enjuba
See the World Differently

Job description: Teacher Coach

Company Description

enjuba is a children's education organization focused on improving literacy, numeracy, and self-regulation in Ugandan children through teacher coaching, storybooks and Structured curriculum. We implement these programs in rural public and community schools across Eastern Uganda, with a mission to nurture a generation of readers, thinkers, and responsible citizens.

Role Description

This is a **full-time, on-site role** for now based in **Mayuge District** for a **Teacher Coach**. The Teacher Coach will play a critical role in building teacher capacity, improving classroom instruction, and supporting the implementation of enjuba's Early Childhood Learning Program. The role involves will focus on providing on-site coaching, mentorship, and training to teachers, supporting teachers in lesson planning and delivery using child-centered and play-based methodologies, conducting regular classroom observations and offering constructive, real-time feedback, monitoring and documenting progress in teaching practices and learning outcomes, and working closely with school leadership, district officials, and enjuba's Education team to ensure program quality and fidelity.

Key Responsibilities

- Provide on-site coaching and mentorship to teachers through weekly classroom visits.
- Conduct regular classroom observations and provide constructive feedback to teachers.
- Support teachers in lesson planning, assessment and classroom management
- Identify teacher strengths and growth areas and document progress.
- Identify training needs and propose areas of capacity of capacity building.
- Support teachers in developing engaging and age-appropriate lesson plans aligned with enjuba's curriculum through weekly classroom visits and real time feedback.
- Promote and model active, inclusive and child-centered learning approaches and environments.
- Guide teachers in effective use of phonics, storytelling, and play-based learning.
- Monitor the sustainability of the program and recommend strategies for improvement.
- Maintain accurate coaching records, observation reports, and teacher progress reports.
- Observe, collect and document teacher and learner progress, identify gaps, and co-create improvement plans.
- Build strong relationships with teachers, headteachers, and community stakeholders to foster collaboration and commitment to quality education.
- Collaborate with other teacher coaches and the curriculum specialist, sharing best practices, and plans for improvement.

Qualifications and Experience

Essential Qualifications

- **Bachelor's Degree in Early Childhood Education, or Primary Education.**

- **At least 3–5 years of hands-on classroom teaching experience** in Early Childhood.
- Demonstratable understanding of child and brain development and developmental milestones.
- **Demonstrated experience in teacher coaching, mentoring, or school leadership** especially in rural or community school settings.
- **Strong understanding of early literacy, phonics instruction** (explicit, systematic synthetic phonics teaching is essential) and numeracy.
- Proven ability to design and facilitate engaging teacher training sessions.
- Strong grasp of **child-centered, play-based, and active learning methodologies**.
- Competence in monitoring, documenting, and reporting on teacher progress.

Desirable Qualifications

- Certification or training in Education or Early Childhood Development (ECD) programs.
- Experience working within NGO or education development settings.
- Familiarity with the Ugandan Early Childhood or Lower Primary curriculum and national learning standards.
- Experience in conducting formative assessments and observation tools to measure teacher or learner progress.
- Proficiency in using digital tools for data collection, reporting, and communication (Excel, Google Suite, etc.)
- Passion for improving learning outcomes and building teacher capacity.

Core Skills and Attributes

- Strong facilitation, coaching, and interpersonal skills.
- Excellent verbal and written communication in English.
- Knowledge of Lusoga/Swahili/Luganda is an added advantage
- High levels of empathy, patience, and professionalism when engaging with teachers and young learners.
- Strong organizational and time management skills with attention to detail.
- Self-motivated, reliable, and able to work independently with minimal supervision.
- Willingness to travel frequently within Mayuge District and surrounding areas.