

Teaching Staff – Pharo Primary School, Assosa Ethiopia

Company Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organization that runs philanthropic programmes as well as a for-profit arm, Pharo 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 is now expanding operations in Rwanda and Kenya. 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 prioritize sectors where the Foundation believes a real impact can be made by establishing self-sustaining businesses, which focus on job and economic value creation.

The Pharo Primary School Assosa, in Benishangul Gumuz Regional State (BGRS), was established in 2020 by The Pharo Foundation with an aim of creating a high-quality learning environment where all students realize their full potential. The school will start a secondary school in the upcoming academic year 2022-2023 in addition to providing quality primary education to students from grade 1 to 8.

Our school follows the regional and national curriculum that is supplemented in various ways including reading materials, creative technology-based learning, and education technology solutions (we have well-structured instructional classrooms for active learning, continuous assessment, guidance & support, and an age-appropriate library, laboratories, ICT and pedagogical centres). Our school is a child-friendly learning environment that is organized in a way to treat all children in an equal and respectful manner and more importantly strive and work for students’ all-around 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), and Rwanda (Kigali).

Position Summary

We are looking for competent and committed teaching staff for our Pharo School, Assosa, who are passionate and dedicated to teaching. The subject teachers are key resources for the school and qualifying candidates are highly expected to discharge their duties with high standards of excellence in order to meet the school’s objective of providing quality education service delivery for students in the surrounding community.

Role: Teaching staff

- Mathematics
- History
- Amharic
- Health and Physical Education (HPE)
- Art

Location: Assosa, BGRS

Required number: 5

Contract Type: Permanent

Reporting to: School Principal

Functional Relationships: Head of Education

Key Duties and Responsibilities

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Present lessons in a comprehensive manner and use visual/audio means to facilitate learning.
- Ensure timely preparation of annual plans, weekly, and daily lesson plans as required by the school policy.
- Assign reasonable tasks and homework to students. Be the custodian of the school's calendar.
- Assess and record students' progress and; provide grades and feedback.
- Follow professional practices consistent with the school's systems and policies.
- Interact in a professional manner with students, parents, school staff, and school leaders.
- Act in a confidential, ethical, and legal manner and be a role model to students.
- Motivate students and inspire continuous learning.
- Always strive for the best student's learning outcomes.
- Supervise students at recess, lunchtime, 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 students, staff, and school leaders.
- Shows courtesy, integrity, and follow-up for all assigned tasks.
- Demonstrate an effort of knowledge, skill, and attitude.
- Maintain confidentiality of students' records.
- Engage actively in the implementation of the school's co-curricular and social support activities.
- Demonstrate an understanding of the community and parental role in the education of children.
- Any other duty as assigned by the supervisor.

Qualification Requirements

- Msc/MA/BA/BSc degree in the subject teaching area or Bachelor's degree in Education with a teaching qualification in the respective teaching subject: Mathematics, History, Amharic, Health and Physical Education (HPE), Art.
- Have a minimum of 4 years of teaching experience.
- Practical teaching experience in an International School or a high-standard private school.
- Excellent computer knowledge with MS Word, MS Excel, PowerPoint, etc.
- Fluent in English and can competently conduct all classroom instruction in English.
- Proficient in Word, Excel, Email usage, Google Suite, internet searching, and willing to learn new computer skills.
- An in-depth knowledge of practical teaching methods supported by digital technology.
- Substantial understanding, knowledge, and applicable experience in a classroom that promotes active learning and provides equitable learning opportunities depending on the level of each student.
- Experience in co-curricular activities, community development projects, and classroom instruction.
- Have experience in Formative Assessment and using data to enhance their teaching and learning.
- Can develop lesson plans, which meet established school and national curriculum models.
- Committed and passionate to teaching and highly motivated towards student development and growth.

- Is willing to offer after-school enrichment activities and support students after hours and on weekends including inset training.

Personal Attributes

- Strong passion for and commitment to students' education.
- A role model across the school in terms of punctuality, attendance, positive engagement, and professional relations among staff.
- Positive disposition to involve the whole school community and take people forward together.
- 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 the ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge the status quo and add value by introducing positive change.
- Excellent communicator and comfortable working in a team environment.
- Demonstrate the ability of strong communication skills in 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 shortlisted candidates.

Please send the information listed below, as a single PDF file, to the following email address:

recruiting.et@pharofoundation.org. Please indicate **"The subject you are applying for- Assosa Primary and Secondary School"** in the email subject line.

1. A detailed CV and Covering Letter. State in your cover letter where you heard about this position e.g. through our website, jobs board, etc.
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) With reference to practical examples, briefly explain how would you ensure that you put in place an active learning environment that is sound for all learners to achieve intended learning outcomes in your subject.
3. One-page list of five references with current addresses, phone numbers, and email contacts.

Female applicants are highly encouraged to apply.