



OUR CLIENT

Our client, one of the world's largest and fastest-growing organizations with investments in over 450 educational institutions in Africa over a period of 5 years in East Africa. With offices in the US, Europe, Asia & Africa, the company demonstrates the right to succeed by giving low income families access to high-quality education that will allow their children to live a better life. They launched the first institution in Nigeria at the end of third quarter of 2015.

It leverages experts, data, and technology to standardize and scale every aspect of quality education delivery, from how and where academies are built to how teachers are selected and trained, and how lessons are delivered and monitored for improvement. The company is vertically-integrated, tech-enabled, and on our way to profitability. It expects to continue rapid expansion in Africa. It has recently launched operations in Liberia and India.

ROLE PROFILE

Job Title	Academic Director
Reports to	Country Director and Global Academic Director
Location	Lagos, Nigeria

PURPOSE

The Academic Director, must be a data-driven individual with experience developing and managing cultures of high performance and high expectations. You must be a great academic leader who understands exceptional instruction and can motivate and support others in realizing a vision of academic excellence. Ideal candidates have worked in organizations with a proven track record of generating large learning gains.

RESPONSIBILITIES

- Advocating for learning outcomes and serving as an in-country academic consultant for other departments
- Leading execution and interdepartmental coordination of the core academic program
- Providing feedback to the Curriculum team, to improve learning outcomes and culturally contextualize what is taught
- Representing our client with key national stakeholders, including the Ministry of Education and other government education officials
- Conducting necessary market and regulatory research to inform instructional systems and policies (timetable, teacher specialty configurations, retention policies, exam policy, placement policy)
- Managing the Academics team based in Nigeria: Curriculum, Field Work, Measurement and Evaluation (M&E), Instructional Leadership, Innovation

QUALIFICATION / EXPERIENCE REQUIREMENTS

Education:

- Bachelor's degree in Education or related field, graduate degrees preferred



Experience:

- Ten (10) years' experience working in education. Two (2) or more years of teaching experience with evidence of outsized student learning gains is an added advantage.
- Experience working in the education sector in Nigeria

Skills:

- Effective, articulate communicator who can represent our client to external audiences
- Self-starter and problem-solver, who thinks three and four steps ahead.
- Hard-working and collaborative, with the tenacity to plough through challenges and an appreciation for teamwork toward achieving a shared vision.
- Detailed and results-oriented, driven by the data that will allow us to know what is working and what isn't working for kids.
- Humble, ready to "roll up your sleeves" to get things done

SUCCESS FACTORS

- **Detailed doers** – You have a track record of getting things done. You're organized and responsive. You take ownership of every idea you touch and execute it to a fine level of detail, setting targets, engaging others, and doing whatever it takes to get the job done. You can multi-task dozens of such projects at once and never lose sight of the details. Likely, you have some experience in a start-up or other rapid-growth company.
- **Smart hustlers** - You have the brain power but also the pragmatism to get stuff done in a chaotic context. You are focusing on winning, and will do just about anything (with integrity of course) to get to the people and places that you need to succeed.
- **Networking masterminds** – You excel at meeting new people and turning them into advocates. You communicate in a clear, conscientious, and effective way in both written and oral speech. You can influence strangers during a single conversation. Allies and colleagues will go to bat for your ideas. You have an existing network of public relations contacts from prior experience in the country, preferably in the regulatory, education, or business sectors.
- **Creative problem-solvers** – The organization is still a start-up: hands-on and scrappy. You need to be flexible and ready to get everything done effectively, quickly, and affordably with the materials at hand, which may be less than you're used to. Every dollar you spend is a dollar our customers, who live on less than \$2 a day, will have to pay for.
- **Customer advocates** – Our customers – these families living on less than \$2 a day per person – never leave your mind. You know them, get them, have shared a meal with them (or would be happy to in the future). You would never shrink back from shaking a parent's hand or picking up a crying child, no matter what the person was wearing or looked like. Every decision you make considers their customer benefit, experience, and value.
- **Life-long learners** – You believe you can always do better. You welcome constructive criticism and provide it freely to others. You know you only get better tomorrow when others point out where you've missed things or failed today.



BARRIERS

- **9-to-5ers** – If you like the comforts of an office job – be it short and consistent hours, you won't like it here. Hours are long, there are no freebies, and you're going to spend most of your time in the field.
- **Narcissists** – If you've ever finished the statement, "I didn't go to university to _____," you won't like it here. Your degree, age, lineage, and experience don't matter. Only your current output, and how it benefits the company's customers, does.
- **Hand-holders** – We love teamwork, but sometimes we get busy. You need to work well independently and have the self-motivation to never slow down. Of course, you'll be very responsive and constantly update us on your status.

COMPENSATION

You will be offered an attractive compensation package.

EXPECTED START DATE

The successful candidate will be expected to start as soon as possible.

LOCATION

The role is based in Lagos, Nigeria. By nature of the role, travel may be required of the incumbent from time to time.

APPLICATION PROCESS

To apply for this position, complete a copy of our [pre-interview candidate questionnaire](#) specified on our website and send the completed questionnaire with a copy of your resume.

Please send the completed questionnaire with a copy of your updated resume to hello@talentstoneafrica.com