



Fellowship Programme

Monitoring, Evaluation, and Learning Senior 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 through quality education

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: Monitoring, Evaluation, and Learning Senior Associate (Fellowship)
Start Date: Immediate
Employment Type: Full time, 1-Year Contract (Renewable)
Location: Kuala Lumpur, Malaysia

OBJECTIVE OF THE ROLE

The Monitoring, Evaluation, and Learning Senior Associate ensures that the Teach For Malaysia Fellowship programme collects the right data to ensure that it articulates the story and impact of the programme. This is important for the purpose of ensuring the Programme team makes data-informed decisions that maximises the impact of the Fellowship programme and inspire others to work with us in driving change.

MISSION FOR THE ROLE

The Monitoring, Evaluation, and Learning Senior Associate will:

- Collaborate with Head of Design and Training to determine and define what needs to be measured in our Fellowship Programme
- Collaborate with all organisational functions to understand the data needs of Teach For Malaysia, and the expectations of our key stakeholders
- Design systems for data collection together with Fellowship and IT team to ensure its effective implementation and review when necessary
- Maintain integrity of data that is shared and that it is of sufficient credibility for stakeholders
- Empower all functions within Fellowship team to analyse and package data, generating insights that influence programmatic decisions and can be shared with external stakeholders
- Conduct ongoing analysis of existing and new programmatic / impact data, producing recommendations for the programme
- Communicate the impact of the Fellowship Programme within the organisation and externally

DUTIES AND RESPONSIBILITIES

Responsibilities include but are not limited to the following:

Designing data measures and systems

- Work with the Programme Director in designing and delivering programmatic impact measure and conducting specific research
- Design and ensure the efficient collection of the programmatic impact measures with visualisations that allow for effective data analysis
- Identify data needs across Fellowship Team and design systems to ensure these needs are met
- Identify relevant programmatic research that will help improve our programme
- Work with Teach For All's data team to ensure our impact measures are rigorous

Analyse and report impact and programmatic data

- *Work and collaborate closely with the staff members to analyse data and communicate insights to inspire change.*
- *Analyse and evaluate programme impact both qualitatively and quantitatively*
- *Upskill staff to understand, gather and use data in a compelling and robust way*
- *Cultivate a data learning culture within the team*
- *Create impact and programmatic reports for internal and external use*

KEY MEASURES OF SUCCESS

- **Measure 1** - All measures of impact implemented according to timeline
- **Measure 2** - All measures of impact consistently analysed and key recommendations are implemented by the team to improve the programme
- **Measure 3** - All internal and external reporting completed according to timeline
- **Measure 4** - All staff members are able to articulate the impact of the programme in clear and compelling manner to key stakeholders

REQUIRED COMPETENCIES (DO NOT CHANGE - THIS WILL BE SIMILAR FOR ALL JDS)

- Aligned to TFM Core Values: Sense of Possibility, Excellence, Collaboration & Integrity
- Passion for TFM's mission, the education field, and developing people's potential
- Proactive self-starter with the ability to manage multiple streams of work, and independently prioritise tasks
- Strong desire to learn new things and grow professionally

Role-Specific Competencies

- Strong analytical skills with the ability to collect, clean, organise, analyse and disseminate significant amounts of information with attention to detail and accuracy
- Excellent communication skills to help inspire change through data insights
- Hands-on knowledge of statistics and experience in using statistical tools to analyse datasets (Excel, PowerBI, etc.)
- Adept at answering queries, report writing and presenting findings

Years of experience & qualification

- At least 2-3 years experience in measurement and evaluation related fields. Prior experience in communications, marketing, journalism or public relations is an added bonus.
- At least a Bachelor's Degree in measurement and evaluation related fields

Leadership Experience & Team Adaptability

- Ability to be adaptable in an entrepreneurial, fast-paced, and dynamic 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 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 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.