

**Teach For Thailand** is a nonprofit organization committed to more equitable and just education opportunities for children in Thailand. We want to better Thai education, one classroom at a time. And we do this by partnering with communities to develop a network of leaders through our Fellowship Program.

**What We Do:**

We develop leaders to improve educational opportunities for children in Thailand through our 2-year Fellowship Program.

In the Fellowship Program, we recruit, develop, and place people from all backgrounds to teach in underserved schools for two years. During this time, Fellows learn through firsthand experience and grow their leadership skills by collaborating with stakeholders in schools and communities.

After their experience, graduates of the Program are empowered to drive positive changes in Thai education and beyond. Whether they carry on as teachers, become policymakers, start their own social enterprises, or work in the public or private sector, they are able to affect change in different ways.

**The Role: Regional Leadership Development Associate**

Regional Team leads the efforts to train and empower participants (“fellows”) who are teaching in classrooms to transform the lives of thousands of students in the Greater Bangkok area and other regions. In 2023, Teach For Thailand’s Training & Support Team will train over 100+ fellows. The team designs and executes training and professional development programs for fellows during ‘Institute’ and throughout their two-year placement in schools. The team also builds the capacity of Teach For Thailand staff and partners with government, university, and local schools to support and develop our fellows. Through the team’s work, our fellows will be equipped with the knowledge, skills, and mindset to lead the students they teach to greater achievement and to develop into future leaders themselves.

Regional Team seeks to create a sustainable community impact for Teach For Thailand to operate each region by their own to achieve their needs as the unique context. The team had responsibility for the region in three main areas; (1) Community Selection - increase representation of incoming fellows cohort to reflect the makeup of the communities and collaborate with the people in the community to recruit and select the candidate for their schools; ; (2) Leadership Development - develop fellows leadership so that they can create

impact on students, school, and community; (3) Local Partnership - secure and grow public and private partnerships within the region to execute the vision.

**Outcomes and roles:**

Regional Leadership Development Associate is the one who is responsible as a core of Thai young leaders' development. Teach For Thailand is looking for a person who has strong passion in developing young leaders to become the leaders who are outstanding both inside and outside the classroom through teaching and leading skills programs. He/she has to strengthen the relationship, to lead fellows for the challenging success and to coach them to step across the hard time. In addition, he/she is a creator of the organization culture in TFT cohorts. He/she is the one who designs, creates and invents learning experience, coaching and mentors innovation, and also develops leadership skills to enable TFT fellows to work efficiently and make education equality become true, which is the goal of Teach For Thailand' vision.

**Outcomes for the role include, but are not limited to:**

- Enhance education and substantial growth in AP, CS, ES for the majority of students by 27%.
- Strengthen program cycle by enhancing effectiveness of fellow's leadership development by 70% on average.
- Maintain the retention rate at 90%, Fellow's Net Promoter Score at 50 and Principle/Mentor at 95.
- Scale impact by engaging communities to build the proposed numbers of collective visions and reflection spaces.
- Secure at least 3 donors to pitch meetings for donor's proposing.

**Responsibilities will include but are not limited to:***Leadership Development and Team Management*

- Walking alongside fellows during two years of their fellowship journey and providing suggestions or coaching by understanding each fellow's strength and weakness in order to improve their potential while fellows take the ownership of their learning and experience.
- Creating efficient learning experience for TFT fellows to make sure that they can develop their mindset, skills and knowledge in order to achieve the vision of Teach For Thailand including classroom supervising and talking with each cohorts, school visiting, group discussion, developing skills workshop, joining study planning, co-teaching, leadership workshop, school's community project, and other activities related to TFT.

- Following Teach For Thailand's working culture by supporting fellows to improve themselves continuously and earnestly in order to build up cooperation networks and support.
- Coaching fellows to make them understand and adhere to the mission of TFT's alumni that is working to make education equality become true.

#### *Partner Engagement*

- Building a good relationship with the school's administration, teachers and community to make them understand the program. In addition, he or she should have an ability to solve possible problems in case there are any conflicts between fellows, teachers and school administration in order to support long-term co-working.
- Building and nurturing relationships with potential donors in the region to create the pipeline in the long haul.

#### *Administrative Support*

- Following up, gathering, analyzing and commenting on the progress and achievement in school according to the goal in teaching and learning of fellows from student data, fellow engagement survey data, principal survey data and qualitative data from students work and other sources to improve the project implementation.
- Supporting and coordinating with fellows to make them work smoothly with each department in Teach For Thailand for doing projects.

#### **Apply if you have:**

- Over 2 years' working experience with proven ability to coach and develop team members toward achieving ambitious and measurable outcomes OR
- Over 2 years' working experience with proven success in community engagement/development
- Working in the education sector would be highly considered
- Experience in project management/Ability to manage multiple projects within timeline
- Strong willingness and ability to proactively engage in cold calling and direct prospecting, including walking in to seek opportunities
- Ability to learn new things quickly and highly adaptable
- Ability to work effectively with critical and systematic thinking, to plan, organize and operate with urgency
- Exceptional interpersonal skills - ability to establish and manage authentic working relationships with people of all working styles with humility, empathy and respect to get things done
- Excellent communication and influencing skills
- Working flexibility (able to travel upcountry and work on weekends occasionally).

**Skills/Knowledge/Mindset:**

- A deep commitment to education equity - a belief that all children can succeed regardless of their background.
- A belief in community power and social movement
- Visionary leadership skills, with the personal drive and energy to inspire and motivate colleagues and peers.
- Perseverance - continued effort to do or achieve the mission despite difficulties, failure, or opposition.
- A learning orientation with self-awareness and commitment to development for growth.
- Possess a “can-do attitude”.
- Proficiency in Microsoft Suite applications (Word, Excel, PowerPoint, Outlook) and the Internet.
- Good command of English and Thai fluency is mandatory (written and spoken).
- Exemplify Teach For Thailand’s core values: Mission Comes First, Grow Together, Sense of Possibility, and Act Like Owners.

**Compensation and Benefits**

We may be a non-profit, but we reward our talented team well! We offer:

- Competitive salaries in the local not-for-profit sector
- 15 days paid time off with accrual each year of service – Your well-being is a priority.
- Remote work culture within Thailand with open flexibility as needed, at times
- An exceptional team that trusts you and gives you the freedom to do your best
- The chance to put your talents towards a deeply meaningful mission and the opportunity to work on a high-impact organization

**To Apply:**

To join us as a team member, apart from being well qualified, you need to believe as strongly as we do in our mission and vision to ensure the success of our organization.

Please send your resume and a one-page cover letter to [careers@teachforthailand.org](mailto:careers@teachforthailand.org) with the subject line of the position you are applying for. Only shortlisted candidates will be contacted.