JOB DESCRIPTION

Head of Product and Innovation - Pharo Schools

Overview

[Pharo Foundation](#) ("the Foundation") is a pioneering, mission-driven organisation working to build a vibrant, productive, and self-reliant Africa. Founded and fully funded by Pharo Management, an emerging markets hedge fund, the Foundation represents a new model of philanthropic capitalism: a private endowment using its own capital to design, fund, and operate development programmes with private-sector discipline and long-term commitment.

Over the next decade, the Foundation's ambition is to deliver lasting impact across three interdependent missions:
1. Empowering the next generation through affordable, high-quality education.
2. Solving water scarcity by building and operating sustainable water infrastructure.
3. Driving economic productivity by unlocking jobs, investment, and innovation through both non-profit and for-profit ventures.

The Foundation operates in Ethiopia, Somaliland, Kenya, and Rwanda, employing more than 750 people. It combines a not-for-profit engine, Pharo Development, with a for-profit engine, Pharo Ventures, which builds and operates sustainable businesses to create jobs and advance economic self-reliance.

About Pharo Schools

Pharo Schools is a pan-African network of Schools that exists to expand opportunity through high-quality affordable, and equitable education across Africa. We are building a network of high-impact, future-focused schools that deliver excellent learning outcomes, nurture character and wellbeing, and empower young people to shape prosperous futures for themselves and their communities. Rooted in the Foundation's mission to *"enable Africa to thrive"*, Pharo Schools operates with a deep commitment to equity, dignity, and access. Our schools prioritise strong teaching, enriched learning environments, and holistic development, ensuring that every child, regardless of background, can succeed at school, thrive in life, and transition confidently to further education and meaningful livelihoods. Pharo Schools currently serves +- 5000 students across Kenya, Somaliland, Ethiopia and Rwanda.

Role Purpose

The Head of Product and Innovation will lead the design, development, and scaling of Pharo Schools' educational products, systems, and tools. This role is central to driving high-quality, consistent, and innovative learning experiences across all schools. The position requires strategic vision, a deep understanding of curriculum and curricular design, expertise in practices of teaching

and learning, operational excellence, and a hands-on approach to delivering products that enhance teaching, learning, and school operations while aligning with Pharo Schools' mission.

Key relationships

Role: Head of Product and Innovation - Pharo Schools
Location: Nairobi, Kenya
Reporting to: Managing Director
Functional relationship: School Leadership

Key Responsibilities

Educational Model Codification & Coherence (All School Levels)
- Codification of Pharo Schools' end-to-end educational model across Early Childhood Development (ECD), Pre-Primary, Primary, Senior Secondary, and Technical and Vocational Education and Training (TVET) and post-school programmes.
- Clearly articulate the purpose, learning outcomes, and student experience at each level of schooling, ensuring vertical and horizontal coherence across the continuum.
- Define and document the core learning experiences for each phase, including academic, co-curricular, and experiential learning components.
- Ensure the educational model is clear, replicable, and scalable, enabling growth with minimal fragmentation across countries and campuses.
- Lead the design, development, and scaling of a coherent Science, Technology, Engineering, Arts, and Math (STEAM) strategy and programmes from Early Childhood Education (ECE) to Senior Secondary/Advanced Level across all Pharo Schools.
- Develop and maintain STEAM frameworks, curricula, and progression pathways aligned to Pharo's mission and relevant national and international standards.
- Ensure quality, consistency, and impact of STEAM delivery through effective teacher enablement, resources, and continuous improvement.
- Build and manage strategic partnerships, platforms, and infrastructure (e.g. makerspaces, digital tools) to strengthen STEAM learning.
- Monitor and evaluate programme outcomes and innovation impact, using data and insight to inform iteration and position Pharo as a leader in STEAM education in Africa.

Curriculum, Pedagogy & Teaching and Learning Design
- Lead development, creation and refinement of curricula, curriculum overviews, scope and sequences, lesson planning templates, assessment frameworks and assessments for each phase of schooling.
- Design for multiple curricula scopes, sequences, and assessments.
- Define and codify pedagogical practices, instructional approaches, and expectations for high-quality teaching and learning across all levels.

- Develop implementation guides, playbooks, and teaching frameworks that clearly translate curriculum and pedagogy into classroom practice.
- Ensure alignment between curriculum intent, pedagogical practice, classroom delivery, and assessment.

Character Education, Values & Holistic Development
- Codify how character development, values education, and holistic learner outcomes are embedded across all levels of schooling.
- Ensure Pharo Schools' core values and promise of access to quality education are meaningfully threaded through curricula, pedagogy, and learning experiences.
- Define explicit expectations for how character, leadership, and citizenship are developed through academic and non-academic learning experiences.

Blended Learning & Educational Innovation
- Research, design, and evaluate leading blended learning and hybrid education models relevant to the East African context.
- Identify how technology-enabled learning can enhance quality, expand access, improve teacher effectiveness, and address resource constraints.
- Lead the implementation, adaptation and integration of blended learning approaches into the Pharo Schools educational model.
- Ensure blended learning solutions are pedagogically sound, contextually appropriate, and scalable.

Implementation, Training & Capacity Building
- Partner with the Managing Director, Regional Talent Development Lead, Heads of Schools, Academic Leaders, and School Teams to support high-quality implementation of the educational model.
- Design and deliver training, onboarding, and continuous professional development on curriculum, pedagogy, and model implementation.
- Build the capacity of school leaders and teachers to consistently deliver the Pharo Schools educational model with confidence and fidelity.

Quality Assurance, Monitoring & Evaluation
- Develop and oversee monitoring and evaluation frameworks to assess fidelity, quality, and impact of the educational model.
- Conduct school visits and classroom observations to monitor implementation, instructional quality, and learner experience.
- Use data, observations, and feedback to inform continuous improvement of curriculum, pedagogy, and implementation supports.

- Ensure feedback loops between schools and the central team drive evidence-based iteration and refinement.

Scaling, Standardisation & Continuous Improvement
- Ensure all codified models, curricula, and implementation tools are designed for scale across multiple countries and contexts.
- Balance standardisation with contextual responsiveness to local regulatory, cultural, and operational realities.
- Lead continuous research and improvement cycles to keep Pharo Schools' educational model relevant, high-quality, future-focused and highly innovative
- Conduct school observations to monitor, evaluate and improve the design and implementation of Pharo Schools products and offerings.

In-School Support & Quality Assurance
- Conduct regular school visits and classroom observations to assess the quality and fidelity of implementation across Pharo's teaching and learning products.
- Provide clear, actionable feedback to Heads of Education and teachers to strengthen practice and improve learner outcomes.
- Support schools with the practical implementation of curricula, pedagogical models, assessments, and learning resources.
- Coach and enable teachers and academic leaders to build capability, confidence, and consistency in delivery.
- Monitor and track the impact of Pharo's educational models, using observation data, learner work, and feedback.
- Identify implementation challenges and use insights to refine, iterate, and improve products and frameworks.
- Capture and share best practices and learnings across the Pharo Schools network to drive iteration of our products and continuous improvement.

Required Qualifications & Experience
- Master's degree in Education, Education Leadership or related field
- Experience in curriculum design, local and global assessment practices
- Strong understanding of the East African education system and regulatory space
- Minimum 7–10 years teaching experience, with at least 3–5 years in a school
- Proven track record of improving teaching quality, learning outcomes, and school culture through supporting school-based leaders
- Experience coaching teachers and leading professional development.
- Experience in blended models and educational technologies.

Key Competencies

- Strategic Curriculum & Program Design: Ability to design, implement, and scale high-quality educational programs (e.g., STEAM, ECE to Senior Secondary) that are mission-aligned and evidence-based.
- Innovation & Creativity: Generates forward-thinking, contextually relevant solutions that enhance teaching, learning, and student outcomes.
- Project & Program Management: Leads complex, multi-school initiatives, ensuring timelines, resources, and impact are delivered effectively.
- Data-Informed decision making through the use of learning data, program evaluation, and research insights to refine products and measure impact.
- Change Leadership: Guides the adoption of new pedagogical models, tools, and innovation initiatives across schools.
- Stakeholder Management: Engages effectively with school leaders, teachers, parents, partners, and the Foundation leadership.
- Technology & Digital Literacy: Strong understanding of educational technologies, learning platforms, and their practical integration into curriculum.
- Problem-Solving & Systems Thinking: Anticipates challenges, identifies root causes, and develops scalable solutions aligned to network goals.
- Teacher & Leader Enablement: Builds the capacity of school teams to implement innovation effectively through coaching, training, and resources.
- Brand & Thought Leadership: Represents Pharo Schools externally and internally as a credible thought leader in educational innovation.

Personal Attributes and Mindset

- Mission-Aligned & Values-Driven: Deep commitment to Pharo Schools' vision of equitable, high-quality education.
- Curious & Forward-Thinking: Constantly explores global and local education trends and emerging practices.
- Collaborative & Enabling: Works in partnership with teachers, school leaders, and central teams to foster shared ownership of innovation.
- Adaptive & Resilient: Comfortable leading change in complex, multi-site environments with diverse constraints.
- Student-Centred: Keeps learner outcomes and wellbeing at the heart of decision-making.
- Entrepreneurial & Impact-Focused: Balances creativity and risk-taking with measurable outcomes and scalable solutions.
- Evidence-Oriented: Uses data, research, and best practices to guide decisions rather than assumptions.
- Passion for continuous learning, innovation, and educational excellence and relentless pursuit of the transformative education for all children.

Application procedure

- Given the senior nature of this position, we are running an executive search with our partners at London Moore and Associates Consulting (LMAC). If you are interested in this position, kindly complete this [Google form.](#) For queries, you can contact LMAC directly at executivesearch@londonmooreconsulting.com.
- Should we believe your CV has the needed experience and expertise to be successful in this role, LMAC will reach out to you directly for a phone interview.
- Should you be successful in our phone interview, we will request that you complete a performance task.
- A small, select group of applicants will be recommended by London Moore and Associates Consulting for a final interview with the Pharo Foundations' Senior Leadership Team.

Pharo Foundation is an equal opportunity employer committed to promoting diversity, inclusion, and gender equality in all its practices. We encourage applications from qualified individuals regardless of race, gender, religion, or background