



InterSen Phase Instructional Coach

**Location: Zithulele Village, Mqanduli
Eastern Cape**

Application closing date: 11 December 2023

Start date: As soon as possible

Salary range: R 30 000 - R 33 000 (incl. benefits)

Reporting to: Head of Education



Axiom Education, founded in 2009, currently serves +5000 learners across two education districts in the Eastern Cape Province of South Africa. Based in the rural village of Zithulele, its vision is to see every rural student leave school with purpose, agency and options. The organization has ambitious plans to grow its quality and reach over the next three years through partnerships with government, donors and other non-profit organizations.

With these growth plans in mind, Axiom is looking for a dynamic InterSen Phase Instructional Coach who is passionate about our mission and has the appetite, experience and expertise to make a success of this important role. This role is ideal for someone who wants to live and work long-term in the beautiful, bustling rural village of Zithulele. It provides a unique and wonderful experience of living 'in community' with professionals who are like-minded and passionate about positive change and community development.

ROLE DESCRIPTION AND KEY DUTIES

The InterSen Phase Instructional Coach is responsible for coaching of Intermediate and Senior phase teachers and the development of SMT members as instructional leaders, with a special focus on Mathematics. This will include termly training, monthly communities of practice and weekly classroom observation sessions. They are also key contributors to the overall school improvement strategies for all schools in the region, in collaboration with other staff members.

- He / She will manipulate various sets of school data to inform decisions that would see teaching and learning.
- They will need to be an experienced and confident teacher who is patient and able to work alongside others to develop their subject knowledge and teaching ability experience.
- Building relationships with the schools and teachers in allocated schools and networking with others.
- Key to the role is the ability and knowledge of gathering evidence on needs , using available data and closing these gaps through coaching and provision of professional development sessions to teachers .

GENERAL REQUIREMENTS

- Experience in the Education and NGO sector will be an added advantage, especially if paired with



rural living and working experience.

- Driver's license is a necessity.
- Fluent in both written and spoken English and Xhosa
- Passionate about improving education outcomes in rural areas and willing to work in rural areas.
- Experience in coaching teachers will be an added advantage.

QUALIFICATIONS AND EXPERIENCE

- Qualified experienced teacher, minimum 5 years experience.
- Experience of working as an HOD will be an advantage.
- NQF level 7 or 8 in a related field.
- 2-3 years of leadership management experience.
- A Facilitator/Coaching qualification will be an added advantage.

BEHAVIORAL COMPETENCIES

- *Strategic thinking:* Creates vision of success and aligns strategic, operational and personal work plans and goals, influencing the strategic direction.
- *Analytical thinking:* The ability to identify patterns across situations that are not obviously related, and to identify key or underlying issues in complex situations: analyses and anticipates, interprets and advises.
- *Performance Orientation:* Provides service excellence to students, staff, the community and internal clients, proactively responding to anticipated needs, developing and maintaining collaborative relationships with people external to the organization.
- *Team Work:* Creates a feeling of belonging and builds team synergy. Displays genuine curiosity in team and partners.
- *Developing Self & Others:* Fostering an environment that will encourage professional and personal growth and the transfer of knowledge to future talent; encouraging others to develop and take on new responsibilities.
- *Resourcefulness:* Gets things done efficiently and resource-effectively, mobilising people, funding material and support.

HOW TO APPLY:

Submit resume and required documentation to: careers@axiumeducation.org

For your application to be considered, please ensure that your application includes the following:

- CV (with at least 3 contactable references), motivation letter, copy of qualification and copy of your ID
- **Please include the TITLE** of the position you are applying for in your email.

Application closes on **11 December 2023.** We will only be contacting shortlisted candidates. If you have not heard from us within one month please consider your application unsuccessful. **For any enquiries please liaise with the Human Resource Department on this number 081 7126222 or email your enquiry to: careers@axiumeducation.org**