

Career Opportunity **Coach – Leadership & Training**

Reporting to: Head of Leadership and Training

Location: Islamabad

Recruitment Type: Full Time

Position: 1

Teach For Pakistan is a national non-profit organization committed to creating a powerful social movement for equity and excellence in education. We enable Pakistan's best young talent to teach for two years in underserved communities, and drive systemic change in education throughout their lives. Teach For Pakistan envisions the day when every child in Pakistan will participate in an education that nurtures them to become loving, thinking and engaged citizens. To that end, we are aiming to grow our movement aggressively over the coming years, and are looking for team members who will work passionately and rigorously to achieve this goal.

Position Overview

The Coach will be responsible for supporting, training and coaching a group of 15-18 Fellows, placed in schools to teach, in their leadership journey during the Fellowship to significantly impact their students, schools and communities. They will develop Fellows' ability to exercise pedagogical and systems leadership in their classroom, school and community, via diverse learning experiences and build relationships with relevant stakeholders to further the organization's mission.

Primary Responsibilities

- Coach Fellows to develop perspectives and mindsets necessary to exercise effective leadership
- Build and manage authentic relationships with all stakeholders: Fellows, school staff and community members
- Develop Fellows' ability to diagnose student, class and school needs, based on qualitative and quantitative data
- Build a resource bank of literature, tools and resources for Fellows to leverage, in service of deepening their growth and impact
- Conduct regular classroom observations and debriefs with Fellows to help them deepen their classroom impact and self-development
- Design and conduct trainings and workshops to build Fellows' pedagogical, professional and leadership capacities and to develop Fellows' community mobilizing capacity
- Take ownership of self-growth and independent learning; build necessary capacities to enable own and others' effectiveness

The Ideal Candidate is a self-starter who thrives in a high-stakes role, naturally enjoys working with adult learners across a diverse spectrum, believes in students' and adults' capacities to grow through coaching, and is deeply committed to social change and equal opportunity.

S/he will have the following qualifications and skills:

- Bachelor's degree required, Masters preferred, in the areas of education, curriculum, humanities, psychology and/or social sciences
- Minimum 2 years of work experience in a similar role
- Excellent written and verbal communication skills, especially in English

- Deep commitment to Teach For Pakistan’s mission and belief that all students can achieve ambitious outcomes
- Excellent critical thinking and problem-solving skills
- Excellent EQ and ability to connect with others empathetically
- Adaptability to work in diverse situations and circumstances
- Demonstrated prior strong teaching experience preferred

Salary and benefits will be competitive and commensurate with the candidate’s skills, qualifications and experience.

How To apply: Submit your application by filling the form by 25th April 2025. Since we will be hiring on an on-going basis, the applications sent in earlier will have a higher chance of selection.

Application Form link: <https://forms.gle/smN1m41DVNm2DQoM9>

A few important notes to keep in mind for submitting your application, without which it will not be considered:

A generic cover letter will disqualify you from consideration. Your cover letter must address the following questions:

- i. Why are you interested in working with Teach For Pakistan?
- ii. What specific skills, experiences and mindsets make you a good fit for the role and the organization?
- iii. What challenges would you face in the role and how would you overcome them?

We strongly encourage you to learn more about us at www.iteachforpakistan.org and our social media pages before applying.