

# peas



## Chief Programmes Officer Candidate Pack

### *Our Mission*

*To expand access to sustainably delivered quality secondary education across Africa*

[www.peas.org.uk](http://www.peas.org.uk)

# About us



We are PEAS. We are a fast growing not-for-profit with the mission to expand access to sustainably delivered quality secondary education across Africa.

For over fifteen years PEAS has built and operated quality secondary schools in under-served communities in Uganda and Zambia. We now have a network of 38 schools across Uganda and Zambia educating over 20,000 marginalised girls and boys. PEAS has strong evidence from several external studies showing that our schools are more equitable, better quality and more cost-effective than comparison schools.

Beyond the PEAS schools, we are doing something that most non-profits talk about but many fail to deliver - we are scaling our impact. Drawing on years of practical experience in last mile communities, we are working hand-in-hand with governments in Uganda, Zambia and Ghana to improve public schools in rural communities. Through our government partner schools, in 2024 we improved education for nearly 200,000 girls and boys beyond PEAS' own schools.

Having beaten our hugely ambitious growth targets, in 2025 we will be developing a new strategy which will continue to focus on growth. We will make PEAS schools the very best in Uganda and Zambia (despite their challenging locations and disadvantaged cohorts of students). We will embed our culture and practices of school improvement in the government system for good, including in Ghana. And we will do more to share our evidence and know-how across the continent and globally. Yes, it is ambitious. Yes, it is exciting. Yes, it will be challenging.

But if ever there was a time for action, **the time is now**. With more young people in Sub-Saharan Africa than ever before and millions out of secondary school, we face a critical moment to invest in their education to unlock their own and the region's full potential.





# The Opportunity



We are seeking an exceptional Chief Programmes Officer (CPO) to join our executive leadership team and drive our mission forward. Reporting directly to the CEO, the CPO will play a pivotal role in shaping the future of education for hundreds of thousands of young people across Uganda, Zambia, and Ghana. The CPO is one of 2 people who can deputise for the CEO.

As the CPO, you will be at the forefront of ensuring that PEAS schools deliver on our three pillars: Access, Quality, and Sustainability. You will oversee the performance of our growing network of 38 schools, which serve over 20,000 students annually, ensuring they provide inclusive, high-quality education that equips students with the skills and knowledge they need to lead fulfilling and successful lives after school. You will also be responsible for the successful integration of an outstanding primary school programme, Impact Network, which has recently merged with PEAS.

In addition to overseeing PEAS school network quality, you will lead and strengthen our government partnerships in Uganda, Zambia, and Ghana. Your leadership will be instrumental in scaling our impact by embedding our best practices within government partner schools and the wider education system, thereby fostering long-term, sustainable change that benefits generations to come.

Across all our work you will champion inclusion, gender equity and safeguarding.

A key aspect of your role will involve developing and maintaining strategic funding partnerships with organisations such as FCDO, USAID, and the MasterCard Foundation, as well as various trusts and foundations associated with the International Education Funders Group. You will also cultivate programmatic partnerships with organisations that will help us expand our reach and enhance the educational experience and attainment of the students we serve.

This is a unique opportunity for a visionary leader to make a significant impact on how education is delivered in Africa. If you are passionate about transforming lives through education and have the expertise to drive programme quality and scale innovation, we invite you to join us in reimaging secondary education in Africa.

## Headline T&Cs:

<b>Role and department</b>	Chief Programmes Officer – Global Strategic Management Team
<b>Contract &amp; reporting</b>	Permanent full-time contract reporting to the CEO
<b>Compensation</b>	£67,000 to £78,000 based on experience, expertise and cost of living calibration dependent on location
<b>Location</b>	Any PEAS country of operation including Uganda, Zambia, Ghana and UK, with a preference for Africa based. Other African locations could also be considered.
<b>Start date</b>	ASAP though we appreciate the potential need for flexibility

# Responsibilities of the Role



## **Ensure that the 38 PEAS schools (and counting) deliver transformational education**

- Ensure PEAS' country teams are continuously improving our schools. We never stop striving to improve our schools across our three pillars of impact: Access, Quality, Sustainability
  - Access: PEAS schools expand access to education in an inclusive, gender equitable way
  - Quality: PEAS students enjoy an education which unlocks their full potential and sets them up for fulfilling and socially responsible lives
  - Sustainability: PEAS schools run on a financially scalable model, and we deliver great student outcomes at a lower cost-per-child than government to ensure that our approaches are replicable in low-resource settings
- Drive innovation across programme areas. Lean into new opportunities provided by ed-tech and AI

## **Scale PEAS school improvement practices**

- Ensure the strengthening and scale up of our work in government partner schools in Uganda, Zambia and Ghana (we will have over 300 schools in 2025 and this number is set to grow)
- Oversee quality delivery of PEAS school improvement programme in Uganda which is funded by USAID DIV and which is currently undergoing a Randomised Control Trial
- Build on strong existing relationships with government partners at all levels to embed changes for long-term system strengthening

## **Strategic partnerships**

- Play a key role in growth and expansion (including to new geographies) at PEAS by identifying and building strategic partnerships with funders, governments and peer organisations
- Maintain and build new strategic funding partners. Key relationships that you will take on include FCDO, USAID DIV, Hempel Foundation, Mastercard Foundation
- Cultivate new strategic funding partnerships and programme partnerships.
- Governments: support PEAS Country Directors to sustain excellent relationships with Ministries of Education in Uganda, Zambia and Ghana and beyond
- Implementing partners: spot opportunities to collaborate for mission and strategy aligned impact

## **Evidence, thought leadership and external representation**

- Lead the research agenda at PEAS to ensure continual programme improvements and contribute to the global evidence base on what works in rural contexts and adolescent and secondary education
- Design and execute PEAS thought leadership strategy in collaboration with the CEO
- Represent PEAS externally and lead our strategy on sector positioning

## **Team and organizational leadership**

- Lead and motivate an extremely high-performing team of education and MEL experts
- Support Country Directors to implement key education and government partnership priorities
- Set the culture, values, pace and strategy for PEAS as a key member of the PEAS executive leadership team

*The above list provides a framework of responsibilities but should not be viewed as a definitive list, there may be other reasonable responsibilities required aligned to the role. We are willing to shift responsibilities and priorities to suit the expertise and experience of exceptional candidates.*

# Who we are looking for



## Skills/experience

- ✓ Education expertise and experience expanding access to quality education
- ✓ 7+ years' experience as a senior leader within a fast-growing organisation
- ✓ Experience leading multicultural teams working across multiple locations
- ✓ Experience cultivating, securing and stewarding strategic partnerships with funders and governments
- ✓ Experience in leading a data driven, evidence-based approach to programming

## Values

- ✓ A high level of integrity and strong commitment to PEAS values (see overleaf)
- ✓ Holds extremely high expectations and standards for school performance in last-mile communities and a belief that every child can excel given the right support
- ✓ Empowering and respectful of others' expertise and contextual knowledge

## Ways of working

- ✓ Works collaboratively across an aligned exec team without ego. Willing to take collective responsibility for PEAS outcomes.
- ✓ Can effectively manage direct reports and influence indirect reports
- ✓ Has the seniority to a) lead a team of expert and experienced education and MEL professionals and b) manage Country Directors
- ✓ Is as comfortable hosting Ministers in PEAS schools as engaging with community level stakeholders in our schools
- ✓ A doer as well as a leader – prepared to get stuck in to achieve results
- ✓ Resilient and professional – works well under pressure; deals with challenges professionally and calmly; doesn't let setbacks hold them back or discourage them
- ✓ Willing and able to travel

PEAS is committed to promoting equal opportunities in employment. We welcome all applicants and will always treat every application fairly based on merit. As an organisation working to expand equitable access with a strong focus on girls', and one whose DEI approach is prioritising increasing gender equity in leadership roles, **we strongly encourage applications from female candidates.**

We would like this role to be based in Uganda, Zambia or Ghana and therefore **highly encourage applications from Ugandan, Zambian or Ghanaian nationals** or those with the existing right to work in those countries. However, we are open to candidates based in other parts of Africa or beyond.

# Our values



## Focus on Lasting Change

Our work should benefit students and communities now and for generations to come. So sustainability is core to everything we do. We consider the wider consequences of what we do, because what matters is maximum long term impact across society.



## Be Honest

Trust and integrity are everything. We are transparent about our impact and programmes. We don't support corruption. We don't pay bribes. We don't receive bribes.



## Be Collaborative not Competitive

We put true impact before personal or organisational glory. We collaborate within and beyond the organisation to maximise collective impact.



## Be Entrepreneurial

PEAS was founded with an entrepreneurial spirit and it is embedded in who we are. We are nimble, ready to respond to new opportunities and challenges. We are not afraid of taking risks and leading the way.



## Champion Empowerment

We hold each other to account. We maximise autonomy by providing high quality support to decision-makers throughout the organisation.



## Adopt a Growth Mindset

We dare to be better. We continually push ourselves to improve. We appreciate and learn from mistakes which we see as a necessary side effect of striving for ever growing impact.



## Look at the Evidence

Evidence can be scarce in our sector. We strive to make use of the available evidence while also contributing our own. Our decisions are based on research and data combined with our practical experience.

PEAS is highly committed to keeping children safe from harm and preventing corruption. We therefore take our responsibility to promote safe recruitment practices very seriously, including conducting appropriate reference and background checks. We also operate a zero-tolerance approach to any PEAS employees who breach our Safeguarding and Anti-Corruption Policies, which all employees are required to sign upon induction.

PEAS is an equal opportunity employer that does not discriminate in its recruitment practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool.

## How to apply

To apply, please email your CV and cover letter to [recruitment@peas.org.uk](mailto:recruitment@peas.org.uk). Your cover letter should be no more than two pages and should outline your motivation for applying for this role, your vision for this role, and the depth of your leadership experience and how that would be relevant to this CPO role with PEAS.

We will review and shortlist applications on a rolling basis and may close the application process at any time should we receive a high number of suitable candidates and/or fill this position.