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## Careers

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# Teacher Training Manager, Liberia

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## Description

### Partnership Schools for Liberia

Bridge International Academies is honored to serve the people of Liberia as a part of the Government of Liberia's *Partnership Schools for Liberia* program to radically improve primary and nursery education for Liberian children. In a pilot program, Bridge will implement its tried and tested model in approximately 50 Liberian public schools, which will remain free public schools, subject to the Ministry of Education's standards and expectations for primary and nursery schools. The partnership seeks to rapidly and radically improve the delivery of holistic development of children and mastery of the national syllabus.

The Bridge model uses technology to streamline school administrative processes and empower existing government schoolteachers to deliver thoroughly prepared lessons based on the Liberian curriculum. In its 8 years working in Kenya, Uganda and Nigeria, Bridge has been a proactive and successful partner to parents and governments, delivering statistically significant learning gains for its pupils. In Kenya, Bridge pioneer pupils demonstrated a 22% higher pass rate on national primary exit exams in 2015.

Bridge supports the Government of Liberia's commitment to enhance the educational opportunities for Liberian children, where 42% of primary aged children are currently out of school, and 66% of girls are illiterate. Bridge is honored to participate as one of the partners for the public school pilot, alongside other Liberian organizations, to work with the people of Liberia to achieve Sustainable Development Goal 4 of ensuring inclusive and quality education for all.

### Teacher Training at Bridge

The Training Manager ensures that talented candidates from each of our communities are made into high-quality trained teachers, passionate and motivated about their work, and prepared to deliver education outcomes for pupils in their classrooms.

To accomplish this, the Training Manager is responsible for all aspects of managing, improving and delivering on Bridge's 3-week long training program. Most importantly, this means that the Manager will lead a team of trainers who will execute our 15-day residential training program. It will be the Manager's job to train, mentor, and evaluate the trainers each step of the way, ensuring that they achieve ambitious outcomes with teacher trainees.

Additionally, the Manager will work closely with the global training team that designs the training sessions delivered in each country. The Manager is responsible for ensuring that training sessions and the overall structure of training work well on the ground, and that the global team receives feedback on the efficacy of training.

### What You Will Do

Manage a team of trainers to prepare talented individuals from each community to be excellent teachers, prepared to succeed in a Bridge International Academies' classroom.

In order to do so, a successful Training Manager must:

- Be a world-class project manager ensuring high quality delivery, continuous improvement and transparency for the execution of frequent 3-week training program.
  - Work closely with the administration, HR, technology, and other departments to ensure that the training runs operationally smoothly and that 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 potential candidates are executed with passion and precision.

- Develop and mentor trainers
  - Train, coach, and support trainers as they begin new roles
  - Observe and appraise trainers according to the Bridge Training criteria for presentation skills and group management
  
- Engage in thoughtful leadership on how to improve training for those who are at the core of Bridge – our teachers
  - Constantly look for ways to improve both delivery and content of training sessions
  - During and after each training session, dive deeply into understanding where the successes and gaps are
  - Work with the content team to continuously improve and adapt our global training content to deliver quality teachers for Indian academies
  
- Drive process and systems training improvement
  - Evaluate training and create a detailed report at the conclusion of each training
  - Develop new systems and processes to continually improve quality and efficiency.

### What You Should Have

- Passion for Bridge's vision of democratizing the right for all children to succeed.
- A Bachelor's degree
- A passion for teaching, training, and coaching
- A fundamental belief that great teachers are "made," not born
- Exceptional organization and project management skills
- Strong people management skills, with experience managing a large team of professionals
- Strong problem-solving skills, and the ability to manage and execute large-scale projects
- Experience with designing and implementing organizational systems
- Ability to analyze data and effectively use data to inform decisions
- Flexibility and a strong work ethic with an ability to overcome obstacles
- Proficiency in Microsoft Word, Excel and PowerPoint

### You're also

- **A detailed doer** – You have a track record of getting things done, with at least 5 years of post-graduate school experience. You're organized and responsive. You take ownership of every idea you touch and execute it to a fine level of detail, setting targets, engaging others, and doing whatever it takes to get the job done. You can multi-task dozens of such projects at once and never lose sight of the details. Likely, you have some experience in a start-up or other rapid-growth company.
- **A networking mastermind**– You excel at meeting new people and turning them into advocates. You communicate in a clear, conscientious, and effective way in both written and oral speech. You can influence strangers in the course of a single conversation. Allies and colleagues will go to bat for your ideas. You have an existing network in Nigeria from prior experience in the country, preferably in the regulatory, education, or business sectors.
- **A creative problem-solver**– Growing any business from scratch comes with massive and constant challenges. On top of that, Bridge works in volatile, low-resource communities and runs on fees averaging just \$6 a month per pupil. You need to be flexible and ready to get everything done effectively, quickly, and affordably with the materials at hand. Every dollar you spend is a dollar our customers, who live on less than \$2 a day, will have to pay for.
- **A customer advocate**– Our customers – these families living on less than \$2 a day per person – never leave your mind. You know them, get them, have shared a meal with them (or would be happy to in the future). You would never shrink back from shaking a parent's hand or picking up a crying child, no matter what the person was wearing or looked like. Every decision you make considers their customer benefit, experience, and value.
- **A life-long learner** – You believe you can always do better. You welcome constructive criticism and provide it freely to others. You know you only get better tomorrow when others point out where you've missed things or failed today.

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