Instructional Coach:Senior Phase And FET (Amajingqi Willowvale Office)

Location: Amajingqi, Willowvale Eastern Cape

Application closing date: 24 February 2023

Start date: As soon as possible

Salary range: R 28 000- R33 000 Per month (+benefits) and 13th cheque.

Reporting to: Regional Manager

Axium Education, founded in 2009, currently serves 4000 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.

Key Duties and Responsibilities.

The Instructional Coach will support teachers through observation and feedback, lesson demonstrations, in-school training, professional learning communities (PLCs)monitoring progress and closing gaps identified.

- She/he will manipulate various sets of school data to inform decisions that would see teaching and learning improved.
- This role requires someone who is passionate about long term educational change.
- 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.
- Observing and working with groups of teachers would be ideal.
- Building relationships with the high schools school teachers in the allocated schools and networking with other
- coaches will be a critical aspect of this role.
- 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 working in rural areas would be preferred
- knowledge of the rural public school system and the ability to imagine professional development in this context
- Passionate about improving education outcomes in South Africa
- Be willing to work in Rural Areas

Qualifications and experience

- A professionally qualified, experienced and SACE registered FET teacher (minimum 4 years' classroom teaching experience. HOD experience preferable)
- Experience in coaching teachers will be an added advantage
- Previous experience working in an NGO is an advantage
- Ability to support SP and FET teachers of all subjects through classroom observation and the facilitation of professional learning communities (PLCs)
- A teaching subject in the STEM stream will be an advantage: Mathematics and/or Physical Sciences at FET level
- Strong facilitation skills: A facilitator and/or coaching qualification will be an advantage
- Unendorsed driver's licence, and driving experience is necessary as this job involves extensive local travel
- The ideal candidate should be fluent in both written and spoken English, and have a working knowledge of isiXhosa

Behavioural Competencies

This position is suitable for an Instructional Coach who is;

- a strategic thinker
- analytical
- performance Oriented
- stakeholder oriented
- sensitive and able to work in a diverse environment
- a leader
- resourceful
- accountable and ethical
- able to receive and give feedback in a constructive manner
- empathetic
- a good planner who is highly organized
- highly resilient
- able to work in a team and do much with shared resources
- an excellent communicator, both verbally and in written form

Technical Competencies

- Knowledge of education theories and their practical applications in the context of the Curriculum and Assessment Policy Statement (CAPS)
- Deep understanding of the Curriculum and Assessment Policy Statement (CAPS)
- Ability to conduct lesson observations and to provide meaningful feedback to SP

and FET teachers of all subjects

- Possesses strong facilitation skills and the ability to run professional learning communities (PLCs). (Facilitation, mentoring and/or coaching certificate is an added advantage)
- Strong analytical mind, able to organise data and engage in evidence based conversations
- Strong computer skills with ability to use MS Office, Google suits, Zoom, etc.

How to apply

Please email your application at careers@axiumeducation.org

Please note that a successful applicant will be based at our Amajingqi region in Willowvale.

Your application must include the following:

- CV with References
- ID Copy
- Motivational letter **(specify the region on which you are applying For)**

Should you not hear from us within 3 weeks from the closing date, please consider your application unsuccessful.

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Directors: N. Petse, E. Torrance (Chair), P. Moyo, G. Coe, C. Paxton, M.Paxton
Reg: 2009/005913/08 | NPO: 076-728-NPO | PBO: 930034907 | Office: Church Grounds, Zithulele, 5080, RSA
www.axiumeducation.org