
Careers

Teacher Training Manager, Kenya

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Academics · Nairobi, Kenya

Description

Who We Are

Bridge International Academies is the world's largest and fastest-growing chain of primary and pre-primary schools with more than 400 academies and 100,000 pupils in Kenya and Uganda. We democratise the right to succeed by giving families living in poverty access to the high-quality education that will allow their children to live a very different life. We leverage experts, data, and technology in order to standardise and scale every aspect of quality education delivery, from how and where academies are built to how teachers are selected and trained, and how lessons are delivered and monitored for improvement. We are vertically integrated, tech-enabled, and on our way to profitability. Bridge expects to continue rapid expansion in East Africa, and has just launched operations in Nigeria in September 2015, India in May 2016, and Liberia to follow in July 2016.

The Bridge Offer

Roughly 2.7 billion people live on less than \$2/day. In their communities, there is a huge gap between the education offered and the needs of the population. Too often the schools available to them fail to deliver for these families. The quality offered results in the average pupil from our communities in East Africa failing to reach proficiency in primary school and on average fail the primary exit exams that are critical to their development. Teachers are unresponsive and occasionally abusive, and fees are often unaffordable. Even government schools can cost families a significant amount of money after all the additional fees are added up. With 47% of classroom teaching time lost due to teacher absenteeism or neglect, 55% of families in our communities end up choosing private schools instead, but then fear for the stability and sustainability of their choice as many schools close after only a few years of service. Both the government schools and the private schools tend to lack well-conceived scope and sequences, instructional materials, student achievement data, and the capacity to react to that data.

Families are actively searching for a better academic alternative.

Enter Bridge International Academies. As of January 2015, Bridge operates more than 400 academies, serving roughly 100,000 pupils in Kenya and Uganda.

Bridge utilises a scripted-learning education methodology coupled with 'big data' (all teachers have tablets for instruction, assessment, and data-gathering) that allows us to make curriculum a little better every day.

With plans to enroll ten million students ten years from now, Bridge International Academies offers a tremendous opportunity to grow with one of the world's most exciting, ambitious, and socially conscious companies, with leadership roles available across a number of competencies and geographies.

About the Role

The Training Manager of East Africa role at its heart is to ensure that talented and passionate candidates from each of our communities are made into high-quality trained teachers, passionate and motivated about their work, and prepped and ready to deliver education outcomes for pupils in their classrooms. To accomplish this the Training Manager of East Africa is responsible for all aspects of managing, improving and delivering on Bridge's 3-week long training programmes that happen approximately 6-9 times per year in each of our East African countries – Kenya and Uganda. Delivery excellence, integrity, quality and systematisation are all part of ensuring successful implementation. You will work closely with the global training team who has and will continue to design the training sessions delivered in each country. As the manager of the training with responsibility for two countries, your responsibilities extend to ensuring that such training sessions and overall structure work well on the ground, providing feedback and working closely with the design team so that there is a continuous improvement cycle to ensure that at the end of the day you deliver world-class, passionate and prepared teachers. You will also lead a team of training facilitators who will execute our 15 day residential training programme 3-4 times per term. It is your job to train, mentor, and evaluate the facilitators each step of the way, ensuring that they achieve ambitious outcomes with our teacher trainees.

What you will do

- Lead the teacher training efforts for two countries ensuring all training graduates are world-class teachers, prepared to succeed in a Bridge International Academies' classroom, passionate and motivated to deliver for each pupil
 - Manage and motivate a team of two officers, 12 facilitators and 12 facilitator assistants across two countries to achieve the overall goal of preparing talented individuals from each community to be exceptional teachers motivated to make a difference through teaching at Bridge International Academies
 - Be responsible for teacher trainee outcomes in the training environment and in the classroom after training completion; imbue the training team with this same sense of responsibility
 - Be a world-class project manager ensuring high quality delivery, continuous improvement and transparency for the execution of frequent 3-week training programs in Kenya and Uganda
1. Lead the execution of up to 4 trainings per term in each country to ensure that all training facilitators are prepared and delivering top quality sessions and activities and achieving the desired goals for each of their sessions and training candidates
 2. Work closely with the administration, HR, technology, and other departments to ensure a seamless user experience for trainees (i.e. the training runs operationally smoothly and all trainee needs are met)

- Document and address all trainee needs, concerns and issues.
 - Create GREAT teachers by ensuring that every aspect of induction, onboarding, content delivery, skill development, messaging, and creation of buy-in from all teacher trainees are executed with passion and precision. Ensure your team possesses the same charge. The measure of your success is the learning outcomes delivered by teachers you and your team trained once they are placed in the classroom.
 - Develop, coach, and mentor deeply skilled and mission-aligned facilitators
1. Train, coach, and support facilitators as they begin new roles
 2. Observe and appraise facilitators according to the Bridge Training criteria for presentation skills and group management
- In collaboration with the global training team create and execute professional development opportunities for your trainers to ensure they are growing as professionals and their ability to create impact
 - Engage in thoughtful leadership on how to improve training for those who are at the core of Bridge – our teachers
1. Constantly look for ways to improve both the delivery of, the content of training sessions, the structure of training, and the overall delivery mechanism to ensure that world-class teachers are placed in our classrooms
 2. Be the leader for East Africa, working with global training teams to provide feedback, insight, leadership to continuously improve the training program
- Provide detailed written and verbal feedback to the global training team during and after each training. In collaboration with the global training team, use feedback to understand where the successes and gaps are for trainees and for delivery.
1. Work closely with the Customer Experience team once teachers are placed in the field to understand how successful training was at creating teachers who are successful once they are placed in the classroom.
 2. Work with the content team to continuously improve and adapt our global training content to deliver quality teachers for Kenyan and Ugandan academies
- Drive Process and Systems Training Improvement
1. Evaluate training and create a detailed report at the conclusion of each training in accordance with Bridge Teacher Training systems
 2. In collaboration with the global training team develop new systems and processes to continually improve quality and efficiency

What you should have

- A Bachelor's degree
- 3-5 years of management experience, preferably experience managing both in person and virtually
- 5-10 years of adult training experience; primary teaching experience is a big plus
- Experience leading small to medium (50 – 400 participant) training experiences
- A track record of leading teams to achieve strong and measureable training impact
- Experience as a thought leader on teacher improvement and a passion for teaching, training, and coaching
- A fundamental belief that great teachers are "made" not born
- A strong sense of accountability to training results and responsibility to lead your team to achieve those results
- Exceptional organisation and project management skills
- Strong people management skills with experience managing a large team of professionals
- Strong problem-solving skills and ability to manage and execute large-scale projects
- Experience with designing and implementing organisational systems
- Comfort analysing data and effectively using data to inform decisions
- Flexibility and a strong work ethic with an ability to overcome obstacles
- Proficiency in Microsoft Word, Excel and PowerPoint

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