

Join Our Team

Curriculum Specialist

Youth Impact is a global NGO that connects youth to proven life-changing information through the delivery of evidence-based programs. Using a combination of randomized controlled trials, rigorous, rapid A/B tests, and high frequency monitoring data, we generate evidence that meets the needs of our programs. Our evidence informs program design, improvement, and scaling.

Primary Purpose: The Curriculum Specialist will be responsible for updating and designing Youth Impact's evidence-based curricula and program resources based on learning from rigorous research, past implementation, and ongoing field learnings. They will lead the design, pilot, implementation, and documentation processes on three programs:

1. **Zones**, an HIV and healthy relationships program for junior secondary school students,
2. **Teaching at the Right Level (TaRL)**, a remedial education program for primary school students and
3. **ConnectEd**, a remote, phone-based tutoring program that provides targeted 1-on-1 instruction in basic maths.

The Curriculum Specialist will serve as the link between research, innovation and practice, leading efforts to ensure all Youth Impact programs adhere to evidence and are relevant to the local context where they are being implemented (whether it be Botswana or a different country context). The post will also require management, visual/graphic design and documentation within the Curriculum & Training department.

Primary Duties & Responsibilities

- Construct standardized, quality curriculum resources that adhere to evidence and are user-friendly, facilitating impact at scale.
- Compile, analyze, synthesize and report on field implementation (pulling from experience in the field, focus groups, quantitative survey results, and other research from Research & Innovation department) for synthesis into future curriculum.
- Update existing curriculum and design new evidence-informed curriculum, including managing pilots to test efficacy of updates and supporting the design and implementation of M&E system to assess efficacy.
- Collaborate with training staff to produce agendas, materials and other tools to support training sessions and other department workflows.
- Conduct monitoring visits in schools to ensure effective implementation.
- Support training of Youth Impact facilitators and government implementers on all programs.
- [Specialist] Document and enact overall vision for Curriculum & Training department that is geared towards scale and facilitates consistent departmental processes and practices for the future.
- [Specialist] Serve as liaison with present or potential program design, academic, implementation and scaling partners.

- [Specialist] Manage curriculum officer(s), support management of other C&T officers as needed.
- [Specialist] Support success and sustainable growth of Curriculum & Training department.

Required Qualifications

The individual must possess a bachelor's degree and have experience working in education environments such as teaching, lesson-planning, writing curricula and/or program design. Prior work in graphic and/or visual design is also applicable. Prior experience working with youth (e.g. private schools, after-school programs, life skills program) is considered advantageous. Strong writing skills and visual aesthetic required.

Primary Duties & Responsibilities

- **Detail oriented** – Can process, record and react to details relating to effective implementation, and then produce written work which captures “the devil in the details.”
- **Ability to create “structure out of nothing”** – Strong ability to turn an imagined outcome into a codified set of steps, actions and goals on paper.department workflows.
- **Willingness to learn** – Must be able to balance having a set of strong skills and track record with openness to feedback, learning, growth and collaboration among colleagues.
- **Teamwork** – Good interpersonal skills; ability to lead teamwork sessions; demonstrated ability to develop and maintain effective working relationships in a multi-cultural environment with sensitivity and respect for diversity. Able to work well with other managers and the officers.
- **Energy, motivation and stamina** – Must be able to remain enthusiastic and produce quality work under pressure, short-notice and sub-optimal conditions (power outages, etc).
- **Self-starter** – The creative energy and drive to innovate and take deliverables a step further within a set scope; to not just meet expectations but exceed them and add a unique and relevant twist that will accelerate the organization forward rather than grow it linearly.
- **Leadership and management skills** - Must be able to lead the team and manage the department.

Early bird Deadline of 13th January 2023

To apply, please follow the application link to our website: www.youth-impact.org/join-us-1

Time period: 3-year, with potential for extension pending performance

Location: Botswana-based position

Benefits include generous annual leave, sick leave, (including global health insurance provisions), various stipends, professional development opportunities, the ability to work remotely, access to our amazing global networks and much more.