



Instructional Coach: Foundation Phase

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

Application closing date: 07 October 2024

Start date: As soon as possible

Salary range: R 30 000 - R 33 000 + Benefits

**Reporting to: Head of School Development
and Coaching**



Axiom Education, founded in 2009, currently serves + 7000 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 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 Foundation 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 a community' with professionals who are like-minded and passionate about positive change and community development.

Role Description and Key Duties

The instructional coach will support Foundation Phase teachers through observation and feedback, lesson demonstrations, in-school training, professional learning communities (PLCs), monitoring progress, and closing identified gaps. S/he will use assessment data to inform instructional practice that would see teaching and learning improved. The Coach will work closely with Foundation Phase Heads to improve the curriculum and assessment practices.

This role requires someone 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 is essential to this role. Building relationships with teachers in the project schools and networking with other coaches will be a critical aspect of this role.

Key to the role is the ability and knowledge of pedagogical practices in the Foundation Phase, including the use of resources in teaching and the ability to teach others to do best practices.

Qualifications and Experience

- Experience working in rural areas is an added advantage.
- 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 excited about living rurally
- An unendorsed Driver's license and willingness to travel
- Qualified, experienced teacher with a minimum 5 years of teaching experience in the Foundation Phase
- Experience in coaching teachers will give the ideal candidate an additional advantage.
- Previous experience working in an NGO is an advantage
- Ability to support Foundation Phase teachers in all subjects through classroom observation and the facilitation of professional Learning Communities (PLCs)
- Strong facilitation skills – a facilitator or coaching qualification will be an advantage
- Drivers licence
- It is a **non-negotiable** requirement that candidates should be fluent in both written and spoken **isiXhosa** as this is the language of learning and teaching in the schools.

Behavioural Competencies

- A good planner who is highly organized and resourceful
- Attention to detail
- Have well-balanced and sound judgment
- Stakeholder oriented
- High level of resilience
- Ability to work in a team and do much with shared resources
- Excellent verbal and written communication skills
- Takes ownership of and encourages accountability for delivering results

Technical Competencies

Knowledge of education theories and their practical applications in the context of the Curriculum and Assessment Policy Statement (CAPS) in the Foundation Phase

- Deep understanding of the Curriculum and Assessment Policy Statement (CAPS)
- Ability to conduct lesson observations and to provide meaningful feedback to FP teachers and Phase Heads
- Possesses strong facilitation skills and the ability to run professional learning communities (PLCs). {Facilitation, mentoring and/or coaching certificate is an added advantage}
- Average to strong computer skills with the ability to use MS Office, Google, Zoom, etc.
- Be fluent in both written and spoken English and isiXhosa

How to Apply:

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

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

- CV (with references), motivation letter and copy of your ID & qualifications
- **Please include the TITLE** of the position you are applying for in your email

Application closes on **07 October 2024**. 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 Officer Ms T. Mkentane on this number 081 712 6222 or email your enquiry to careers@axiumeducation.org

Successful applicants will have to undergo a vetting process. The appointment is subject to security clearance (Criminal record, Citizenship & employment verification)