



Now Hiring

Foundational Literacy and Numeracy Manager

LOCATION Zithulele Village, Mqanduli	REPORTS TO Executive Director	CONTRACT Full-time: 40 hrs/week
SALARY RANGE R30 000 - R35 000 (inc. benefits) <i>Salary will be negotiated based on the successful candidate's experience and qualifications.</i>	APPLICATIONS CLOSE 09 June 2026	START DATE 01 July 2026

About Axiom Education

We believe in rural potential

Axiom 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 learner 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 FLOAT, 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 FLN Manager leads Axium's Foundational Literacy and Numeracy Programme across 40 schools in the OR Tambo Inland and Amathole East Districts, where young people from rural communities are developed to deliver small group literacy and numeracy instruction using a Teaching at the Right Level methodology. This is a senior role for someone who can hold both strategic vision and operational detail, working at the intersection of community, government, and civil society to build a replicable, government-embedded model for rural literacy and numeracy at a national scale.

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

Key Responsibilities:

- Manage and support a team of FLN facilitators and coaches delivering small group literacy and numeracy instruction in rural communities
- Coordinate with the Partnerships, Education and Operations Managers to ensure seamless programmatic delivery
- Build and maintain productive relationships with district officials, school principals, and government partners
- Drive strategic alignment between the FLN programme and Axium's broader organisational goals
- Contribute to the development of a replicable, government-embedded model for rural literacy and numeracy at the national scale
- Monitor programme performance, analyse data, and use evidence to inform continuous improvement
- Manage programme budgets and resources responsibly and transparently
- Represent Axium in relevant stakeholder forums, working groups, and partner engagements
- Support the professional development and capacity building of the FLN team

Key Competencies:

Strategic Thinking	Ability to see the bigger picture while managing complex, multi-layered programme realities. The FLN Manager translates organisational vision into district and school-level action, anticipating challenges and adjusting course as needed.
Leadership & Influence	Capacity to lead, motivate, and develop a diverse team while building credibility and trust with government partners, school communities, and civil society stakeholders. Leads by example and holds high standards without losing sight of people.
Communication	Communicates clearly and appropriately across a wide range of audiences, from community members and teachers to funders and government officials. Able to present complex information accessibly, both verbally and in writing.

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Stakeholder Management	Skilled at building and sustaining productive relationships with district officials, school principals, partner organisations, and community leaders. Manages competing interests with professionalism and diplomacy.
Ethics & Accountability	Operates with integrity and transparency in all aspects of the role. Takes ownership of outcomes, holds the team to agreed standards, and models the values of Axium Education consistently.
Resilience	Thrives in a demanding, resource-constrained environment. Maintains focus and composure under pressure, supports the team through difficulty, and remains solutions-oriented in the face of complexity.
Learning & Development	Committed to personal and professional growth, and to building the capacity of others. Reflective, open to feedback, and actively contributes to Axium's culture of continuous improvement.
Technical	Computer and internet literacy is critical for this role, including proficiency in Google Suite and standard digital communication tools such as email and WhatsApp, as well as the appropriate and effective use of AI for professional purposes. isiXhosa fluency is essential given the nature of the communities, schools, and teams the manager will work with.

Requirements

What we are looking for

Key Requirements:

- 8 years' experience, including management experience in the NGO sector
- NQF 8+ (but candidates with NQF 7+ will be considered)
- Proven experience in programme or project management, including planning, monitoring, and reporting
- Experience working with or within government systems, particularly in education
- Experience in coaching, mentoring, or building the capacity of others
- Familiarity with foundational literacy and numeracy approaches, including TaRL, is advantageous
- Valid driver's licence

General:

- A commitment to Axium's mission and values, and a genuine belief in rural potential
- Willingness to live and work in a rural community
- Strong interpersonal skills and cultural sensitivity, with the ability to work respectfully across diverse communities and contexts
- Ability to work independently and as part of a collaborative team
- Willingness to travel within the Eastern Cape as required by the programme

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Why Axiom

Why Join Us?

At Axiom, 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 the 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.

How to Apply

Submit the following:

- A detailed CV with necessary qualifications
- ID Copy
- A cover letter
- 3 contactable references

Send an email to: careers@axiumeducation.org

Subject: FLN Manger Application

*Only shortlisted candidates will be contacted.
Axiom reserves the right not to make an appointment.*

Persons with disabilities are also invited to apply. Preference will be given to suitably qualified candidates from the designated groups in line with the provisions of the Employment Equity Act, No 55 of 1998 (and any amendments thereto), the relevant internal recruitment policy as well as the organisation's employment equity plan.

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