



Teach For Cambodia Career Opportunities

The Recruitment and Marketing team has two open roles:

- **Director, Recruitment and Marketing** (Start date: Immediately)
- **Manager, Recruitment and Marketing** (Start date: Immediately)

Teach For Cambodia Overview

Cambodia is a nation with massive potential. About half of our population is under 25 years old. If we can raise the quality of teaching and learning in classrooms today, we can shape the future direction of our economy and social progress in the next decade. Teach For Cambodia aspires to build local leaders who can catalyze a positive change for our economic and social trajectory through education.

Teach For Cambodia is a registered Cambodian nonprofit organization and a partner of the Teach For All global network of independent organizations in 45 countries. Our mission is to enlist the nation's most promising future leaders in the effort to ensure that all Cambodian children can reach their fullest potential. We partner with the Ministry of Education, Youth and Sport and the private sector to recruit, select and develop young Cambodians— outstanding university graduates and professionals of all academic majors and career interests—through the **Teach For Cambodia Leadership Development Fellowship**.

This Fellowship is a two-year fully paid program with pre-service training (also known as the Leadership Academy) and ongoing training and support to equip Fellows with the knowledge, insights and skills needed to become effective teachers, community leaders and long-term change agents. Fellows will commit as full-time teachers and community project leaders in high-need regions of Cambodia. After completing the Fellowship, we will support them as alumni take on leadership roles in education, government, the private sector, social innovation and entrepreneurship.

Recruitment and Marketing Team Overview

The Recruitment and Marketing team at Teach For Cambodia is **NOT** an HR department. The recruitment team works to enlist this country's most promising future leaders in a movement to expand educational and life opportunities for all children in Cambodia.

Team Vision: Our team, champions and advocates will work together to cultivate the nation's most promising future leaders to unleash the potential of all children in Cambodia. We are the key voice redefining the conversation around social impact, creating a new perception about the teaching profession, and inspiring a commitment to change in the country.

Team Mission: The team identifies and inspires thousands of potential Fellows from universities and across various sectors to apply to join the *Teach For Cambodia Leadership Development Fellowship* program, a commitment to fuel the social and economic future of our nation.



Director, Recruitment and Marketing

Status: Full-time

Location: Phnom Penh, Cambodia

Start Date: Immediately

This energetic and results-driven individual will exert the leadership needed to cultivate a diverse pool of Cambodian leaders to apply for and join the Teach For Cambodia Fellowship.

RESPONSIBILITIES

The Recruitment and Marketing Director will be responsible for:

- Developing a strategy that drives the team towards achieving the goal of having **30 Fellows ready** to participate in Teach For Cambodia's Leadership Development Academy starting June 2018
- Managing and supporting a team of one manager and 20 student interns to an ambitious outcome that is aligned with the organization's objectives
- Creating and executing a data-driven marketing plan and managing close relationships with a variety of stakeholders (e.g. youth organizations, NGOs, social media groups, traditional media outlets) to increase awareness and application numbers
- Building strategic recruitment partnerships with university faculty, staff, student leaders and more
- Managing an intensive recruitment campaign including on-campus and off-campus events, presentations, networking and other activities to identify and cultivate high potential candidates to apply for the Fellowship

Qualifications

- Hold Cambodian citizenship
- Bachelor's degree or higher in any field
- 2-5+ years of experience leading a team to success
- 2-5+ years of experience overseeing the execution of a strategy
- Prior experience in marketing, education, recruitment, nonprofits, youth development or business is a plus

Competencies

- Actively seeks feedback to improve and makes learning a high priority for self and team



- Demonstrates robust problem-solving skills: ability to analyze problems from different angles and recommend effective solutions
- Excellent interpersonal communication and relationship-building skills
- Shows positivity and control when facing adversity; highly resourceful and entrepreneurial in the face of uncertainty
- Ability to plan and manage multiple tasks involving various stakeholders and dependencies
- Willingness to invest in developing a highly collaborative, joyful and results-oriented team
- Ability to travel extensively and adopt flexible timing (especially during the recruitment season from October 2017 to May 2018)

Values and Mindsets

- Embodies the values that are important to Teach For Cambodia: respect & humility, constant learning, leadership, team, and locally rooted, globally informed.
- Belief in the power of collaboration and collective action with a growth mindset
- Deep belief in the power of education to transform lives and the future of our nation

BENEFITS AND SALARY

- Flexible working hours
- Opportunity to work with a high-impact, local & entrepreneurial startup team
- Unique access to a global learning portal
- Leadership development and training -- including free access to Gallup's Strengths-based Leadership – through the Teach For All global network, and friends and supporters of Teach For Cambodia
- Health insurance
- Paid 3-week vacation after the end of the recruitment season
- Paid 1-week winter break
- Annual salary range before tax \$9,600 - \$14,400

STEPS TO APPLY

Step One: Complete an application. Send a copy of your **resume or CV** and **cover letter** to monirath.siv@teachforcambodia.org addressed to Moni Siv, Founder and CEO of Teach For Cambodia.

Step Two: Complete Skills Activity. Candidates who advance to this step will be asked to submit a sample of your best work and complete an action plan assignment. Guidance will be provided.

Step Three: Interview. Candidates who advance to this round will attend an in-person interview with senior leaders of the organization.