

peas



Global Development Internship 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.

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

We have built, and run one of the largest, not-for-profit secondary school networks in sub-Saharan Africa, and draw on this experience to work hand in hand with governments so all young people can learn in a safe, inclusive environment. Last year we supported over 280,000 young people, in 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 20xs the number of students we did 10 years ago, and we are continuing this growth trajectory as we enter our new strategic period.



The Opportunity



Role	Global Development Internship
Location	Hybrid. 2 office days (Central London)
Duration	6 months (with the possibility of extension). Start date immediately
Hours	Full time (40 hours per week)
Compensation	£30,800 per annum pro rata

Role Overview

This is a fantastic role for anyone who wants to gain real, hands-on experience of how a not for profit operates from the inside. During this Global Development Internship at Promoting Equality in African Schools (PEAS), you will work across multiple disciplines including Fundraising and Communications, Operations, and Programmes. This is not just an admin role; it is an opportunity to contribute to the organisation’s growth whilst gaining a rounded understanding of what it takes to be an impactful organisation in a fast-changing world.

You will be involved in a variety of activities, meaning no two days will be the same. **This role is ideal for someone who is keen to learn, eager to give their best and passionate about making a difference every single day.**

Key Responsibilities

You would be predominantly working with the Development Team to support:

- **Fundraising:** you will assist with research, applications, and donor communications to help secure vital funding for our programmes.
- **Communications:** you will support the creation and distribution of content that raises awareness of PEAS and its mission.
- **Events:** you will help to plan, coordinate, and deliver events that bring together our partners, supporters, and stakeholders.

You would also work with the Operations Team and the Technical Team (who provide strategic support across PEAS’ education portfolio). Some areas of work could be:

- **AI Admin:** working with our in-house AI champions to develop and refine how we use AI tools to improve administrative efficiency and help the team work smarter.
- **Research:** conducting research to inform organisational strategy, and programme development.
- **Team support:** providing the critical support required to make the team tick. This includes supporting team meetings and events, facilitating team logistics & admin, and conducting analysis on team effectiveness.

Who we are looking for



Skills and Qualifications

We are looking for a motivated individual who brings the following qualities:

- **Self-starter:** takes initiative and brings ideas to the team
- **Proactive:** anticipates needs and spots opportunities
- **Accountable:** takes responsibility for their work and follows through on commitments
- **Detail orientated:** takes care to get things right and produces accurate, well-considered work
- **Clear communicator:** can read and follow instructions carefully, asks questions when needed
- **Digitally capable:** working knowledge of Microsoft Office (Word, Excel, Outlook, PowerPoint) is essential. A working knowledge of Canva and ability to innovate with AI tools is preferred.
- **Passionate:** genuinely cares about international education and wants to make a real difference through the work they do every day.

What You'll Gain

- A broad understanding of how a charity functions across fundraising, communications, operations and programmes.
- Multiple, practical skills directly transferable to a wide range of roles in the charity and international development sectors e.g. project coordination, research, event management, stakeholder engagement, fundraising, and communications, administration.
- The opportunity to work closely with a passionate and dedicated team committed to improving educational quality across Africa.
- Mentorship and support to help you grow professionally.

How to apply

To apply, please complete this [application form](#) by **Friday 31st July 2026 at 5pm BST**. If wishing to include a cover letter, please add this to your CV document and upload one pdf file containing both your cover letter and CV.

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.