

WHO ARE WE LOOKING FOR?

Eligibility Criteria

Fresh graduates and working professionals are welcome to apply. To be eligible for the Fellowship, candidates must:

1



Be a Malaysian citizen aged 33 years or younger when starting the Fellowship.

2



Possess a minimum grade of credit in SPM Bahasa Melayu.

3



Holds a Bachelor's degree in any non-education discipline. Not possess an Education Qualification to teach in public schools.

4



Have a strong academic track record (Minimum CGPA of 3.0/2nd Class Upper or equivalent).

5



Have strong written and verbal English communication skills.

Leadership Competencies

Teach For Malaysia Fellows come from very diverse backgrounds, but are united through a strong belief and purpose in the organisation's mission that all children deserve an excellent education. Given the scale of the problem we are tackling and the intensity of the 2-year leadership development programme, we look for candidates that have the mindsets, skills and values to flourish in the programme and in turn, create impact inside and outside of the classroom.

Our leadership competencies below should give you an idea of what we search for in our candidates and what we focus on further developing in your 2-year journey.

LEADERSHIP COMPETENCIES

1 MOTIVATION AND DRIVE

1

What does it mean?

You seek challenges and you understand that the path to success requires hard work. You have initiative, you are organised and you increase your effort as new challenges arise. As such, you achieve ambitious results.

Why do you need it as a Fellow?

The students you will work with face great challenges and barriers to success. As their role model, you would have to set ambitious goals and persevere to achieve them..

2 CHANGE POTENTIAL

2

What does it mean?

You adapt to new and unfamiliar situations. You are versatile in ambiguous situations. You remain calm and confident when the best laid plans do not materialise and you integrate new input or context into a flexible plan.

Why do you need it as a Fellow?

Each student, parent, and teacher are different. In fact, each student is a whole new person every day. You will face new surprises each day and you would need to respond to them strategically.

3 PEOPLE POTENTIAL

3

What does it mean?

You are able to work effectively and collectively in teams. You are aware of your impact on others. You listen, encourage participation and engagement to influence others. You create a positive culture for others especially in challenging situations.

Why do you need it as a Fellow?

You will not be able to influence change on your own. You can be the change that is needed in the system but you will have to build relationships and work with others to achieve your goals. Your students are equal partners in the mission to end education inequity.

4 INTELLECTUAL AND LEARNING POTENTIAL

4

What does it mean?

You are aware of your own strengths and weaknesses, you are comfortable giving as well as receiving feedback and coaching. You have a strong growth mindset and actively develop learning opportunities. You reflect and challenge your own assumptions.

Why do you need it as a Fellow?

You are not a finished product and you would need to continuously grow as a teacher and a leader to meet the needs of your students. Our leadership development programme emphasises self and peer learning that is complemented with strong coaching and mentoring. A Fellow or teacher needs to role model learning for students

LEADERSHIP COMPETENCIES

RESPECT AND HUMILITY

5

What does it mean?

You do not generalise as you seek the best in other people's wisdom despite it contradicting your own beliefs. You seek to understand and empathise with others. You understand that you are not an expert in ending education inequity and you are grounded in the limitations of your experience.

Why do you need it as a Fellow?

You will need to leave your ego, biases, assumptions and prejudices at the door if you want to work with a diverse range of students, parents and teachers. Teach For Malaysia recognises an inherent wisdom in the communities we work with and it is never our goal to impose on them. Before you can work with others, they need to trust you first.

SENSE OF POSSIBILITY

6

What does it mean?

You dream big. You can mentally visualise different versions of the future. You are fearless in your pursuit of that dream. You motivate others to do the same. You do not dwell on setbacks and you see new opportunities in every crisis.

Why do you need it as a Fellow?

Ambitious long-term visions and short-term goals are fundamental mindsets to drive your actions and behaviours to create the future you want. As a Fellow, you and your students will need to keep the end goal in mind to motivate yourselves as there will be many self-imposed and structural barriers towards that dream.

COMMUNICATION

7

What does it mean?

You command a presence through clear, compelling and passionate communication. You can adapt your communication style to different audiences in different situations. You are proficient in English and Bahasa Malaysia.

Why do you need it as a Fellow?

Being a strong and effective communicator allows you to build relationships with different stakeholders and deliver lessons for different learning styles. Your lessons need to be fun and engaging for your students while meeting the lesson objectives.

MISSION FIT

8

What does it mean?

Your personal vision and mission aligns with Teach For Malaysia's. You are motivated to succeed as a Fellow on the 2-year leadership development programme. You are realistic that the mission would not be achieved overnight and you continue serving the mission in whichever pathway you choose as an Alum. You understand that the 2-year programme isn't "just another teaching job".

Why do you need it as a Fellow?

Teach For Malaysia has a responsibility towards our students and a commitment to our donors to ensure the participants we select onto the Fellowship create impact. Personal alignment with the mission allows you to drive sustainable change in the short and long-run, as ending education inequity can be mentally, emotionally and spiritually draining.