

TEACHFORNIGERIA

Title: Coach

Duration: Full Time

Reporting To: Senior Coach

Location: Based in Lagos/Ogun

About Teach For Nigeria

Teach For Nigeria (TFN) is focused on developing a movement of leaders across the nation who are committed to ending educational inequity. In the short term through a two-year Fellowship, TFN recruits Nigeria's most outstanding university graduates and young professionals of all academic disciplines to teach as full-time teachers (as Fellows) in high-need schools in poor communities. Through this experience, our Fellows gain exposure to the realities of Nigeria's education system and begin to identify their role in building a broader movement for educational equity. In the long term, TFN supports its alumni – equipped with the experience, conviction, and insight that comes from leading children to fulfil their potential – to be a force for change, working from across sectors to expand educational opportunity.

Our Core Values

- **Sense of possibility:** At Teach For Nigeria, we relentlessly drive towards achieving our goals, with a strong belief that nothing is impossible.
- **Respect and Humility:** All our actions are guided by a sense of humility and equality, and we greatly value human dignity.
- **Excellence:** We have high expectations of ourselves and others, and we are sworn to deliver the best quality in all that we do.
- **Integrity:** We do the right thing, we conduct ourselves in accordance with the highest standards of professional behaviour and ethics. We are transparent, honest and ethical in all our interactions.
- **Leadership:** We set positive examples and influence others to achieve set goals.
- **Innovation:** We anticipate change and shape it to fit our purpose. We acknowledge the weaknesses within our society and create ethical, forward-thinking solutions.

Position Summary

The Coach will report to the Senior Coach and oversee the direct supervision of Teach For Nigeria fellows. The Coach is responsible for the training and support of Teach For Nigeria Fellows during and after their Fellowship to ensure Fellows' growth and impact as leaders both in the classroom (as measured by student achievement) and beyond. Coaches play a fundamental role in TFN's work, as they are directly in charge of delivering pedagogical and leadership support to Fellows. They serve as coaches to a group of 15-20 Fellows, regularly monitoring both their teaching practice and leadership growth through observation and coaching cycles, weekly check-ins, and reflections. Coaches act as the first and primary point of contact between Fellows and the organization; they are also responsible for cultivating strong and productive relationships and positive team culture. Coaches also work with education stakeholders such as school leaders, parents, teachers, SUBEB, MOE leaders and development partners within their area of operation to build effective community partnerships to achieve the vision of Teach For Nigeria.

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Roles and Responsibilities

Strategic Vision and Direction

- Support Fellows in setting short and long-term goals and benchmarks for their leadership development in addition to that of their students and check progress.
- Collaborate with the Training and leadership development unit to reflect on progress towards goals, continuous professional development and effectiveness as a team.
- Observe fellows live in action to help them connect their values and beliefs to their work, stay centred on the classroom visions, and learn critical leadership and critical instructional skills.

Fellow Coaching and Management

- Coach Fellows by conducting regular classroom observation; providing feedback on instructional techniques, classroom management, and curriculum; modelling effective teaching; sharing best practices and resources, and running weekly check-ins and reflections
- Build a team culture amongst Fellows and mentor and support their transitioning into alumni who are become lifelong players in advancing educational equity
- Collaborate with other coaches to solve challenges and share best practices and solutions
- Seek out and create opportunities for professional exposure, development and mentorship during the Fellowship to prepare Fellows for success as alumni
- Manage a team of Fellows to help them adapt to a rural/remote/disadvantaged setting and build their capacity to impact student achievement levels in the classroom dramatically.

Program Design

- Plan, write and facilitate sessions in various content areas at pre-service, in-service and leadership development training programs for Fellows, with guidance and support from the Head of Training and Leadership Development.
- Work closely with the Head of Training and Senior coach to develop a training curriculum for Fellows based on the Teach For Nigeria's prioritised outcomes for students and Fellows.
- Plan, manage projects and coordinate logistics to ensure training sessions are achieving set goals and outcomes during pre-service, in-service and leadership development training programs
- Plan and organize activities with Fellows, including excursions, team building activities, and training sessions.

Stakeholders Engagement

- Engage and maintain strong relationships with head teachers, school management committees, teachers, students, parents, community leaders and education leaders
- Work with the Head of Training and Leadership Development to identify gaps, design and facilitate training that will further strengthen the school system.
- Serve as point of contact between placement schools and the organization
- Build and manage the organization's relationship with local government leaders, and other key stakeholders.

Impact Assessment and Evaluation

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- Assess the needs of each Fellow and provide personalised support.
- Problem solve and develop solutions for challenging professional issues faced by Fellows
- Help Fellows analyze student data to improve their teaching effectiveness
- Collect and analyze data to measure Fellow's impact on student achievement and evaluate the effectiveness of the provided training and support
- Conduct Fellow satisfaction surveys and work with the Impact and Learning team to analyze results.
- Based on the report of the data analysed, schedule and hold stepback sessions with fellows to reflect on the results obtained and provide action plans for improvement where required.
- Document engagement with stakeholders to monitor and report fellowship program activities.

Education and Experience

- A Bachelor's degree in Education, Social Science, Management, or a related field from a reputable university is required.
- A Master's degree will be an added advantage
- PGD in Education or any other relevant certificate in Education is compulsory
- Minimum of three years of teaching experience with a proven track record of achieving high academic outcomes with primary and secondary pupils on high-stakes assessments.
- Experience in designing and facilitating training sessions.
- Ability to set goals and use data daily to guide actions.

Preferred Skills, Knowledge and Abilities

- **Strong interpersonal and communication skills:** Demonstrated ability to build trust, collaborate effectively, and communicate clearly (both written and verbal) across diverse stakeholders.
- **Experience in underserved communities:** A deep understanding of the unique challenges and opportunities within underserved and low-resource settings.
- **Exemplary pedagogical expertise:** Proficiency in instructional planning (both lesson and long-term), delivery, classroom management, and student engagement across primary and secondary levels.
- **Attention to detail:** Commitment to ensuring content and support delivered is of the highest quality and contextual relevance.
- **Organisational and strategic planning skills:** Ability to effectively prioritise, manage multiple tasks, and drive collaborative initiatives.
- **Coaching and mentoring skills:** Proven ability to develop others toward achieving ambitious and measurable goals; experience coaching teachers is an added advantage.
- **Project and crisis management capabilities:** Skilled at managing timelines, resources, and unforeseen challenges in a fast-paced environment.
- **Relationship-building and networking:** Capacity to cultivate strong relationships and mobilise networks to drive programmatic success.
- **Analytical and reflective mindset:** Ability to analyse, synthesise, and use data to inform decisions and continuously improve.
- **Strategic and critical thinking:** Capable of conceptualising multiple approaches to a problem, breaking down complex issues, and mapping out clear execution plans.
- **Resilience and results-orientation:** Thrive in a dynamic, mission-driven environment with a steadfast focus on long-term impact.
- **Technological proficiency:** Comfortable using digital tools including Microsoft Office Suite, Google Workspace, and video conferencing platforms.

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- **Data management skills:** Basic ability to manage, interpret, and visualise data for tracking progress and decision-making.
- **Commitment to travel and community presence:** Willingness to live and work in rural or semi-urban areas where Fellows are placed.
- **Knowledge of local education systems:** Familiarity with the Nigerian curriculum, education policy, and contextual learning needs.
- **Growth mindset:** Open to feedback, reflective, and committed to continuous professional development.

Compensation

Salary is competitive at Teach For Nigeria and depends on prior experiences. Benefits include opportunities for training. Additionally, there is ample opportunity for professional development through the global network, Teach For All.

How to Apply

Please email your **resume or CV** and a **one-page cover letter** to careers@teachfornigeria.org. Your cover letter should include why you are interested in Teach For Nigeria and this position. In the subject line of your email, indicate the position you applied for. Only short-listed candidates will be contacted.