

Job title:	District of Excellence Coach
Reporting to:	District of Excellence Coordinator (& MBSSE Deputy Director)
Responsible for:	Providing training and coaching to the MBSSE district field team
Works with:	Country Director, Programme Coordinator for Education, DoE Coordinator, Data Team & UK team
Location:	Falaba district, Sierra Leone
Contract Type:	1 year - full time with the possibility of extending
Hours:	40 hours per week, additional hours as required

Overview

EducAid is a UK-registered charity (1163161) and SL-registered NGO established in 1995 to restore and strengthen education in Sierra Leone. EducAid has been transforming education in Sierra Leone for more than 30 years, currently working with more than 300 partner schools across the country as part of our teacher training and school improvement programmes. Running 5 role-model schools, EducAid also provides free, high-quality education to some of the most underserved young people in the country. EducAid works to increase the enrolment, retention and achievement of girls and young women at every level with its equality programmes and is proudly Sierra Leonean driven.

EducAid has a national and international reputation for excellence. The District of Excellence Coach plays a hugely significant role in maintaining the standard of education, administration, and communication.

Job Purpose

This role focuses on ensuring that the Ministry of Basic and Secondary Education (MBSSE) district field team are supported to deliver on their mandate to ensure schools across the district are run effectively.

The District of Excellence Coach will work closely with EducAid's Country Director, the District of Excellence Coordinator and the Programme Coordinator for Education. They will spend every day in the field with the MBSSE district field team, helping their allocated team members ensure that the schools in their cluster have exemplary staff and student attendance, meet safeguarding standards and that teaching and learning are consistently excellent. The coach will train their allocated team members in data collection, analysis and use. The coach will also liaise closely with the district leadership team.

Responsibilities

- Work every day with the allocated SQAQO(s) or other MBSSE officer(s), visiting schools, observing lessons and providing training and



coaching support to the school leaders, teachers and other stakeholders to ensure that all children are in school, safe and learning.

- Provide training and coaching in digital tools.
- Meet each week with the Programme Coordinator for Education and the District of Excellence Coordinator.
- Collect and submit accurate data as required by the data team.
- Use the data and data analyses to support the MBSSE officer(s)' understanding of the needs for additional support in each school.
- Place child-protection and safeguarding at the forefront of all their decisions and delivery.
- Ensure learning takes place between MBSSE officers and clusters.
- Liaise with all other EducAid project field staff in the district to ensure coherence across teams.

Decision Making

EducAid operates under the system of Every Voice Counts; the EVC is designed to ensure that peoples' voices from throughout EducAid are listened to in every decision. As with any organisation, however, there needs to be a decision-making hierarchy. The line manager is the person who must ultimately take responsibility for making and communicating their decision.

As a District of Excellence coach your decisions, and your activities in your district, should reflect the guiding principles of EducAid:

Protect teaching time	
Ensure emotional, physical, and academic safety of all	
Adhere to previously established protocols and policies	
Do your best	
Protect others' progress as I protect my own	
Love and do as you will – Kindness!	

Reporting Channels

As a District of Excellence Coach, your line manager is the EducAid District Coordinator. You should consider this as your first point of contact in any event.

Competencies and Attributes

- 3+ years of experience in the education sector in coaching roles.
- Evidence of a deep commitment to child-protection & safeguarding, and ensuring all programmes are safe and increasing safety in the communities in which they operate.
- Proven track record of ensuring gender equality and environmental protective actions are at the centre of all programmes.
- Committed to the many, not the few.
- Committed to routine self-checking on power imbalances in relationships.
- Committed to learning from and working alongside others.
- Experience in data-driven and research-focused programmes.
- Experience in training and coaching teachers and school leaders.
- Committed to staying up to date on education sector developments and thinking.
- Experience of working in rural Sierra Leone.
- Proven ability to develop strong, respectful relationships with a range of senior stakeholders.
- Strong communication skills and the ability to work with a variety of stakeholders.
- Experience ensuring decisions about resource and time allocation are data-informed.
- Strong ethical commitment to being reliable, honest, diligent, and hard-working.
- Resourceful, problem solver and negotiator.
- Great attention to detail while maintaining a clear big picture perspective.
- Courageous in tackling difficult conversations around performance, mistrust, relationships and team-building.
- Competent in submitting accurate narrative and numeric reports.

Compensation and benefits

We offer a competitive salary based on skill and experience, in alignment with the expectations for the role. There is a great opportunity for professional growth and career progression.

Application instructions and deadline

Please apply using [this link](#) before the 24th July 2026.

Note: We will not accept any direct email applications. Please ensure to follow the directions in the form for how to name documents being submitted. Only shortlisted candidates will be contacted for further selection processes. We thank all applicants for their interest in joining EducAid Sierra Leone. Only shortlisted candidates will be contacted for further selection processes. We thank all applicants for their interest in joining EducAid Sierra Leone. At EducAid Sierra Leone, we believe in equal opportunities and embrace diversity in our workforce. We encourage applications from qualified individuals regardless of age, gender, disability, race, religion, or sexual orientation. Join our dedicated team and contribute to transforming the lives of young people through quality education.