

peas



Global Education and Partnerships Manager Candidate Pack

Our Mission

To expand access to sustainably delivered quality secondary education across Africa

www.peas.org.uk



PEAS is transforming education across sub-Saharan Africa.

By 2035, the number of sub-Saharan Africans reaching working age will exceed that of the rest of the world combined. Yet today, the sub-continent has the world's lowest secondary school completion rates. Schools are under-resourced, with low quality teaching and unsafe learning environments. PEAS is addressing this by expanding access to inclusive, quality secondary education so all children can enjoy an education that unlocks their full potential.

At the heart of our work are 44 exemplar PEAS schools, delivering outstanding and affordable education to 25,000 young people in hard-to-reach communities across Uganda and Zambia. But if all children are to benefit, that doesn't go far enough. So, we draw on our 16 years practical experience to partner with governments to design, deliver and embed country-wide meaningful changes to improve education. This year we will support over quarter of a million young people in Uganda, Zambia and Ghana.

Evidence shows our students come from poorer households, feel safer and make faster learning progress. Our girls are more confident and better equipped for life after school. We achieve all this at a lower cost than alternatives.

What makes PEAS different?

- **Reducing reliance on international aid:**
 - Philanthropic funding means our schools open debt free they then generate local income to cover ongoing running costs
 - Our system strengthening programmes are co-designed with government to fit within ministry budgets
- **Rooted in local expertise, delivering global excellence:**
 - Our schools and country offices have always been fully staffed and led by Africans.
 - We are governed by a Board that is majority African and female, with a majority African Global Leadership Team
 - Our award-winning programmes are created by Africans, for African communities, and shaped by the voices of those they serve



The Opportunity



Role and department	Global Education and Partnerships Manager – Technical Team
Contract	12 months parental cover – open to part-time and flexible working arrangements
Compensation	Competitive - dependent on seniority, experience and location
Location	We welcome applicants from UK, Uganda or Zambia, and will consider fully remote applicants. London-based staff can engage in hybrid working (1-2 days working in London office)
Start date	August or September 2026

About PEAS Technical Team

The PEAS Technical Team is a small team of education, research and monitoring and evaluation specialists who work to strengthen PEAS' impact across our network of schools and beyond. Working closely with colleagues in Uganda, Zambia, Ghana and Malawi, the team helps ensure PEAS' programmes are grounded in evidence, designed for impact and positioned to influence wider education systems.

The team's work spans four broad areas:

- **Research, monitoring and evaluation:** generating evidence, testing new approaches and ensuring PEAS continuously learns and improves.
- **Network improvement:** supporting country teams to strengthen teaching, learning and school leadership across PEAS schools
- **Partnership programmes:** designing and supporting programmes delivered in collaboration with governments, helping improve education beyond PEAS' own school networks
- **Systems strengthening:** working with governments and partners to embed effective approaches within national systems and support sustainable education reform.

Across all of these areas, the team also supports fundraising, thought leadership and external engagement, helping translate PEAS' evidence and expertise into new partnerships and opportunities for impact.

The Opportunity

This role offers the opportunity to work across a diverse portfolio of education programmes, partnerships and innovations spanning Uganda, Zambia and Ghana. Working closely with country teams, governments and Technical Team colleagues, you will help strengthen programme quality, support system strengthening efforts and contribute to the development of new approaches and opportunities.

Over the next 12 months, priorities are likely to include strengthening PEAS' Zambia portfolio, supporting government partnerships and scaling efforts, refining PEAS' primary education work, contributing to the ongoing development of the Top 10 App, and providing technical input to new programme and partnership opportunities.

Responsibilities of the Role



As the Global Education and Partnerships Manager, you will provide strategic support across PEAS' education portfolio, helping to ensure programmes remain high quality, aligned to organisational priorities and positioned for long-term impact. You will work closely with global and in-country colleagues to support programme quality, government partnerships, innovation and scaling opportunities across PEAS' portfolio.

The exact scope of the role will be adjusted depending on organisational priorities and the experience of the successful candidate. However, key responsibilities will include:

1. Programme quality, strengthening and oversight

- Work closely with country teams and Technical Team colleagues to provide strategic oversight and support across PEAS' education portfolio, helping ensure programmes remain high quality, aligned to organisational priorities and positioned for long-term impact
- Support programme teams to strengthen implementation through quality assurance processes and the use of evidence to drive continuous improvement.
- Provide strategic support to PEAS' Zambia portfolio, helping strengthen alignment, coherence and learning across primary and secondary education programmes, including support to key priorities such as competency-based curriculum implementation.
- Support PEAS' engagement with the Zambian Ministry of Education and other key stakeholders and helping shape PEAS' longer-term role in supporting education reform.

2. Programme development and innovation

- Work closely with country teams and global colleagues to support the development, refinement and scaling of programme approaches, products and partnerships.
- Provide strategic oversight and technical input to new and evolving initiatives, including areas such as PEAS' primary education work, the Top 10 App and other emerging programme priorities.
- Contribute to the design and development of new programme opportunities, including in potential new countries of operation.

3. Strategic leadership, fundraising and external engagement

- Contribute to the strategic direction of PEAS' education portfolio, supporting planning, prioritisation and decision-making across programmes and countries.
- Support coherence and collaboration across countries, programme areas and teams
- Provide technical input to funding proposals, donor reports and strategic documents.
- Contribute technical expertise and programme insights to PEAS' thought leadership, communications and external engagement activities, and represent PEAS in meetings with donors, partners and other external stakeholders as appropriate.

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 and organisational priorities during the period of cover.

Who we are looking for



Someone who has ..

- ✓ A strong understanding of evidence and international best practice in education, including areas such as teacher development, instructional leadership, curriculum implementation and education system strengthening.
- ✓ Experience supporting the design, implementation, evaluation or scaling of education programmes.
- ✓ Experience working within education systems in Sub-Saharan Africa, including supporting programme implementation, system reform or government partnerships. Experience in Zambia, Uganda, Ghana or Malawi would be an advantage.
- ✓ Excellent written and verbal communication skills, with the ability to adapt messages for different audiences including governments, donors, technical audiences and practitioner
- ✓ Strong analytical skills, including the ability to synthesise research, evidence and programme learning to inform decision-making
- ✓ Proficiency in Microsoft Office, including PowerPoint and Excel.
- ✓ A degree in Education or a related field. A Master's degree would be an advantage.

And who is...

- ✓ Passionate about improving education outcomes for young people.
- ✓ Collaborative and low ego, with a willingness to listen, learn and support others.
- ✓ Curious and intellectually engaged, with a genuine interest in understanding what works in education and why.
- ✓ Adaptable and comfortable working across multiple programmes, priorities and contexts.
- ✓ A self-starter who takes initiative and enjoys solving problems.
- ✓ Resilient and professional, remaining calm and solutions-focused when challenges arise.
- ✓ Thorough, with strong attention to detail and a commitment to high-quality work.

Working at PEAS

No matter what the role, team, context or country, we are all guided by our values, intrinsically motivated and energetic.

- 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 - 28 days for full-time employees, pro-rata for part-time plus bank holidays in the UK. Equivalent package for other countries.
- Pension - Eligible employees are auto-enrolled into the relevant contribution-based pension or social security scheme

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.

How to apply

To apply, please complete this [application form](#). The deadline for applications is the end of Sunday 5th July. Please note that applications will be reviewed on a rolling basis and so we encourage early application.

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.

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

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.