Young 1ove’s mission is to connect youth to proven life-saving information. Our vision is to reach 1 million youth in East and Southern Africa with multiple evidence-based programs. We are at an inflection point in our growth: we have over 100 staff, three programs in health and education, a cumulative reach of nearly 100,000 youth, and an annual budget of just over $1 million. Our culture is unique: we are always learning, have a dynamic, youthful team, a fierce commitment to measurement and evidence, and work hand-in-hand with the government. On a given day, our leaders will sing and dance, negotiate MOUs, and spend dedicated time with the field team in schools. Young 1ove is expanding to Namibia through working with a start-up initiative called TaRL Namibia.

Teaching at the Right Level (TaRL) is a program that was pioneered by Indian NGO Pratham and has now spread to over 10 countries in Africa. TaRL targets the root of the learning crisis by providing learning support in basic literacy & numeracy. The approach works by dividing children (generally in Grades 4 to 7) into groups based on learning needs rather than age or grade. Teachers and/or youth volunteers then teach learners to master the basic skills of the national curriculum. Finally, TaRL requires regular 1-on-1 assessment of learning needs and gains. The TaRL program in Namibia was approved by the Ministry of Education, Arts and Culture in 2020. TaRL Namibia’s pilot program has already impacted over 400 children across 3 regions and 5 partner schools. We have seen amazing results, for example, increasing the percentage of learners who can do 2-digit addition from 36% to over 90% and increasing the percentage of learners who could read in English 65% in just 30 days of TaRL lessons.

The Role: This role is based in and focuses on Namibian programming only. Given TaRL Namibia is new, the Program Manager will play a key leadership role in this start-up phase. This includes the establishment of systems and processes, onboarding of team members, and communication with the Young 1ove head office in Gaborone. This is a key leadership role that includes the management of partner schools, organization of teacher and youth volunteer training, and coordination with regional and national government officials. You will be responsible for managing a successful, high-impact program to measurably improve literacy and numeracy. Finally, you will be responsible for recruiting and building a thriving program team, including staff, youth volunteers, and a network of master trainers.

Primary Duties & Responsibilities:

• Contribute to the national TaRL program strategy to reach a minimum of 1,000 learners in 2022. Present data-informed proposals by developing insights from data, stakeholder feedback and observations from the program’s implementation.
• Manage the implementation of the TaRL Namibia program strategy. This includes developing work plans, tracking progress, and arranging logistics. Adjust the program strategy to context, including regional differences and COVID-19 safety precautions.
• Coordinate TaRL program monitoring & evaluation with relevant experts. This includes collaboration with multiple departments within the TaRL Africa and Young 1ove network to ensure program quality. Ensure the program is implemented with fidelity to the research design, strategic decisions, and complies with relevant government policies.
• Manage program finance and administration activities including creation of budgets and reporting on expenditure for specific funders.
• Collect and analyze learning level improvement data from partner schools. Create program progress reports, and translate reports into actionable insights and better decision-making on a day-to-day basis.
• Oversee the recruitment of volunteers, schools, teachers and their learners for the TaRL program in several regions in Namibia.
• Manage the team to achieve program objectives by establishing and maintaining a strong, positive and engaged team culture
• Maintain easy-to-use, useful databases for all field information, including survey monitoring data, pilot data, etc
• Connect day-to-day learning with national ‘learning support’ and ‘inclusive education’ policies. Co-write reports and articles summarizing results and takeaways.
• Serve as a coach and mentor to the team, empowering the team of staff and volunteers to achieve exceptional results
• Provide support for grant-writing when needed, and lead interactions with local partners.

Qualifications:

• Preference Namibia National.
• Bachelor’s Degree in any field.
• At least 2-5 years of relevant experience in management, preferably within the context of an innovative program or start-up organization.
• Demonstrated ability to manage various tasks effectively & coordinate amongst project members and departments.
• Fluency in written and spoken English. Strong writing, technical and communication skills recommended.
Characteristics:

- **Energy, motivation and stamina** - The role can be demanding and unpredictable, at times. The candidate must be adaptive, creative, organized, and highly motivated.
- **Love of teaching & learning** - The successful candidate will be required to run the TaRL program directly with learners first-hand for 2-4 weeks. This includes playing games, singing songs, and connecting with children well.
- **Communication Skills** - Strong written and verbal communications skills are essential, in particular, the ability to communicate complex thoughts and ideas simply and effectively and tailor communications to the audience.
- **Ability to create “structure out of nothing”** – Strong ability to turn a visual reality or imagined outcome into a codified set of steps, actions and goals on paper.
- **Detail oriented** – Can process, record and react to details relating to effective implementation and produce written work which captures “the devil in the details.”
- **Self- Starter** -The individual must be a highly motivated self-starter who can creatively ensure that the program is constantly meeting stakeholder needs and expectations.

**Time Period:** 2-3 year contract with potential for extension pending performance.