



Who We Are

PEAS (Promoting Equality in African Schools) is a UK-headquartered charity/social enterprise hybrid with a mission to ‘expand access to sustainably delivered, quality secondary education across Africa’. PEAS establishes and operates low-cost secondary schools in Uganda and Zambia in areas where access to quality secondary education is limited due to cost and geographical barriers. Since opening its first schools in 2008, the PEAS network has grown to 30 schools across 2 countries, educating over 14,000 students.

PEAS Uganda is the pioneering Country Office in the PEAS network and continues to lead the way regarding scale and impact in their community. There are now 28 PEAS Secondary Schools established in high need communities across Uganda serving approximately 14,000 students. PEAS Uganda has grown to circa 60 staff in the central team and about 800 staff working in their schools. PEAS work in close partnership with the government of Uganda and local communities to help every learner in their schools to gain the knowledge and skills needed to lead a fulfilling and socially responsible life. In order to achieve this, PEAS’ interventions are built upon 3 pillars of education impact; Access, Quality and Sustainability.

In November 2016, PEAS signed a grant agreement with DfID Uganda which marked the beginning of a new partnership to increase PEAS’ impact and achieve systemic change over the next 5 years. This partnership will mean that PEAS Uganda’s focus can shift from fundraising to delivering the highest quality of education to the poorest students, whilst building a fully financially sustainable school network.

About the Role

Organisation:	PEAS	Location	Kampala, Uganda
Role:	Country Director – Uganda	Contract:	Permanent
Start date:	Negotiable	Reports to:	Chief Operating Officer (COO)
Closing Date:	Friday, 24 February 2017	Function:	Lead all aspects of PEAS Uganda Country Operations with accountability for the delivery of all PEAS Uganda Country goals

Overview of the Role

PEAS believe that exceptional leadership is one of the most essential components of any organisation’s efforts to make an impact. PEAS Uganda has already developed strong programmatic and operational foundations and is looking for an outstanding Country Director to lead their team to achieve highly ambitious goals. This role will also sit on their Global Senior Management Team and will make critical contributions to PEAS’ global strategy and direction.

The PEAS Uganda Country Director will have a unique and exciting opportunity to lead PEAS Uganda’s efforts to transform the lives of tens of thousands of children in high need communities across the country, as well as having the opportunity to influence education development in Uganda and beyond.





Purpose and Responsibilities of the Role

Setting vision and direction for PEAS Uganda:

- Lead the ongoing development of PEAS Uganda’s overall strategic plan, including the articulation of ambitious Access, Quality and Sustainability goals and strategies that will complement PEAS’ global strategy.
- Lead the ongoing development and strengthening of organisational policies and procedures required to support the delivery of a high quality network of schools.
- Provide critical input to PEAS’ global strategy development through a leadership role on PEAS’ Global Senior Management Team.
- Provide an exemplary example of how to live out PEAS’ core values and develop a culture that is strongly aligned to those core values throughout the team.

Delivering results by executing an ambitious strategic plan:

- Accountability for maximising the social impact generated by PEAS in Uganda through effective implementation of their model and delivery of their network of high quality schools.
- Oversee the delivery of PEAS Uganda’s strategic plan by equipping and empowering the organisation’s departments to prioritise successfully, plan effectively and execute efficiently.
- Maximise the quality of education that their schools provide by overseeing PEAS Uganda’s Programmatic functions including Education Quality, School Inspections and Monitoring & Evaluation.
- Oversee the effective management of PEAS Uganda’s Operational functions including Finance & Administration, Construction & Logistics, Human Resources, Internal Audit, Risk Management and Income Generating Activities.

Building a highly effective and motivated PEAS Uganda team:

- Accountable for organisation strengthening through further developing high quality talent, processes and culture throughout the team.
- Responsible for effective line management of PEAS Uganda’s Senior Management Team, thus enabling them to empower their own departments and team members.
- Oversee the streamlined delivery of effective management reporting to ensure that critical information is shared efficiently and informs decision making.
- Lead internal communication within PEAS Uganda and their network of schools to share strategy, set high expectations and recognise successes.

Delivering a highly sustainable business model as the foundation of PEAS Uganda’s impact:

- Develop and implement innovative and entrepreneurial revenue generation strategies to ensure the sustainability of PEAS Uganda.
- Guarantee that PEAS Uganda’s essential running costs are covered via prudent oversight of PEAS Uganda budget and resources.
- Ensure that PEAS Uganda complies with all relevant statutory regulations.

Fundraising and Funding Management:

- Ensure grant funded programmes, particularly the DfID Uganda 2016-21 grant, achieve agreed-upon results in close collaboration with UK-based project management and financial teams.
- Liaise with host country government, donors, civil society, and private businesses to move programme forward and leverage resources.
- Oversee the development and implementation of grant funded programme planning, monitoring and evaluation, and reporting activities; and ensure effective application of internal controls including donor compliance.
- Ensure a regular flow of information is available to the fundraising departments and to donors and official funders.
- Establish and develop working relationships with key donors and actively develop local funding sources appropriate to PEAS' resource needs.

Advocacy and external relations:

- Lead PEAS Uganda's advocacy efforts with the Government of Uganda to strengthen and secure their Public-Private Partnership with the Ministry of Education & Sports.
- Oversight of their Uganda specific external relations with other key stakeholders such as local government, partner organisations and visiting international donors.

Person Specification

Essential:

- Exemplifies PEAS' Core Values; Genuine, Effective, Enduring, Empowering and Collaborative.
- Passionate about the role of education in transforming the lives of children and their communities.
- At least 3 years' experience leading a Senior Management Team or large department with demonstrated ability to develop strategy and deliver results.
- Extensive experience of leading either programmatic or operational delivery, including budget management.
- Proven ability to work with diverse and large teams, fostering a positive working environment with local and international stakeholders.
- Proven track record of successful government advocacy.
- Proven ability to manage a complex and varied work load with multiple competing deadlines.
- A Bachelor's or Master's degree.
- Willingness and ability to undertake up to 4 weeks of international travel per year.
- Excellent English communication skills (both oral and written).
- Excellent IT skills (i.e. Word, Outlook, Excel).

Desirable

- Experience working effectively within a multi-national organisation.
- Experience directly delivering education or youth projects or programmes.
- Proven track record of successful entrepreneurship.
- Sound understanding of Uganda's education policy and system.
- Proven track record of successfully delivering development grants.

Important Notes

- PEAS is an equal opportunity employer that does not discriminate in its recruitment practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool.
- PEAS have a strict child protection policy. All staff are expected to abide by this.

How to Apply

To apply for this role, kindly send through a *Microsoft Word* version of your CV and a cover letter detailing why you are suited to this role. Please mark it for the attention of *Tim Wingrove*, email address: applications@redsearesearch.com.

Please subject your email with the following reference: *Country Director – Uganda (PEAS)*.

Please note that only complete applications will be reviewed and only qualified candidates will be shortlisted and contacted.

It is important to note that there will be two sets of interviews held for this recruitment process. Kindly take note of these important dates:

- **9-10 March 2017** – Internal interviews with Red Sea
- The week of the **20th of March** – Interviews with PEAS for successful candidates