



## Head of Region

"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 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 150,000 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, 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 in our mission to end education inequity in Malaysia.

**Role:** Head of Region  
**Start Date:** Immediate  
**Employment Type:** Full-Time  
**Location:** Pasir Gudang, Johor

### Position Summary:

A strong, visionary local leader is one of the most critical elements of a region's success. A Head of Region is responsible for setting regional strategy and vision, managing regional staff and developing strong external relationships for placement, collective impact and fundraising. They manage all of these responsibilities while remaining strongly engaged with the mission.

### Key Objectives for the Role

- **Envision, co-create and implement a contextualized vision and strategy with all stakeholders to sustain regional impact**
- **Build and develop active relationships with regional key partners and stakeholders towards bringing collective impact and long-term sustainability in the region**
- **Oversee the engagement of Alumni in the region**
- **Drive team performance and culture within the Region**

### Duties and Responsibilities

- **Envision, co-create and implement a contextualized vision and strategy with all stakeholders to sustain regional impact**
  - Design and own impact strategy management process and set clear goals for the region to serve as milestones of progress, in alignment with the wider national strategy.
  - Build strong investment and ownership of goals among all stakeholders (Staff, Fellows, Alumni, Government and Private Partners, Students and Community).
  - Owning regional impact events eg. Dragon's Den, TFM Conference or events of other similar nature that fulfills the objectives of the regional impact strategy.
  - Prioritise relationships that will secure continuous placement of Fellows in the region aligned with the national strategy. This will include strategising with the Leadership Development team to engage school-level leaders.
  - Build a network of regional stakeholders to ensure national and regional financial sustainability. Fundraising goals will be introduced in stages depending on the local context.
- **Build and develop active relationships with regional key partners and stakeholders towards bringing collective impact and long-term sustainability in the region.**
  - Formulating and driving government stakeholder engagement strategy at the state and district level; aligning and synergizing TFM's strategic goals with the respective state/district education offices' goals to maximize student impact and school transformation initiatives in the region.
  - Identifying, maintaining and creating synergies between different key external stakeholders and microsystems prevalent in the local context including but not limited to national, state and district government, educational community, parents, local community leaders, private and social sectors (For eg. NGOs, health providers, universities or other schools).
  - Mobilizing key partners in the region that are committed to the region's success and facilitating dialogues between them with the goal to create a self-sustaining region.
  - Engage stakeholders in line with Collective Impact strategy to impact local communities through student-focused initiatives.
  - Ensure effective communication and marketing of regional strategy and impact (based on data-driven evidences) to internal and external stakeholders.

- Identify funding opportunities to support student, Fellow and Alumni initiatives.
- **Oversee the engagement of Alumni in the region**
  - Define and deliver desired alumni outcomes for alumni in the region in alignment with the national alumni strategy
  - Engage teaching and non-teaching alumni through movement-building initiatives and connection of alumni to opportunities with external stakeholders.
  - Ensure positive, collegial and supportive cross-cohort culture.
- **Manage team performance and culture within the Region**
  - Engage in national and organisational level strategies and policies that continuously informs and learns from regional strategies and policies.
  - Build an effective Regional Team that is aligned to the vision of the region. This includes hiring, developing, performance managing, and retaining team members which currently includes the Regional Associate.
  - Ensure smooth and rapid cascade of information to relevant members of regional team departmental colleagues, and other departments in alignment with national strategies and policies.
  - Manage and mitigate risks collaboratively with the regional Leadership Development Manager (LDM) for issues that arise in the region; including but not limited to Fellow and Alumni issues/challenges.
  - Facilitate knowledge sharing and best practices between National Office and Regions.
  - Set and monitor the regional budget.
  - Ensure that operations of the Regional Office runs smoothly and efficiently.

### **Required Competencies**

- Passion for Teach For Malaysia's mission and systemic impact in the education and social sector, with a strong interest in community building and engagement
- Proactive and adaptable self-starter with the ability to manage multiple streams of work, and independently prioritise tasks
- Strategic thinking - Ability to set long-term strategy and vision for all areas of work
- Strong desire to learn new things and grow professionally
- Ability to drive a team towards achieving ambitious goals
- Strong stakeholder engagement and management skills - Ability to develop strong relationships and partnerships with diverse individuals to achieve collective outcomes, resolve conflicts while maintaining positive work culture and experience.
- Ability to work cross-functionally with other teams to achieve collective goals.
- Excellent reasoning, problem-solving and process-based thinking skills
- Excellent proficiency in written and verbal English and Bahasa Malaysia required. Proficiency in MS Word, PowerPoint, & Excel necessary.
- Basic budget management skills

### **Who should consider this role**

- Minimum 3 years of team management experience
- Added advantage for those with experience managing a regional team and/or managing public sector stakeholders



## Application

To apply, please email the following to [careers@teachformalaysia.org](mailto:careers@teachformalaysia.org)

(a) Answer the following questions (not more than 200 words per question)

(b) Submit your CV (with 2 referees listed)

1. Why does joining Teach For Malaysia excite you?
2. What is your long term career goal? Please elaborate how joining Teach For Malaysia is a step towards achieving that.
3. Share one personal achievement that you've been most proud of and how that experience can benefit Teach For Malaysia.
4. What are the three most important attributes or skills that you believe you would bring to our organisation?