

peas



AI Innovation Officer Candidate Pack

Our Mission

To expand access to sustainably delivered quality secondary education across Africa

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.

PEAS is in 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. As AI solutions accelerate, we see a huge opportunity to realise these growth ambitions and more.



The Opportunity



What if AI could put fifteen years of PEAS knowledge directly into the hands of a headteacher in rural Uganda, or free up hours every week for a school support team already stretched thin? This role exists to find out.

As AI Innovation Officer, you'll work directly with the CEO and across every team in the organisation, prototyping tools, embedding AI into workflows, and building the internal culture that lets PEAS use AI well. We created this new role because we believe AI has the potential to transform how PEAS works, and what PEAS can offer to the school leaders, government officers, and teachers at the heart of our programmes.

Role	AI Innovation Officer
Role purpose	This role exists to unlock more impact for PEAS - prototyping AI tools, embedding them into workflows, and building the capability to use them well across every team and country. Success looks like humans supercharged across our teams – achieving more, making better decisions, and delivering more for our students.
Contract	Full -time
Compensation	£26,000-36,000 depending on level of experience and location (a cost-of-living adjustment may be applied)
Location	Flexible, with a strong preference for candidates based in one of PEAS's countries of operation (UK, Uganda, Zambia, or Ghana)
Start date	May 2026

Why Now

PEAS isn't starting from scratch. There's already a network of AI champions across the organisation dedicating real time to exploring and building AI solutions. There's a wealth of programme data and institutional knowledge built over fifteen years of delivery. The leadership team doesn't need convincing; they want to move.

What's missing is someone whose sole focus is connecting all of that: turning experimentation into embedded capability and making sure the tools PEAS builds reach the central teams, field teams, school leaders, teachers, and government officers who need them most. That's what this role exists to do.

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 real impact in improving the life chances of all children through educational opportunity.
- Part of the PEAS Pod - joining a small global 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

Responsibilities of the Role



Prototyping & Build (50%)

- Rapidly prototype AI tools and automations that give PEAS staff new capabilities and save time across the organisation.
- Demonstrate a hacker mindset, with lightweight development approaches bringing quick proof-of-concept solutions to life, iterating fast based on real feedback.
- Identify and test new AI tools and platforms relevant to PEAS's work, making clear recommendations on what's worth pursuing.
- Document prototypes, processes, and learnings so that what you build can be maintained and built on by others.

As the role develops, a growing part of this work will focus on putting PEAS's data, knowledge, and expertise directly into the hands of school leaders, teachers, and government officers:

- Work closely with programme teams to understand what information and support those users most need, and how AI can deliver it accessibly and at scale.
- Bring ideas, evidence, and working prototypes to strategic conversations about how AI can strengthen programme delivery.

Workflow Integration (25%)

- Identify where AI can reduce friction, save time, or improve quality across PEAS functions, from finance and HR to communications and school support.
- Support the integration of AI tools into existing workflows, working with colleagues to embed new ways of working without disrupting what's already effective.
- Collaborate with country IT teams and operations colleagues to ensure tools are practical, accessible, and well-supported on the ground.
- Monitor adoption and gather feedback, adjusting tools and approaches so they stick rather than stall.

Advocacy & Culture (25%)

- Build enthusiasm and capability around AI across PEAS, making it feel accessible and relevant to colleagues at every level and in every country.
- Work closely with AI champions across PEAS teams, coordinating their efforts and helping good ideas and useful tools travel across the organisation.
- Support colleagues with varying levels of technical confidence, bringing patience and genuine enthusiasm to building shared capability.
- Champion responsible, mission-driven AI adoption, helping PEAS move fast while staying grounded in its values and the communities it serves.

The above list provides a framework of responsibilities but should not be viewed as a definitive list, there may be other reasonable responsibilities required aligned to the role.

Who we are looking for



What you bring

- Hands-on experience with AI tools, prompt engineering, and workflow automation, you build things, not just talk about them.
- The ability to prototype quickly using rapid prototyping or low-code approaches and iterate based on real user feedback.
- Comfort working with data, drawing on it to shape tool design and demonstrate impact.
- Clear communication with both technical and non-technical colleagues, you make AI feel accessible, not alienating.
- Strong organisational skills and the ability to manage multiple workstreams across teams and countries.
- Working knowledge of Microsoft 365 (Teams, SharePoint, Excel, Word).
- A genuine passion for AI's potential to drive social change, this is the non-negotiable.

Nice to have

- Experience in education, international development, or the non-profit sector.
- Familiarity with ERP or operations platforms.
- Experience building or contributing to communities of practice or internal champion networks.
- Exposure to programme delivery contexts in East or Southern Africa.

Your Growth

We're committed to supporting your growth in a fast-moving field, including access to AI tooling, learning resources, and the space to experiment.



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.

Our values



We welcome all applicants and will always treat every application fairly based on merit. As an organisation working to expand equitable access with a strong focus on girls' and one whose DEI approach is prioritising increasing gender parity in leadership roles, we strongly encourage applications from female candidates.

How to apply

To apply, please click on or copy and paste the link <https://forms.gle/Gwcv6cwD93doepXP7> to complete the application form and attach your CV alongside a short written response (no more than 400 words) to the following:

Share one AI tool, workflow, or prototype you've built or contributed to, what problem were you solving, what was your approach, and what did you learn? Please include a link to or example of your work. If your work is sensitive or proprietary, describe the problem and approach rather than sharing the output.

The closing date for all applications is the **14th May 2026**.

Applications received will be considered on a rolling basis, and candidates selected for the next stage will be informed promptly.

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.

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, to build the strongest possible workforce, actively seeks a diverse applicant pool.