

## Regional Academics Lead

Nairobi, Kenya

### Overview

Pharo Foundation is a mission-driven, impact-oriented organisation that designs, funds, and operates economic development programmes to achieve its vision of a vibrant, productive, and self-reliant Africa. Over the next decade, our goal is to create maximum impact towards three critical missions:

1. *Empowering the next generation*: Our education mission is to ensure that all students have an opportunity to access a high-quality, affordable education, and become productive citizens of a rapidly changing world.
2. *Eliminating barriers to employment and productivity*: Our productivity mission is to identify and eliminate health, financial, and structural barriers to employment and productivity for working people.
3. *Solving water scarcity*: Our water mission is to ensure that people and communities across Africa have access to a safe and affordable source of water.

The Foundation drives its impact through two key approaches:

1. **Pharo Ventures** is a for-profit, patient-capital investment vehicle focused on making high-impact investments in critical value chains to drive sustainable economic growth.
2. **Pharo Development** is our non-profit arm, investing in public goods and development projects with the aim of making an impact on our three mission areas: **Education, Water and Economic Productivity**.

Pharo Foundation has a portfolio of schools in Ethiopia, Somaliland, Rwanda and Kenya, with a strong commitment to expand, drive growth and maximizing positive impact in our education mission. The Pharo Schools strive to uphold the highest standards of pedagogy, intellectual development, and personal growth, empowering our students to become productive citizens in a rapidly changing world. Pharo Schools are committed to providing academic excellence to the children and young adults of Africa, we are currently building a driven and passionate team to drive these initiatives.

With over 700 employees across Ethiopia, Kenya, Rwanda, and Somaliland, we are a diverse, multicultural, and passionate organization. Our headquarters are in Nairobi, Kenya, with a liaison office in London, UK.

### Opportunity

We are seeking a passionate expert who thrives at the intersection of Academics and Operations, driving meaningful impact on the quality of education at all Pharo Schools. Our diverse and fast-growing portfolio of Pharo Schools covers all aspects of education from KG to grade 12 and delivers a range of different curricula across our schools. The key deliverable of this role is to build and implement a competency framework, applicable across all schools to achieve high-quality education through teacher competency improvements. This role requires a hands-on approach to problem solving and a can-do attitude.

This role requires travel (up to 40%) to all Pharo School locations in four countries and at times remote locations. Through excellent communication, the incumbent will embrace the value of collaboration and work with Pharo's country education teams to align school operations. The success of the academic framework will depend on the rigor and effectiveness of its execution. The ideal candidate must

demonstrate the ability to drive change through leadership while collaborating effectively within a decentralized team. Experience in working for an (international) network of schools is a highly advantageous.

Based in Kenya, the successful candidate will work closely with the teams of the Pharo Schools in Nairobi and be directly accountable for the academic and financial results of the Kenyan school portfolio.

In this exciting role, the ideal candidate will have an opportunity to leverage their experience, leadership, and strategic outlook to influence the path of an ambitious and expanding organisation that is committed to making a positive impact in the lives of millions of people across Africa.

### **Key relationships**

Role:	Regional Academics Lead
Location:	Nairobi, Kenya
Reporting to:	Chief Operating Officer
Direct Reports:	None
Functional relationships:	Chief Research and Evaluation Officer Country Directors Heads of Education School Principals Pharo Schools investment team Key stakeholders and regulators

### **Duties and responsibilities**

#### **Strategy**

- Stay attuned of emerging trends in education and evaluate the relevance for Pharo School's curriculum design and pedagogy.
- Identify potential partners that Pharo Schools can collaborate with to enhance global citizenship education, cultural exposure of students and teachers and visibility of Pharo Schools as a relevant player in education in Africa.

#### **Academic Development and Learning**

- Take Pharo School's mission and translate it into tangible and actionable guidance for all teachers and school leaders.
- Take responsibility for academic quality and rigor, encompassing lesson planning, lesson observation, learning assessment and all other aspects.
- Review the curriculum framework and develop strategies to blend and enhance it to deliver on our promises.
- Implement tools and standards to unify and ease the collection, creation and revision of all academic data analysis and intervention programs.
- Oversee and orchestrate the continuous professional development programmes for all teachers.
- Position 'Pharo Schools' as Centres of Excellence in Education in Africa.

- Lead change effectively by reviewing, developing and maintaining the *Pharo School Hallmark* – our operating manual, setting standards for pedagogy, teachers, leadership, environment and curriculum.

### **Management and Leadership**

- Provide leadership to school principals with the goal, to drive efficiency in workforce planning for teaching and non-teaching staff.
- Review, update and maintain the Pharo School Hallmark and define necessary standards and requirements to achieve high level of academic performance in all schools.
  - ✓ Develop an auditing framework for the Pharo Hallmark to allow for regular assessment of Pharo Schools.
  - ✓ Perform school assessments, conduct a gap analysis and transparently report on the findings.
  - ✓ Develop goals and action plans for each school to improve the overall compliance with the Hallmark.
- Collaborate with Heads of Education to develop continuous personal development strategies for all School Principals.
- Ensure the establishment of Professional Development Programs across the countries and collaborate with Heads of Education to monitor execution and evidence of teaching improvement.
- Develop policies and frameworks for the School Leadership to ensure child protection and safeguarding and an overall conducive and safe school environment.
- Align the school system with other international curricula and form partnerships with exam centers and certification bodies (SAT, IELTS, etc.) to enhance the value proposition for the community and important stakeholders.

### **Compliance, Audit and Risk**

- Collaborate with country-level leadership to ensure compliance of Pharo Schools with the operating standards of the Foundation and requirements of national and international regulators.
- Protect the Pharo Schools brand from undue risk exposure and mitigate where necessary.

### **Pharo School Nairobi**

- Work closely with Pharo School Nairobi's school leaders to align the programme and school operations with the Vision, Mission and Values of Pharo Foundation and achieve the school's ambitious financial and quality KPIs.
- Regular reporting on school performance and academic data in a transparent, structured and consistent format applicable for all Pharo Schools.
- Collaborate with School Principal to develop continuous personal development strategies for all teaching staff.
- Collaborate with School Leadership teams to review, assess and improve lesson planning, content mapping and timetables to achieve best academic results in compliance with the curriculum requirements.
- Prepare and implement robust educational processes and policies to prepare the school for scale and success.
- Develop appropriate quality assurance frameworks that ensure compliance with academic regulatory requirements.
- Oversee the academic accreditation process of Pharo School Nairobi and uphold the highest standards of compliance and safeguarding.
- Oversee financial management and ensure adherence to budgetary guidelines
- Ensure academic excellence through robust quality assurance processes

### Qualifications and requirements

- Minimum eight (8) years of professional experience, with a minimum of four (4) years in leadership roles.
- Experience as a manager in for-profit schools or groups of schools is highly preferred.
- At least master's degree in Education, Educational Administration, Educational Leadership or Curriculum Development.
- STEM experience is an added advantage.
- Experience in pedagogical improvement and implementation.
- Strong familiarity with Africa and its diverse needs and cultures, with an emphasis on East Africa.
- Strong relationship builder and communicator with experience leading diverse work teams, developing an organisation-wide strategy for programme excellence.
- Demonstrates integrity, strives for excellence in their work, and has experience of leading others to new levels of effectiveness and programmatic impact.
- Passionate about the Foundation's vision and mission with the ability to promote and communicate the philosophy, mission, and values of the Foundation to external and internal stakeholders.
- Ability to travel 40 percent of the time to provide on-site leadership.

### Personal attributes

- Great attention to detail and a flexible approach to work.
- Hands on problem solver with a can-do attitude and willingness to roll up her/his sleeves.
- High professional and ethical standards.
- Structured and data-savvy.
- Excellent time and project 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 to work in a team environment.
- Positive and outgoing personality with solid leadership, interpersonal and diplomatic skills.

### Application procedure

- Applications are received and reviewed by Human Performance Dynamics Africa (HPD-Africa) on a rolling basis. We may proceed with interviews and appointments as soon as strong candidates are identified. Therefore, early applications are highly encouraged, as the position may be filled before the stated deadline.
- If you are interested and meet the qualifications, please submit your application (CV and cover letter) to [cvs@hpdafrica.com](mailto:cvs@hpdafrica.com)