About Teach For Bangladesh
Teach For Bangladesh (TFB) believes that every child in Bangladesh – regardless of socio-economic circumstance – deserves the opportunity for an excellent education. Our mission is to launch a movement of capable, committed, and compassionate leaders who share vision of an equitable Bangladesh and are working tirelessly inside and outside the nation’s classrooms to expand educational opportunity for all children.

Our flagship Fellowship program enlists highly talented graduates to spend two years teaching full-time in low-income schools. During that time, we train and support Fellows as they expand the academic achievement, access and aspirations of their students. The program also prepares Fellows to become lifelong leaders, who will spearhead systemic change across a diverse array of sectors in Bangladesh.

In 2019, the program will consist of 130-150 Fellows, teaching in 35-45 under-resourced schools in urban Dhaka and Chittagong, directly impacting over 8000 disadvantaged students. In addition, we will have 80 alumni who have completed the Fellowship and are continuing to drive impact from beyond the classroom.

Learn more about us at: www.teachforbangladesh.org
Watch a video about working at Teach For Bangladesh: http://goo.gl/ChjE6d
Learn more about the global network Teach For All at: www.teachforall.org

Our Vision for Students:
We envision a future in which all children know that they were born powerful and that anything is possible. They know, respect, and celebrate the attributes that make themselves and others unique in the world. They are resilient in the face of adversity and are empowered with the ability to make informed choices. They have necessary life, academic and vocational skills; think critically and creatively; and operate with awareness and agency. Learners are in the pursuit of physical, emotional, cognitive, social and spiritual wellbeing and happiness. All learners are in constant praxis to unlock their own potential, and the potential of their local and global collectives, towards building a just Bangladesh and world.

The Role of the Leadership Development Team
The Leadership Development (LD) Team at Teach For Bangladesh is responsible for the growth and development of TFB Fellows as effective teachers who are driving student outcomes in alignment to our vision, and as powerful leaders who are grounded in core values, and community.

The Role of the Coach
Leadership Development Coaches support groups of 12-18 Fellows. Broadly speaking, Coaches focus on building a strong technical foundation in first-year Fellows, and helping second-year Fellows to dive deeper into issues of social justice and inequity, and explore their personal purpose. Coaches support Fellows in their development as holistic, conscious leaders, who are pursuing a journey of self-transformation. They play an important role in fostering Fellows’ connection to community and to the Fellow collective.
Performance Indicators for Leadership Development Coaches include but not limited to:

- Student outcomes (in academic proficiency, growth mindset, and attendance)
- Fellow teaching proficiency (mastery of fundamental planning, lesson execution, classroom management, assessment and use of data for improvement)
- Individual Fellow leadership development (growth mindset, awareness of power and privilege, consciousness of limiting behaviors and mindsets and ability to move “above the line”)
- Strength of Fellow culture and collective (program completion rate, authenticity and trust amongst Fellows, inclusiveness and interdependence of the group)

**Major Responsibilities**

- Be the fiercest and best advocate, champion and coach to the Fellows and root actions in what helps them create and achieve their visions for student outcomes while also broadening their perspective as to what it takes to achieve educational equity.
- Develop a strong collective culture within the Fellow group, rooted in authentic relationships, a contextualized vision for excellence, and continuous growth.
- Drive Fellows’ growth as highly-effective classroom teachers, with strong foundational skills in planning, lesson execution, classroom management, data analysis and reflection.
- Observe their teaching, collaborate with Fellows’ and school administration to drive action, provide feedback and support planning next steps alongside the Fellows.
- Lead coaching sessions individually and in groups that further learning and growth against both Fellows’ visions and organization level strategic bets.
- Analyze data, reflect and plan next steps along with the Fellows to ensure that they are making the progress necessary to achieve their visions and our collective goals.
- Support Fellows in making meaning of their Fellowship experience, their skills and passions and what that means for how they want to contribute as a part of the collective over the long-term in the movement for educational equity.
- Support Fellows to design project to address social justice issues in the community and empower students to develop a long term solution about the problem.
- Partner with alumni team to support your Fellows as they transition to become alumni.
- Collaborate with the team regarding learning, struggles, thought about the future Fellow support, particularly as it relates to the bet we have around collective accountability and leadership.
- Train and support Fellows to live by their full potential and possibility which is not limited by stories about self or others, judgements and complaints, and push them to think and act beyond their perceived limitation of possibilities.

**Qualifications**

- Bachelor’s degree from reputable Bangladeshi or foreign university.
- Excellent written and oral communication skills in English and Bangla.
- 2-6 years of relevant professional experience, including at least 2 years of full-time teaching in K-12 classrooms.
- Deep understanding of, and strong alignment to Teach For Bangladesh mission, vision and core values (see https://www.teachforbangladesh.org/about#core-values)
- Strong belief that every child can learn and achieve high results.
- Desire to pursue own self-transformation (including looking at one’s relationship power/privilege, and understanding and challenging one’s default ways of being) through individual work, coaching, etc.
• Desire to drive one’s own learning in the field of coaching and developing adults.
• Proven organizational and time management skills, experience creating efficient systems to juggle multiple projects simultaneously.
• Track record of taking an uncommon level of personal responsibility in achieving professional goals.
• Proven ability to build and sustain strong relationships with a diverse range of individuals, and demonstrated sensitivity to racial, cultural, gender and ideological diversity.
• Ability to engagingly present to small and large groups.
• Strong reasoning and strategic thinking skills.
• Experience working with marginalized and underprivileged communities.
• Ability to travel within Dhaka/Chittagong frequently, including occasionally in weekends.

Compensation
Salary is competitive in the Bangladeshi non-profit context and depends on prior experience. Benefits include festival bonus, medical insurance, a generous leave policy, and possible opportunities for travel. Additionally, there is ample opportunity for professional development and mobility within the organization, as well as access to professional development through the global network Teach For All.

How to Apply
Please email your resume and a one-page cover letter to careers@teachforbangladesh.org. Please indicate the position applied for in the subject line. Your cover letter should be no longer than one page and answer the following questions:
• Why are you interested in Teach For Bangladesh?
• What compelled you to consider this specific position?
• What strengths/experience would you bring to this position?

Please note, only short-listed candidates will be contacted.