

## **JOB DESCRIPTION**

### **Regional Talent Development Lead – 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 role exists to build a high-performing, future-ready educator workforce across the Pharo Schools network by designing and embedding structured professional learning, leadership development, and sustainable talent pipelines. The role is responsible for ensuring that teachers and school leaders experience clear growth pathways, strong instructional support, and a

compelling employee value proposition aligned to Pharo Schools' academic vision, culture, and long-term impact goals. Acting as the bridge between educational strategy, pedagogy, and talent systems, the role combines professional learning design, instructional leadership development, coaching, and talent pipeline building to position Pharo Schools as an employer of choice in East Africa.

### **Key relationships**

**Role:** Regional Talent Development Lead – Pharo Schools

**Location:** Nairobi, Kenya

**Reporting to:** Managing Director – Pharo Schools

**Functional relationship:** Head of Product & Innovation, School Principals, People and Culture / Talent Teams

### **Key Responsibilities**

#### **Professional Learning Strategy & Talent Pathways - System Ownership**

- Design and lead a network-wide professional learning and talent development strategy aligned to Pharo Schools' academic model and growth ambitions.
- Build clear, structured development pathways for:
  - Early-career teachers
  - Experienced teachers
  - Aspiring school leaders
  - Principals and senior academic leaders
- Strengthen internal talent pipelines and succession planning, particularly for school leadership roles.
- Partner with senior leadership to ensure talent development priorities support long-term organisational sustainability and scale.

#### **Teacher Development & Instructional Excellence - Pedagogical Quality**

- Design high-quality professional learning programmes grounded in evidence-based, progressive pedagogy.
- Support teachers to continuously improve:
  - Classroom practice
  - Student-centred and inclusive instruction
  - Assessment for learning
  - Differentiated teaching approaches
- Embed a culture of reflective practice, instructional improvement, and continuous learning across schools.
- Ensure professional learning content remains relevant, rigorous, and aligned to evolving educational standards.

#### **School Leadership & Principals Development - Leadership Capability**

- Develop and deliver leadership development programmes for:

- o Schools' leadership teams
- o Aspiring principals
- o Newly appointed principals
- o Other school leaders e.g Heads of departments
- Identify and support coaching needs for principals on:
  - o Instructional leadership
  - o Teacher development and performance
  - o Building strong, values-aligned school cultures
- Support school leaders to effectively implement Pharo Schools' academic vision, teaching standards, and learning model.
- Strengthen leadership readiness and bench strength across the network.

### **Learning Delivery, Coaching & Field Enablement - Execution & Enablement**

- Establish a cadenced professional learning model, including induction, pre-service, in-service, and ongoing coaching.
- Serve as a lead facilitator and coach, delivering in-person and blended learning across Pharo Schools.
- Travel regularly to schools to:
  - o Observe teaching practice
  - o Coach teachers and leaders
  - o Support the fidelity of implementation
- Build the capability of school-based leaders to sustain professional learning locally over time.

### **Alignment with Product, Innovation & Future-Facing Education - Strategic Integration**

- Work closely with the Managing Director, Head of Product & Innovation, and Heads of Schools to align professional learning with:
  - o Pharo Schools' curriculum and academic products
  - o Emerging educator and leadership competencies
  - o Technology-enabled and future-facing teaching practices
- Translate innovation into practical classroom and leadership practice through effective training, coaching, and tools.
- Ensure professional learning evolves to reflect the changing role of educators, including:
  - o Facilitation over instruction
  - o AI- and technology-supported learning
  - o Interdisciplinary learning
  - o Social-emotional learning and character development

### **Impact Measurement & Continuous Improvement – Accountability**

- Design tools and frameworks to measure the impact of professional learning on:
  - o Teaching quality
  - o Leadership effectiveness
  - o Retention and engagement

- o Student outcomes
- Use data, feedback, and observation to continuously refine and improve programmes.
- Report insights and trends to senior leadership to inform decision-making and investment.

### **Employer Brand, Partnerships & Talent Attraction - External Positioning**

- Partner with People & Culture, Marketing, and School Leadership teams to position Pharo Schools as a learning organisation with exceptional growth opportunities.
- Contribute to recruitment messaging by clearly articulating the Pharo Schools educator development offer.
- Build strategic partnerships with universities and teacher training institutions to attract high-potential educators.
- Strengthen educator engagement, motivation, and retention through meaningful professional growth experiences.

### **Required Qualifications & Experience**

- Bachelor's degree in Education, required or a related field and a Master's degree preferred.
- 5–10+ years of progressive experience in talent acquisition, teacher and school leader development, and employee engagement, preferably in multi-school networks or educational organisations.
- Has previously been a successful Principal and Teacher and is able to translate best practices to adult learners systematically.
- Proven experience designing and delivering professional development programs for teachers, school leaders, or adult learners.
- Experience in teacher recruitment, retention strategies, and talent pipeline development, ideally in African education contexts.
- Strong understanding of progressive teaching practices, pedagogical frameworks, and 21st-century learning.
- Demonstrated ability to align talent development with organisational strategy, mission, and educational vision.
- Track record of creating compelling employee value propositions and building an employer brand that attracts and retains top talent.
- Excellent stakeholder management skills, working effectively with senior leaders, school heads, and cross-functional teams.

### **Key Competencies & Skills**

- Talent development, coaching, and the ability to design, deliver, and coach others through professional development programs.
- Strategic thinking that aligns talent strategies with long-term organisational goals and educational vision.
- Recruitment and retention expertise that builds sustainable pipelines of high-performing teachers and leaders.
- Curriculum & instructional design with strong capability in creating adult learning programs and resources for professional growth.



- Data-informed decision making, including the use of employee metrics, feedback, and school performance data to inform professional and growth programs.
- Change management through guiding teams through transitions, scaling initiatives, and continuous improvement and product iterations
- strong written and verbal communication and influence that engages, inspires, and motivates staff across multiple levels and locations towards a shared vision
- Technology & data literacy with high aptitude in using digital tools, systems, and dashboards for planning and monitoring.

### **Personal Attributes and Mindset**

- Mission-Aligned & Values-Driven: Deeply committed to Pharo Schools' educational mission and social impact.
- Collaborative & Enabling: Works in partnership with school leaders, teachers, and central teams to build capacity and shared ownership.
- Innovative & Adaptive: Seeks creative, contextually relevant approaches to talent development and retention.
- Empathetic & People-Centred: Understands the needs and aspirations of teachers, leaders, and staff.
- Results-Oriented: Focused on building measurable, sustainable impact while maintaining quality and fidelity to the educational model.
- Credible & Professional: Commands respect from educators, leaders, and stakeholders through expertise and integrity.

### **Application procedure**

- Due to 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](mailto: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 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*