

TEACH FIRST SRI LANKA
CEO JOB DESCRIPTION

About the Organization

Teach First Sri Lanka (**TFSL**) is based on the belief that access to a good education, irrespective of race, gender, or income-level, is a fundamental human right. We seek to address the root causes of educational inequality by harnessing the transformational leadership potential of young Sri Lankan graduates and professionals – asking them to take on the challenge of providing exceptional educational opportunities for all children.

Meaningful, sustainable change requires teacher-leaders, rooted in their local culture, who believe in the potential of all children. **TFSL's** Fellowship program recruits recent university graduates, and young professionals, to teach for a minimum of two years in high-need, government-school classrooms. Through ongoing, world-class leadership training and development activities, our Fellows become strong classroom teacher-leaders and passionate advocates for their students, addressing the complex challenges facing economically-disadvantaged communities and determined to help their students overcome these obstacles.

[Teach For All](#) (TfAll) is a global network of 60 independent, locally-led and governed partner organizations working to accelerate the progress of their network partners. **TFSL** has received early-stage support and coaching from TfAll and is currently working to meet their partnership criteria in order to join as a full local partner. Many alumni of TfAll partners go on to become veteran educators, while others continue to challenge inequity outside the classroom. Informed by their experience as teachers, alumni become school/district leaders, policymakers, advocates, and entrepreneurs working to reshape the systems that leave so many children behind.

*At this critical phase, **TFSL** is seeking a Chief Executive Officer (CEO) to provide the strategic vision, determination, and entrepreneurial skills necessary to lead the organization into the future.*

Position Summary

The CEO is a visionary entrepreneur – someone able to contextualize and build a vision for the organization, while navigating the complexities and systemic challenges inherent in 'blazing a trail' - finding a pathway to success in an industry notoriously resistant to change. A passionate leader committed to establishing a culture of achievement, equity and diversity - most importantly, developing a high-performing leadership team that fosters authenticity, personal responsibility and operational excellence. S/he oversees all aspects of **TFSL**, including strategic branding, fundraising, initial staffing and creating appropriate fiscal policies and procedures.

In the first 6-12 months, the CEO will work with current **TFSL** team members and TfAll staff to articulate a vision based on [Teach for All's Unifying Principles](#), identify/document an appropriate strategy to achieve this vision locally, restructure **TFSL's** founding Board of Directors, secure initial funding, attract additional leadership team members and design the core components of our Fellowship program. One of the key challenges to be faced is securing a clear and sustainable placement pathway for Fellows within the government school sector.

Responsibilities

Strategy & Organizational Leadership (40%)

- Work with TfAll to understand the factors contributing to educational inequity in Sri Lanka and achieve the strategic clarity necessary to make aligned programmatic decisions.
- Establish the feasibility of TfAll's approach in the Sri Lankan context (as described above).
- Work jointly with the founding team and TfAll to define the vision and strategy for **TFSL**.
- Assist in the creation and implementation of the organization's financial policies and procedures.
- Develop a culture of data-driven decision-making, raise analytical capacity across the organization.
- Implement human capital practices to recruit, select, develop and retain high-performing staff.
- Create strong lines of communication with the Board of Directors & Advisory Board.
- Inculcate a strong, values-based organizational culture among all stakeholders.
- Motivate stakeholders to work towards a transformative impact on educational inequity in Sri Lanka.

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External Engagement & Outreach (40%)

- Build an understanding of, and support for, the **TFSL** program in Sri Lanka amongst a diverse group of stakeholders: Ministry of Education, national/local government institutions, local schools, principals, parents, students, communities, unions, prospective donors and non-profit organizations.
- Work with the founding team to secure and grow a diversified and sustainable funding base that includes financial support from both the public and private sectors.
- Serve as the external face of the organization to build the program's reputation and brand.
- Develop/deliver reports and presentations on student/community impact.
- Manage media relations to engage the public and other relevant stakeholders.

Programmatic Leadership (20%)

- Hire and lead a team of programmatic leaders toward achieving ambitious goals.
- Research and implement new strategies to improve program impact.
- Review placement school/student achievement data to guide ongoing activities.
- Ensure on-going improvement of teaching & learning for all program participants.
- Evaluate staff performance and provide consistent, objective feedback.

Qualifications

- Bachelor's degree is required. Graduate degree in relevant field of study preferred.
- Proven track record of navigating complex situations, solving problems, and making sound decisions.
- Demonstrated success launching new businesses or growing existing ones.
- Experience leading a team of high-achieving professionals.
- English & Sinhala language proficiency.
- Be a citizen or legal resident of Sri Lanka.

Knowledge and Skills

- Commitment to the mission and vision of Teach First Sri Lanka.
- Understanding of public education and effective instructional/child development methods.
- Strong process/project management skills and ability to foster a collaborative team environment.
- Entrepreneurial spirit (ability to thrive in challenging, dynamic & ambiguous environments).
- Experience building strong relationships with diverse stakeholders.
- Commitment to maintaining rigorous ethical standards.
- Inspirational and effective oral and written communicator for a wide range of audiences.
- Ability to leverage technology to support organizational goals.

Application Process: Please submit your resume/CV and one-page cover letter highlighting why you're interested in applying for this role to [CEO Recruitment](#).

Compensation: Salary and benefits package will be discussed with qualified candidates.

FEMALE CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY

Location: Colombo, Sri Lanka **Start Date:** ASAP