



## Research Data Analyst Program Duta Guru

"The people who are crazy enough to think they can change the world, are the ones who do."  
- Steve Jobs

### About Teach For Malaysia

Teach For Malaysia is an independent, not-for-profit organisation on a mission to empower our nation through education. We believe that a child's education and future should not be determined by his or her circumstances in life. Thousands of students don't have the chance to realise their potential because of many socioeconomic factors, like how much their parents earn or where they live.

We recruit, train and support our country's rising generation of leaders to teach in high-need schools across the nation, through the Teach For Malaysia Fellowship - a two-year leadership development programme. We've impacted over 110,000 students, working with the Ministry of Education and other partners. Beyond the Fellowship, our growing network of Alumni are lifelong advocates for education and expanding opportunities for students, working as a movement to build an ecosystem of solutions at all levels of society - from the classroom to the boardroom.

We are looking for champions to join our team in this movement of change, who share our vision, mission, and core values; Sense of Possibility, Excellence, Collaboration, and Integrity. All these are an important part of our culture, to ensure long-term, sustainable success, and realise our vision:

**One day, all children in Malaysia will have the opportunity to attain an excellent education.**

Our collaborative working environment opens up many opportunities for you to expand your network and lead your own learning, alongside other team members, Yayasan PETRONAS, PETROSAINS, the Ministry of Education, and other education stakeholders. Teach For Malaysia is also a partner in the Global Education Network, Teach For All.

While our compensation package is fair and competitive, we do not expect this to be your key reason for joining us. After all, we are not just offering you a job; we are looking for a like-minded future leader to grow with us and help us in our mission to end education inequity in Malaysia.

## About Program Duta Guru

Program Duta Guru is a two-year development programme to empower teachers to be highly competent and committed; serving as role models to enhance higher order thinking skills (HOTS) through STEM education as a foundation to being a competitive nation. The programme's mission is to build upon existing systems to improve the competency of Malaysian public school teachers in order to enhance students' higher order thinking skills.

Many STEM initiatives have been created within Malaysia, targeting different levels of the education ecosystem. Despite these efforts, STEM enrollment in Malaysian public schools remains low due to a lack of interest and competency. One key intervention, as outlined by the government, is to upskill teachers who play a great influence on student choices and education outcomes. Program Duta Guru aligns to this.

Teach for Malaysia has been appointed as the implementation partner of Program Duta Guru which is a collaboration between Yayasan PETRONAS ("Yayasan") and the Ministry of Education ("MOE"), through Pusat STEM Negara (PSN).

Program Duta Guru supports teachers in every district in Malaysia through national and regional training events, as well as individualised coaching and support. The programme launched in December 2019, and the first cohort of 150 participants started their training in June 2020. Program Duta Guru participants are grouped according to 6 zones, and each zone is managed by a Programme Coordinator with a small team of Pembimbing Duta Guru (teacher coaches). There are also two Senior Programme Coordinators who will each manage two Programme Coordinators in their teams.

More information about Program Duta Guru is available at this link - <https://www.yayasanpetronas.com.my/program/dutaguru/>

**Role:** Program Duta Guru, Research Data Analyst (Senior Associate)  
**Start Date:** Immediate  
**Employment Type:** Full-Time, 1 year contract  
**Location:** Kuala Lumpur, Malaysia

### Objective

The Research Data Analyst ensures that the Program Duta Guru team collects the right data that helps it articulate the story of the programme, ensuring that it is able to make the right decisions to maximise the impact of the programme and inspire others to work with us in driving change. He/She will do this by:

- Determining and defining what needs to be measured, be it programmatic or impact data
- Understanding the data needs of Program Duta Guru, and the expectations of our key stakeholders
- Ensuring the integrity of the data that is shared and that it is of sufficient credibility for stakeholders
- Empowering other team members to analyse and package data, generating insights that influence programmatic decisions and can be shared with external stakeholders
- Conducting an ongoing analysis of existing and new programmatic / impact data, producing recommendations for the programme
- Communicating the impact of Program Duta Guru internally within the organisation and externally with stakeholders

### Key Measures of Success

- Design and implementation of programmatic impact measures
- Analysis of results from programmatic impact measures
- Programmatic recommendations based on impact measurement analysis
- Quarterly implementation reviews and progress reports

### Duties and Responsibilities

- Work with the Training, Monitoring, Evaluation and Learning Manager in designing and delivering programmatic impact measure and conducting specific research
- Work and collaborate closely with Training & Support team members across regions to analyse regional data
- Analyse and evaluate programme impact in qualitative and quantitative forms, for the purposes of programmatic improvement
- Upskill staff to understand, gather and use data in a compelling and robust way
- Identify data needs for the programme, and design systems to ensure these needs are met

### Required Competencies

- **Analytical skills:** Ability to collect, organise, analyse and disseminate significant amounts of information with attention to detail and accuracy
- **Statistical knowledge:** Hands on knowledge of statistics and experience in using statistical tools to analyse datasets (Excel, PowerBI, etc.)
- **Communication:** Ability to answer queries, and translate information and learning into easily digestible formats (e.g. impact reports), tailoring it for different audiences
- **Independent learner:** Strong willingness and proven ability to learn independently quickly

- **Initiative:** Ability to direct one's energies toward the completion of a goal, without an external catalyst; the ability to initiate actions based on one's own interpretation or understanding of a situation
- **Balanced decision making:** Ability to be objective and to fairly evaluate the different aspects of a situation, and to make an ethical decision that takes into account all aspects and components: the ability to maintain balance between needs of oneself, others and the mission at the same time
- **Integrative ability:** Ability to identify the elements of a problem situation and understand which components are critical; ability to see different types of situation structures and therefore different types of solutions
- **Versatility:** This role calls for a high level of optimism and a 'can do' orientation. It will require multiple talents and a willingness to adapt to changing assignments as required

### Previous Experiences

- 1 year of professional experience in relevant field preferred, but not required
- An understanding of student impact and outcome measures in the Malaysian education context including academic, personal and experience-based measures is an added advantage
- Experience in reporting/evaluation of projects
- Experience in design, communications or copywriting is an advantage

**To apply, please send us a copy of your CV (with 2 referees listed) and answers for the following questions to [careers@teachformalaysia.org](mailto:careers@teachformalaysia.org) (Not more than 200 words per question)**

1. Why does joining the Program Duta Guru team excite you?
2. What is your long term career goal? Please elaborate how joining the Program Duta Guru team is a step towards achieving that.
3. Given that Program Duta Guru is a brand new programme that has been launched, there may be new challenges, uncertainties and lots of fluidity expected in the work. Share an experience in which you were able to adapt to a volatile, uncertain, challenging, ambiguous (VUCA) environment. In your answer, please cover:
  - a. A brief explanation of the situation/environment you were in
  - b. How did you adapt
  - c. What lessons did you learn
4. What are the three most important attributes or skills that you believe you would bring to our team?