported teaching approaches.
- Experience in instructional classroom, co-curricular activities and community development tasks.
- 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 '**Primary School Teacher**' or '**Secondary School 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 that briefly summarises how you will create a positive learning environment that will be beneficial to all students and achieve better learning outcomes in the specific subject area you are applying for
3. One-page list of five references with current addresses, phone numbers, and email contacts.

Female applicants are highly encouraged to apply.