



Community Mobilisation

Director

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

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 were born/live.

We recruit, train and support our country’s rising generation of leaders to teach in high-need schools across the nation, through our 2030 strategy consisting of 2 flagship programmes which is the Teach For Malaysia Fellowship and Program Duta Guru - our two-year leadership development programmes focused on growing leaders across the education system. We’ve impacted over 150,000 students and worked with the Ministry of Education and other corporate and social sector partners to collectively bring transformation to the education system. Beyond the Fellowship and Program Duta Guru, our growing network of Alumni, education champions and supporters 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.

As we celebrate TFM’s 10-years of existence and impact, we are looking for champions to join our team in this movement of change - people who share our vision, mission, and core values (Sense of Possibility, Excellence, Collaboration, and Integrity) - so that we are able to collectively work towards expanding our impact. Alignment to our vision, mission and values are integral to TFM’s culture, to ensure long-term, sustainable success and to realise our mission to:

Build a movement of leaders in the education ecosystem to empower all children in Malaysia to realise their potential

Our collaborative working environment opens up many opportunities for you to expand your network and lead your own learning, alongside other team members, Fellows and Alumni, corporate partners, 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 achieve our mission.

Role: Director, Community Mobilisation
Start Date: Immediate
Employment Type: Full time, 3-Year Contract
Location: Kuala Lumpur, Malaysia

OBJECTIVE OF THE ROLE

The Head of Community Mobilisation leads Teach For Malaysia's scale strategy in growing and mobilising a movement of leaders to tackle education inequity. As part of TFM's 2030 Strategy, the community mobilisation pillar is a new pillar focused on mobilising the alumni of our programmes, and growing a broader movement of leaders committed to education transformation beyond our Alumni.

MISSION FOR THE ROLE

The mission of the Head of Community Mobilisation is to lead a team that will work collaboratively across the organisation and movement to drive the strategy of mobilising a diverse and inclusive movement of 30,000 leaders across all layers of the education ecosystem by 2030.

In line with TFM's Mission to build a movement of leaders in the education ecosystem to empower all children in Malaysia to realise their potential through quality education, the Community Mobilisation pillar expands TFM's movement beyond our existing Fellows, teachers and alumni by building an "umbrella network" that will allow significantly more people to participate in education transformation. This network will grow the size, awareness and capacity of the movement, provide platforms for communities to engage, and support innovation in the system.

As a member of the Senior Leadership Team (SLT), the Community Mobilisation Director works directly with the Chief Executive Officer, and works collaboratively with the SLT to engage and mobilise all members of TFM's movement.

KEY MEASURES OF SUCCESS

- **Measure 1** - Establish an "umbrella network" that will serve as a platform to bring together the TFM Alumni Network, Majlis Duta Guru, and relevant stakeholders in education transformation.
- **Measure 2** - Growth of the number of new champions and supporters in the network (e.g. through establishing new communities such as the TFM Student Leadership Network, volunteer recruitment, individual members of the public).
- **Measure 3** - Healthy engagement rates of the participants in the network (e.g. measured through Net Promoter Scores).
- **Measure 4** - Number of new innovations launched or members of the network assuming new positions of leadership in high impact pathways.

DUTIES AND RESPONSIBILITIES

Responsibilities include but are not limited to the following:

Strategic Planning and Execution

- Drive the overall strategy of Community Mobilisation, including the strategies of individual Community Mobilisation i.e. Community Growth, Engagement and Leadership
- Work collaboratively across different functions in TFM to continuously align TFM's Community Mobilisation strategy with the TFM Alumni Network and Majlis Duta Guru strategy of the other TFM programmes
- Effective resource planning and management of budget and manpower to achieve the strategic priorities

Team performance and development

- Building a new team of 10 - 12 people across multiple sub-teams including student leadership, community engagement and social innovation

- Manage and coach team managers to achieve intended impact by ensuring effective implementation of programs and realising progress on strategic priorities
- Ensure strong team engagement and development of talent to support future growth

Partnership Development and Stakeholder Engagement

- Work collaboratively across different functions in TFM to build strong partnerships that expand and strengthen the sustainability of TFM's impact
- Develop new partnerships with organisations/ communities aligned to TFM's vision in order to expand the movement of leaders
- Build strong relationships and work closely with the leadership of communities under the umbrella community (e.g. TFM Alumni Board President, Majlis Duta Guru)

Organisational Leadership

- Collaborate with other members of the SLT to foster a values-based culture that is sustainable, fosters the development of individuals/teams, and consistently achieves the goals it sets.
- Collaborate with other members of the SLT to drive organisation-wide strategic initiatives in organisational development, budget management, engaging with external stakeholders and partners and supporting the continual development of all the organisation's teams.

REQUIRED COMPETENCIES

Role-Specific Competencies

- Deep understanding of the education ecosystem, and able to build strong relationships with key players across the ecosystem.
- Able to convene diverse groups of people across all layers of the education ecosystem, and facilitate safe and effective dialogue that enables communities to make progress together.
- Strong belief and advocate in the importance of student leadership, and able to centre the voice of students in the education transformation agenda.
- Strong entrepreneurial mindset, with a desire and ability to think creatively to expand the community of leaders who champion education and expand educational impact.
- Able to map the system to identify social innovation needs, and incubate leadership to launch new innovations.
- Create relationships/ strategic partnerships with organisations and civil service to support members of the network to be on a path/ assume leadership roles in high impact pathways.
- Lead the impact measurement strategy of community mobilisation pillar

Years of experience & qualification

- At least 8 years of working experience, including relevant experience in partnership development, programme development and/or project management in the education sector
- Experience in leadership roles, managing teams across different portfolios and programme management
- Minimum Bachelor's Degree qualification

Leadership Experience & Team Adaptability

- Strategic planning and execution by aligning the team on a vision of success, planning strategically and monitoring progress systematically
- Ability to strategically embed a sustainable team culture that values both development and performance against ambitious goals
- Ability to be adaptable in an entrepreneurial, fast-paced, and dynamic environment
- Strong interpersonal skills and ability to work collaboratively and influence with all levels of employees and stakeholders
- Experience leading and motivating large cross-functional teams, building culture and being responsible for team growth and development.
- Able to think strategically, critically, innovatively, and in a resourceful manner
- Able to build and steward strong relationships with internal and external stakeholders

Language & Technical Proficiency

- Strong written and verbal skills and excellent proficiency in English and basic proficiency in Bahasa Malaysia
- Excellent proficiency in MS Word, Powerpoint and Excel
- Willing and able to readily adopt and utilise any TFM database or technological platform / application (i.e. Google Suites, Confluence, Salesforce, Zoom, project management softwares etc.)

Application

To apply, please email the following to careers@teachformalaysia.org:

(a) Your latest CV (with 2 referees listed)

(b) Answers to the following questions (not more than 200 words per question)

1. Why does joining the Teach For Malaysia Community Mobilisation team excite you?
2. What is your long term career goal? Please elaborate how joining the Teach For Malaysia team is a step towards achieving that.
3. Given the volatile, uncertain, challenging, ambiguous (VUCA) environment that we are currently operating in, there may be new challenges, uncertainties and fluidity expected in the work. Share an experience in which you were able to adapt to a VUCA environment. In your answer, please cover:
 - a. A brief explanation of the situation/environment you were in
 - b. How you adapted
 - c. What lessons you learned
4. What are the three most important attributes or skills that you believe you would bring to our organisation?