



Now Hiring

## Public School Partnerships (PSP) School Leadership Coach

<b>LOCATION</b> Zithulele Village (Head Office, Mqanduli) with travel to Amajingqi, Willowvale	<b>REPORTS TO</b> Head of Schools	<b>CONTRACT</b> Full-time · 40 hrs/week
<b>SALARY RANGE</b> R34,000 – R38,000 p/m incl. benefits	<b>APPLICATIONS CLOSE</b> 20 March 2026	<b>START DATE</b> 1 April 2026

About Axium Education

### We believe in rural potential

Axium Education is based in rural villages in the Eastern Cape Province of South Africa. Learners in communities like these face layered and interconnected challenges, including limited access to quality teaching, under-resourced schools, and broader socio-economic hardship.

Our **mission** is to raise student achievement in rural South African communities. We believe there are vast amounts of untapped potential in every rural student, teacher, school, and community. Our **vision** is for that potential to be realised, so that every rural student can leave school with purpose, agency, and options.

To achieve this, our work spans multiple levels of the education system. We support learners directly, invest in the development of teachers and school leaders through Public School Partnerships, and collaborate with system actors to improve the enabling conditions for schools and students to flourish.

**Our work is grounded in long-term partnerships, local leadership, and deep community engagement.**

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About the Role

## What you'll do

The PSP School Leadership Coach plays a central role in strengthening leadership capacity in our growing network of 13+ partner schools. This role focuses on improving school leadership practice, strengthening school culture and driving measurable improvements in learner outcomes.

You will work closely with School Management Teams (SMTs) and principals, providing structured coaching, targeted training and ongoing support. This role requires confidence, clarity of thought and the ability to influence across multiple stakeholders in a complex rural education environment.

The role requires a balance of strategic thinking and practical implementation, including these

### Key Responsibilities:

- Developing and supporting School Improvement Plans (SIPs)
- Conducting School Walks and embedding evidence-based improvement practices
- Facilitating professional learning communities (PLCs)
- Coaching principals to strengthen instructional leadership
- Building strong relationships with circuit managers and key community stakeholders
- Managing the Principal Mentor consultant, Senior Wellness Officer and other team members

### Our Coaching Approach

This role comes with the rare opportunity to undertake an **Internship with Apex Education** (more details below), where you will learn more about these practices by seeing and doing:

- **GBF S&S:** Get Better Faster Scope & Sequence – structured coaching for rapid leadership development
- **ILI:** Instructional Leadership Institute – evidence-based instructional practices
- **SIPs:** School Improvement Plans developed in partnership with principals
- **PLCs:** Professional Learning Communities that build shared practice and knowledge

### Key Competencies:

Strategic Thinking	Aligns operational plans with long-term school improvement goals. Uses data and patterns to inform coaching and intervention.
Leadership & Influence	Builds trust-based relationships with principals and SMTs. Creates clarity of direction and holds self and others accountable.

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About the Role

## What you'll do

### Key Competencies cont...

Stakeholder Management	Maintains collaborative relationships with circuit managers and community leaders. Acts as a credible, consistent partner to schools.
Communication	Communicates respectfully, persuasively and engages principals, officials and community members. Ensures messages are consistent with organisational goals.
Resilience	Emotionally mature and a stabilising force. Operates effectively in a fast-paced, complex rural education environment.
Ethics & Accountability	Upholds the highest standards of ethical conduct. Builds trust through transparency and good governance.
Learning & Development	Committed to growing self and others. Fosters a culture of professional development and knowledge transfer.

### Internship with Apex

One of Axiom's partners in the Western Cape is Apex Education. Apex High School has received numerous provincial and national accolades over the years and is widely regarded as one of the leading no-fee schools in the country. They are leaders in the practices of instructional coaching and school culture development that are central to Axiom's model and the School Leadership Coach role. This internship is an amazing opportunity to learn from the best.

The successful candidate would spend the remainder of the 2026 academic year, on full pay, based at Apex High School in Cape Town, and would then relocate to our Zithulele-based office in the Eastern Cape ready to start work with our schools in 2027.

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## Requirements

### What we are looking for

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- Relevant NQF Level 8 qualification in Education or Education Management
- Minimum 6 years' experience in a similar role (principal, deputy, coach, DH)
- Ability to use data to inform coaching and identify where to focus
- Proficiency in Microsoft Office, Google Suite, Zoom and related tools
- Unendorsed driver's licence
- Willingness to travel

#### Advantageous

- Master's degree in Education
- Former principal, deputy or departmental head
- Facilitation, mentoring or coaching certification
- Previous NGO or programme management experience
- Fluency in isiXhosa and Afrikaans

## Why Axium

### Why Join Us?

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At Axium, leadership is not symbolic. It is developmental, relational and results-driven. If you are motivated by strengthening rural schools through practical leadership development, this role offers meaningful scope and responsibility. You will also:

- Work at system level while remaining grounded in direct community impact
- Be part of a mission-driven team united by a belief in rural potential
- Operate in a values-driven organisation rooted in long-term local partnership
- Grow professionally within a structured, evidence-informed coaching model
- Live and work in the extraordinary rural environment of the Eastern Cape, with staff accommodation provided.

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How to Apply

## Submit the following:

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- A detailed CV
- A cover letter outlining your experience in school leadership development
- 3 Contactable references

**Send an email to: [careers@axiumeducation.org](mailto:careers@axiumeducation.org)**

**Subject: PSP School Leadership Coach Application**

*Applications close 20 March 2026. Only shortlisted candidates will be contacted.  
Axium reserves the right not to make an appointment.*

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