

# peas



## Technical Team Associate Candidate Pack

### *Our Mission*

*To expand access to sustainably delivered quality secondary education across Africa*

[www.peas.org.uk](http://www.peas.org.uk)

# About us



PEAS (Promoting Equality in African Schools) is a not-for-profit that expands access to inclusive, quality secondary education across Sub-Saharan Africa. Our vision is a world where all children enjoy an education that unlocks their full potential.

At the heart of our work are the 46 PEAS schools across Uganda and Zambia, where we deliver a high quality, low cost education in hard-to-reach communities. We draw on this experience to work hand in hand with governments so all young people can learn in a safe, inclusive environment. That means each year we support over 200,000 young people, in marginalised communities across Uganda, Zambia and Ghana.

Our award-winning programmes are designed and delivered by Africans for Africans. Evidence shows our students come from poorer households and make faster learning progress. And our girls are more confident and better equipped for life after school.

It's an exciting time for PEAS. Our reach and impact is growing rapidly; we support 10x the number of students we did 5 years ago, we are building more schools and have expanded into new countries

Our strategy is focused around a period of rapid growth. During this period, we aim to grow our school networks to double their size, launch in a new country and expand our wider impact by strengthening education systems. To be achieve this, we need to be working as efficiently and effectively as possible. We are looking for a Technical Team Associate that can help us do this so that we can work towards achieving our exciting and challenging ambitions.



# The Opportunity



## About the UK Technical Team

The PEAS Technical Team is a small team of experts who work to continually strengthen PEAS' impact across our network of schools and beyond. Areas of work on the team is varied and exciting. The Technical Team:

- Supports education leads in Uganda, Zambia and Ghana to design and implement high impact education programmes within our school networks.
- Provides technical education and monitoring and evaluation advice and support to our country programmes in Uganda, Zambia and Ghana.
- Designs and runs internal and external research projects to make sure we are learning as much as possible about how best to improve the quality of education in our schools
- Supports collaborative partnerships with the Ugandan, Zambian and Ghanaian governments and other organisations to impact as many young people as possible.
- Proactively shares our evidence and know-how with our partners and the international education community.

|                     |                                                                                                                   |
|---------------------|-------------------------------------------------------------------------------------------------------------------|
| Role and department | Technical Team Associate – Technical Team                                                                         |
| Contract            | Fixed term- 6 months with a possibility to extend for a further 6 months                                          |
| Compensation        | Competitive salary (to be pro-rated for 6-month contract)                                                         |
| Location            | Zambia (hybrid or office-based in Ndola or Lusaka), Uganda (hybrid or office-based in Kampala), or Ghana (remote) |
| Start date          | ASAP                                                                                                              |

## The Opportunity

The Technical Team Associate is an exciting 6-month role within the Global Technical Team, with the possibility of extension for a further 6 months.

Associate projects will include working with leads in Uganda, Zambia, Ghana and the UK to support PEAS to grow its impact. This will involve developing content for strategic education projects and supporting the design of new education programmes that ensure PEAS students receive the highest quality education. Additionally, the Associate will support with project monitoring and evaluation, aiding PEAS in approaches to ensure ongoing learning is generated in relation to the education programmes.

The successful candidate will need to be a quick learner, highly organised, and adept at working flexibly to support evolving team and organizational needs. Strong written and verbal communication are essential, as well as enthusiasm for working with multi-national teams.

PEAS Technical Team Associates are given the opportunity to take on a lot of responsibility working at the heart of an award-winning education organisation.

# Responsibilities of the Role



Specific responsibilities may adjust depending on the specific background of the successful applicant.

## **Support delivery of PEAS education approach**

- Support tool and content development for strategic projects in collaboration with UK colleagues and programme leads in Uganda and Zambia to address priority areas of improvement. This could include designing content for educational software, supporting the design and implementation of activities under our girls approach in Uganda and Zambia and designing trainings and guidance materials based on best practice
- Develop training resources for teachers and leaders in Uganda and Zambia, including training manuals and presentations to support colleagues to deliver virtual or in-person training.

## **Monitoring, Evaluation, and Learning**

- Review of external studies to ensure an updated library of relevant research.
- Supporting with the development and adaptation of surveys and forms for data collection.
- Assisting with the analysis of survey and other quantitative and qualitative data, including data cleaning and presenting analysis in PowerPoint presentations.
- Supporting coordination of research and evaluation projects

## **Support to wider Technical Team**

- Support in coordinating and minuting meetings relating to programme implementation and MEL.
- Support PEAS' research and documentation of potential new countries for operations.
- Supporting PEAS' Thought Leadership work by drafting blogs, abstracts and presentations

## **Working at PEAS**

No matter what the role, team, context or country, we are all guided by our values, intrinsically motivated and energetic. We work collaboratively across functions, facing the challenges of balancing access, quality and sustainability together to deliver the best quality outcomes for students.

- Have impact - opportunity to really stretch yourself and contribute to having real impact in improving the life chances of all children through educational opportunity.
- Part of the PEAS Pod - joining a small team who are extremely effective, proactive, supportive and values aligned
- Collaborative cross-organisation working style - enables employees to develop skills and knowledge outside of their core role
- Flexible working – Typical flexible working options can include working from home and/or flexible hours and we are open to discuss any possible flexible options with employees.
- Annual leave - Up to 24 days annual leave (location dependent) plus public holidays (pro-rated for 6-month contract)
- Pension - Eligible employees will receive social security and pension contributions in line with local laws in Uganda, Zambia or Ghana
- Wellness and wellbeing – Employees have immediate access to an employee assistance programme (EAP) through Health Assured. The EAP provides access to both proactive and reactive wellness and wellbeing services to you and your immediate family 24hrs a day, 365 days of the year.

# Who we are looking for



## Someone who has ..

- ✓ Experience in designing and delivering teacher professional development content (e.g. training modules, workshops, coaching tools).
  - Candidates must demonstrate experience in content design and research/writing.–
  - Teaching or teacher development experience is an advantage, but not a substitute for the above.
- ✓ Strong understanding of best practices in teacher development, underpinned by international evidence.
- ✓ Proven ability to synthesise and communicate evidence (international best practice, programme evaluations, academic research).
- ✓ Excellent English written and verbal communication skills – able to produce reports, briefs, and training materials that are clear, concise, and tailored for funders, governments, technical experts, and educators.
- ✓ Strong quantitative and analytical skills:
  - Proficiency in Excel for analysis and data visualisation, with ability to present findings clearly in PowerPoint
  - Experience with STATA or R an advantage
  - Advanced mathematics skills would also be an advantage
- ✓ Minimum Bachelor's degree in Education, International Development, Economics, Social Sciences, or a related field.
- ✓ Professional fluency in written and spoken English.

## And who is...

- ✓ Resilient and solutions-focused
- ✓ Collaborative and low-ego — prepared to get stuck in
- ✓ Entrepreneurial and adaptable in a fast-changing team
- ✓ Self-starting and proactive in problem-solving
- ✓ Thorough, with strong attention to detail

## How to apply

To apply, please click on the link [here](#) to complete the application form and attach your CV. The closing date for **ALL** applications is **Friday 26th September 2025 at 1700hrs UK time**.

We will review and shortlist applications on a rolling basis and may close the application process sooner than the date specified should we receive a high number of suitable candidates. Due to high volumes of applications, if you have not heard from us within 2 weeks of the closing date, please assume you have been unsuccessful on this occasion.

We are committed to ensuring our opportunities are accessible to all, so if there is any way that we can support you to be the best you can be in the recruitment process, please do get in touch by e-mail on [info@peas.org.uk](mailto:info@peas.org.uk).

*We welcome all applicants and will always treat every application fairly based on merit.*

# Our values



## Focus on Lasting Change

Our work should benefit students and communities now and for generations to come. So sustainability is core to everything we do. We consider the wider consequences of what we do, because what matters is maximum long term impact across society.



## Be Honest

Trust and integrity are everything. We are transparent about our impact and programmes. We don't support corruption. We don't pay bribes. We don't receive bribes.



## Be Collaborative not Competitive

We put true impact before personal or organisational glory. We collaborate within and beyond the organisation to maximise collective impact.



## Be Entrepreneurial

PEAS was founded with an entrepreneurial spirit and it is embedded in who we are. We are nimble, ready to respond to new opportunities and challenges. We are not afraid of taking risks and leading the way.



## Champion Empowerment

We hold each other to account. We maximise autonomy by providing high quality support to decision-makers throughout the organisation.



## Adopt a Growth Mindset

We dare to be better. We continually push ourselves to improve. We appreciate and learn from mistakes which we see as a necessary side effect of striving for ever growing impact.



## Look at the Evidence

Evidence can be scarce in our sector. We strive to make use of the available evidence while also contributing our own. Our decisions are based on research and data combined with our practical experience.

PEAS is highly committed to keeping children safe from harm and preventing corruption. We therefore take our responsibility to promote safe recruitment practices very seriously, including conducting appropriate reference and background checks. We also operate a zero-tolerance approach to any PEAS employees who breach our Safeguarding and Anti-Corruption Policies, which all employees are required to sign upon induction.

PEAS is an equal opportunity employer that does not discriminate in its recruitment practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool.