

peas



School Improvement Officer 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 46 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 18 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	School Improvement Officer – PEAS Ghana Programme. Reports to the PEAS School Improvement Coordinator.
Contract	Fixed-term, 2 years (with potential for renewal)
Budget responsibility	Adhering to a small budget for travel and training costs
Location	Lawra and Jirapa, Upper West, Ghana (with travel between schools in both districts)
Start date	October 2026

About the EBEL Programme

PEAS (www.peas.org.uk) is a fast-growing not-for-profit with a mission to expand access to sustainably delivered quality secondary education across Africa. We run the fastest growing network of sustainably financed secondary schools in Africa, delivering quality education at a low cost so we can reach the poorest rural communities.

- Since March 2023, PEAS has worked closely with the Ministry of Education and Ghana Education Service to strengthen leadership and management in government schools in Lawra, Upper West, through the Enriching Basic Education in Lawra (EBEL) programme.
- EBEL works with school leaders and School Improvement Support Officers (SISOs) to strengthen leadership and management, teaching and learning, and safeguarding and child protection practices in primary and junior secondary schools.
- Building on the solid foundations of the programme, we want to grow our impact and scale it to wider schools across Lawra and Jirapa districts, and eventually Ghana – driving improvements across the Ghanaian education system.

The Opportunity

The central part of this role will be delivering PEAS' school support programmes – co-delivering school improvement by ensuring partner school leaders and teachers are effectively delivering a high-quality experience for all learners. This includes adapting and designing tools and training from the learnings of the EBEL programme, monitoring schools' progress regularly, and coaching and mentoring them to address challenges and improve outcomes for learners.

The School Improvement Officer should be an effective communicator with experience in school leadership. You will work closely with the peer School Improvement Officer and School Improvement Coordinator based in Ghana, as well as members of the PEAS Global team, who will provide technical assistance and support with material and tool development.

To be successful in this role, you will need to be a self-starter, able to get stuck in at all levels and support others to drive results. You will be part of a hard-working, growing and highly effective team who support one another to deliver impact, united by our vision, values, and desire to give the highest possible number of students the best possible education and life outcomes.

Responsibilities of the Role



The School Improvement Officer will play a critical role in supporting government schools across Lawra and Jirapa districts, Upper West region, to continuously drive quality improvements as part of the EBEL programme.

1. Support Partner Schools to Improve Learning Quality

- Support partner schools to improve learning quality using PEAS' tools and approaches, quickly developing strong working relationships with school leaders in Government schools.
- Work with school leaders to assess schools' strengths and areas for improvement and provide feedback in a constructive manner.
- Support school leaders to develop School Improvement Plans (SIPs) with clear and achievable targets, and provide training and coaching to implement them.
- Regularly collect data from schools, use it to provide targeted support, and share progress updates with the School Improvement Coordinator, including managing a small dedicated budget for travel and training costs.

2. Drive the Capacity Building of GES Officials (SISOs)

- Provide training support and strengthen the capacity of School Improvement Support Officers (SISOs) to ensure effective complementary supervision of schools.
- Ensure regular collaboration and engagement with SISOs on programmatic updates and programme implementation.
- Support SISOs with orientation of PEAS tools to ensure engagement with data collection.

3. Support EBEL Schools to Become "Centres of Excellence"

- Work within a team of PEAS and partner organisation staff through peer learning and support, helping to drive improvement throughout the programme.
- Contribute to plans for teacher training, including delivering training, conducting and supporting peer observations and feedback, to help peer school support staff increase student learning.

4. Embody PEAS Values

- Act with the highest level of professional conduct while working in and with government schools, representing PEAS and promoting our values.
- Prioritise students' welfare, adhering to PEAS Child Protection and Adult Safeguarding Policies in all areas of work.

Who we are looking for



Someone who has ..

- ✓ Minimum of a degree from a recognised university (preferably Social Sciences, Education or Gender).
- ✓ Experience working in a school leadership position at a secondary or primary school.
- ✓ Experience and knowledge of how to support others to improve education outcomes.
- ✓ Experience delivering training and capacity building.
- ✓ Experience working with complex stakeholder groups in rural Ghana.
- ✓ Consistently champion PEAS' values.
- ✓ Lead training sessions tailored to different audiences, and monitor and report against key data points.
- ✓ Confident using Microsoft Office and workplace technology, and comfortable planning to budgets.

And who is...

- ✓ Passionate about improving the life chances of all children through educational opportunity.
- ✓ Able to quickly build relationships and coach school leaders and teachers.
- ✓ Well-organised; able to juggle multiple responsibilities to strict deadlines.
- ✓ Target-driven and persistent; motivated to achieve goals and see things through.
- ✓ Collaborative not competitive; works well with peers across teams to achieve shared goals.
- ✓ Desirable: experience working for/with international NGOs.
- ✓ Desirable: in-depth knowledge of rural context in Ghana and community dynamics.

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 Ghana team - 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 - 24 days for full-time employees, pro-rata for part-time plus bank holidays plus office closure between Christmas and New Year

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 click on this [application form](#) to complete the form.

The closing date for **ALL** applications is **midnight on Friday 25th September 2026**.

We will review and shortlist applications on a case-by-case 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.

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 take our responsibility to promote safe recruitment practices seriously, including reference and background checks, and operate a zero-tolerance approach to any breach of our Safeguarding and Anti-Corruption Policies.

PEAS is an equal opportunity employer that does not discriminate in recruitment and actively seeks a diverse applicant pool. Only candidates with the right to live and work in Ghana will be considered; PEAS UK does not sponsor work permits.