Teach for Romania is a non-governmental organization, part of the global Teach for All network, which seeks and prepares valuable people, with or without previous teaching experience, to become educators, teachers or professors for children from vulnerable communities.

The mission of Teach for All is to expand access to education around the world, by increasing and accelerating the impact generated by organizations that cultivate the leadership necessary for change.

For more information: www.teachforromania.org.
YOUR ROLE

Within the program continuum, the Teacher’s Support area ensures the coherence and contextualization of the 2 year experience of the participants, setting the frameworks and implementing all actions for leadership development, classroom impact and innovation projects in education. The staff work together so that program participants have a personalized learning journey, according to their profile, the specifics of the community and school they are working in and their leadership plan. Also, the team works together with Learning and Training areas to develop and continuously adapt the student vision, as well as specific student competencies, contributing and collaborating in delivering specific training and mentoring on teaching practices so that program participants achieve student, community and systemic impact. The team works to create performance management and tracking tools, improvement plans, analyzing student achievement data and integrating it for better teacher results.
RESPONSIBILITIES

- Sets the vision, direction and strategy for participants experience and leadership development;
- Offers strategic input and works towards constantly improving the program and alumni continuum, experience and objectives for impact;
- Integrates the organization’s theory of change and systemic impact directions (alumni impact) in the strategy of the area, working closely with the Alumni Manager;
- Designs the learning journey and curriculum for the Leadership Academy and the 2 year program, working closely with the Support Manager and Training Manager;
- Oversees the implementation of all strategies and activities that are intended to develop the leadership competencies of the program participants;
- Manages a team of Teacher Coaches, direct and indirect/regional reports, and potential collaborators (needs analysis, roles design, recruitment, performance management, people development);
- Manages the implementation of the program participants evaluation process and oversees their responsibilities and obligations derived from the contract;
- Acts as main source of data regarding participants’ performance and as contributor to reporting activities, across the organization;
- Acts as escalation point for the managers on various issues related to the fellows (e.g. issues in the community, solving issues with School principals related to fellow performance);
- Represents the organization externally, on issues & topics related to the Support area;
- Manages the external partnerships related to the area (e.g. the coaching network, working with methodists);
- Acts as a Facilitator, alongside the rest of the team, during development programs included in the Core Program curriculum.
- Gives input in the way in which other areas in the organization communicate or work directly with the community of program participants;
- Gives input and shares expertise for development and fundraising proposals;
- Explores the Teach for All Global Organization best practices and trends, customizes and implements appropriate best practices;
- Contributes to critical program or organizational priorities (involves but not limited to: community impact projects, strategic schools, regional expansion, complementary projects, others);
- Manages the team budget, allocating resources and finding ways to drive efficiency and effectiveness (as defined by the organizational and area KPIs);
SKILLS AND REQUIREMENTS

- Minimum 2 years of consistent previous experience in teacher development and performance management, teacher curriculum design and implementation;
- Previous 2 years of team coordination/management experience (experience as manager of a team of managers would be a plus);
- Consistent experience in adult learning;
- Systemic and strategic thinking;
- People management;
- Operational management (operational planning, budgeting, objectives setting);
- Teaching & classroom management;
- Learning design and facilitation;
- Coaching and Mentoring;
- Performance Evaluation.
- Building relationships, resilience, open mindset, collaboration
- Decision making, ability to deal with ambiguity, initiative
- Risk management;
- Advanced English level;
- Advanced PC skills: MS Office (Word, Excel, PowerPoint, Outlook)
- Availability to travel
- Driving licence (B)
BENEFITS

- The chance to have a professional role with direct impact in education
- The opportunity for personal and professional development at a pace adapted to your growth needs;
- Access to training and learning opportunities within the Teach for All organization and from our learning partners;
- An excellent working environment in a values-based organizational culture;
- Access to a global community of experienced and talented professionals and innovative approaches and models from the Teach for All network.
RECRUITMENT AND SELECTION PROCESS

The selection process will consist in:
- CV and motivation letter
- Interview with HR, based on resume and motivation letter;
- A pre-work and interview with the Program Director;
- Interview with the CEO

We are waiting your application at office@teachforromania.ro until July 31. Thank you!
THANK YOU