



## Program Duta Guru Team Duta Guru Community Associate

“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.

## 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 capability of Malaysian public school teachers in order to enhance students' interest and competency in STEM subjects and their 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, the first cohort of 150 participants started the programme in June 2020 and the second cohort of 180 participants started the programme in January 2021. Program Duta Guru participants are grouped according to 6 zones, and each zone is managed by a Programme Coordinator and a team of Pembimbing Duta Guru (teacher coaches).

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

**Role:** Program Duta Guru, Duta Guru Community Associate  
**Start Date:** Immediate  
**Employment Type:** Full time, 1-Year Contract (renewable)  
**Location:** Kuala Lumpur, Malaysia

### **OBJECTIVE OF THE ROLE**

The Duta Guru Community associate will lead the strategy for building a community of leaders in the STEM education landscape that is aligned to Teach For Malaysia's overall strategy of building a community of change-oriented leaders.

### **MISSION FOR THE ROLE**

Program Duta Guru enables TFM to scale our student impact in every district across Malaysia by building on existing leadership within the system. The Duta Guru Community associate will be creating a network for PDG teachers, alumni and other regional stakeholders to collaborate on initiatives to increase student impact.

### **KEY MEASURES OF SUCCESS**

- High satisfaction, loyalty and retention rate of Duta Guru
- Efficient disbursement and reporting of Yayasan PETRONAS funds for Duta Guru
- Targets met for Duta Guru community according to milestones and strategy
- Targets met for Community of Change-Oriented Leaders (CCOL) pillar in TFM

### **DUTIES AND RESPONSIBILITIES**

In order to achieve the mission of this role, the role requires the individual to:

#### **Developing strategy and resources for the Duta Guru Community**

- Drive understanding of the local and regional contexts that we operate in, and make recommendations on how that influences our programme design and implementation.
- Accelerate the impact of Duta Guru by developing technical resources, training opportunities, mentorship schemes, networking opportunities, etc.
- Support in developing and curating regional strategies through community outreach programmes
- Support in developing and launching a strategy for engaging alumni (Duta Guru) and building a community of leaders in the STEM education landscape that is aligned to TFM's overall strategy for building a community of change-oriented leaders.
- Support in developing and curating leadership curriculum for the Program Duta Guru teachers throughout their journey as participants across 2 years.

#### **Mobilising Duta Guru Community on the ground**

- Manage and plan activities and programmes for Duta Guru
- Ensure that Duta Guru feel a deep sense of connection to the PDG and wider TFM community
- Increase Duta Guru's involvement and contribution in PDG events
- Effectively manage all logistical matters and provide communication support to Duta Guru with regards to programme delivery in all regions; including, but not limited to accommodation, food, venue, transportation, technology etc.
- Capture and track issues, risks and all relevant updates on event operations implementation from all relevant sources, and collaborate with the related stakeholders to address any, if necessary

## REQUIRED COMPETENCIES

### Role-Specific Competencies

- Ability to build and sustain strong relationships with a diverse group of people, and establish a network for members to connect with one another
- Emotional intelligence including effective relationship building with many different kinds of people and groups of community
- Ability to manage operational budget effectively
- Ability to drive new initiatives, and act independently while collaborating strategically with various stakeholders
- Highly adaptable and work effectively in an entrepreneurial, fast-paced, deadline-driven, collaborative and VUCA (volatile, uncertain, challenging and ambiguous) environment
- Must be able to travel independently between multiple work sites in other regions, if necessary.
- Ability to facilitate and curate a development session that is suitable for teachers

### Years of experience & qualification

- Bachelor Degree in any field
- Relevant experience in education and/or community engagement is an advantage

### Leadership Experience & Team Adaptability

- Ability to be adaptable in an entrepreneurial, fast-paced, achievement-oriented environment
- Strong interpersonal skills and ability to work collaboratively with all levels of employees and stakeholders
- Able to think strategically, critically, innovatively, and in a resourceful manner
- Able to build and maintain good relationships with internal and external stakeholders

### Language & Technical Proficiency

- Strong written and verbal skills and strong proficiency in English and 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 etc.)

## APPLICATION

Please scan the following QR code or click on [this link](#) to submit your application through the application form.



*Due to the volume of applications we receive, we apologise that we will not be able to respond to all applicants - only shortlisted candidates will be contacted.*