

TERMS OF REFERENCE (TOR)

Job Title:	Program Lead – ALiVE
Duty Station	Nairobi, Kenya (with frequent travel across East Africa and internationally as required).
Directorate/Program	ALiVE
Reports to:	Executive Director - Co-Principal Investigator (Co-PI) and works closely with the Senior Leadership Team on strategic and organisational priorities.
Incharge of	ALiVE Program Managers
Nature of employment	Fixed Term subject to availability of funding

About Mizizi Elimu Afrika

Mizizi Elimu Afrika (Mizizi) is an African-led organisation working to ensure all children and youth have the foundations they need to learn, relate and thrive. Mizizi's work focuses on what matters most when foundations are formed; literacy, numeracy, life skills and values while strengthening the conditions that shape how learning is defined, supported, assessed, and resourced at scale. Mizizi works in collaboration with those closest to children and youth to shift mindsets, improve learning experiences, strengthen relationships, use evidence, and influence policy and resourcing so that those furthest behind are better served.

About ALiVE

The Assessment of Life Skills and Values in East Africa (ALiVE) program is a regional initiative that promotes the integration, assessment, and application of values and life skills within education systems across East Africa. Through research, evidence generation, capacity strengthening, policy engagement, and systems reform, ALiVE works with governments, education institutions, development partners, and regional networks to ensure children and young people acquire the competencies needed to thrive in school, work, and life.

Scope of work

The Program Lead – ALiVE will provide overall strategic, technical, operational, and partnership leadership for the ALiVE program across East Africa. The position holder will serve as the principal intellectual and strategic leader of the program and will be responsible for driving program growth, sustainability, policy influence, evidence generation, resource mobilization, and regional impact.

The role will champion the integration of values and life skills within education systems through strategic partnerships, research, innovation, government engagement, and advocacy. The Program Lead will provide leadership across all ALiVE countries, strengthen the program's regional and global influence, cultivate strategic partnerships, and ensure effective management of program resources, teams, and stakeholder relationships.

Key responsibilities

I.Strategic Leadership, Program Direction and Regional Representation (25%)

- Provide overall strategic leadership and direction for the ALiVE Program across countries and partner institutions.
- Lead implementation of ALiVE's regional strategy and ensure achievement of program outcomes, impact targets, and organizational priorities.
- Serve as the principal intellectual leader and champion for values and life skills education across the region.
- Lead annual, multi-year, operational, financial, and workforce planning processes aligned to program and donor commitments.
- Drive innovation, continuous improvement, and scaling of evidence-based approaches within the program.
- Ensure safeguarding, inclusion, accountability, and risk management are integrated into program implementation.
- Represent ALiVE in regional and global forums, conferences, strategic engagements, and high-level stakeholder platforms.

II. Technical Leadership, Systems Strengthening and Evidence Generation (25%)

- Provide strategic and technical leadership on values and life skills integration within education systems.
- Lead engagement with universities, teacher training institutions, curriculum agencies, assessment bodies, and education stakeholders.
- Guide development, contextualization, validation, and scaling of ALiVE tools, frameworks, assessments, and learning resources.
- Oversee research, monitoring, evaluation, learning, and knowledge management systems across the program.
- Lead generation, documentation, dissemination, and utilization of evidence, research findings, learning products, and impact stories.
- Drive production of policy briefs, publications, technical papers, and thought leadership outputs.
- Position ALiVE as a leading regional and global voice on values and life skills education.

III. Policy Engagement, Government Relations and Strategic Partnerships (20%)

- Lead high-level engagement with Ministries of Education, curriculum bodies, teacher service institutions, county governments, and regional organizations.
- Influence education policies, frameworks, and reforms that support integration of values and life skills within education systems.
- Build and sustain strategic relationships with governments, development partners, donors, NGOs, research institutions, and academic organizations.
- Strengthen collaboration with RELI, VaLi, and other strategic learning and policy networks.
- Lead advocacy, movement-building, and stakeholder engagement efforts that advance the ALiVE agenda.
- Leverage regional and global networks and social capital to strengthen ALiVE's influence and visibility.

IV. Resource Mobilization, Fundraising and Financial Stewardship (10%)

- Lead resource mobilization efforts to secure sustainable funding for program growth and innovation.
- Cultivate and maintain strong relationships with existing and prospective donors and funding partners.
- Lead and contribute to development of funding proposals, partnership frameworks, and donor engagement strategies.
- Oversee program budgeting, financial planning, forecasting, and expenditure monitoring.
- Ensure compliance with donor requirements, reporting obligations, and organizational financial policies.

V. Governance, Risk Management and Compliance (10%)

- Ensure effective governance systems, operational controls, and accountability mechanisms across the program.
- Lead program risk identification, mitigation, and compliance management processes.
- Ensure compliance with organizational policies, donor regulations, statutory requirements, and safeguarding standards.
- Support effective functioning of governance structures, advisory groups, and steering committees.

VI. People Leadership and Organizational Development (10%)

- Provide overall leadership, coaching, mentorship, and supervision to program staff across countries.
- Lead workforce planning, recruitment, succession management, and talent development initiatives.
- Foster a high-performing culture anchored on innovation, accountability, collaboration, and continuous learning.
- Implement performance management systems that promote excellence and results delivery.
- Promote staff wellbeing, inclusion, safeguarding, and ethical leadership across the program.

Key Deliverables

- Successful implementation of the ALiVE regional strategy and achievement of agreed program outcomes across participating countries.
- Strengthened integration of values and life skills within education policies, curricula, teacher practice, and assessment systems.
- High-quality evidence, publications, policy briefs, and learning products that contribute to regional and global thought leadership.
- Strong and sustainable partnerships with governments, donors, academic institutions, and regional networks
- Increased resource mobilization and financial sustainability for program growth and innovation.
- High-performing regional teams and effective program governance, compliance, and risk management systems.

Decision-Making Authority

- Makes strategic and technical decisions on program implementation, systems strengthening, and cross-country coordination within delegated authority.
- Approves government engagement approaches, advocacy strategies, and policy messaging in line with program objectives.
- Oversees planning, resource allocation, and operational decisions within approved budgets and workplans.
- Escalates high-risk, policy-sensitive, financial, safeguarding, or reputational matters to the Co-Principal Investigator, who serves as the direct supervisor for the role, and where appropriate to the Executive Director.

Desirable Skills and Qualifications

Academic Qualifications

- Master's degree in Education, Psychology, Public Policy, International Development, Social Sciences, Leadership, or a related field.
- PhD qualification will be an added advantage.
- Demonstrated training and proficiency in Social-Emotional Learning (SEL), Values Education (VaLi), or related disciplines.

Experience

- Minimum of 10 years' progressively responsible experience in education, international development, research, policy, systems strengthening, or related fields.
- At least 5 years in a senior leadership position, overseeing large-scale or multi-country programs and teams.
- Demonstrated experience working within East African education systems, including collaboration with Ministries of Education, curriculum development agencies, assessment bodies, and teacher development institutions across the region.
- Proven ability to lead and coordinate multi-country partnerships, effectively managing diverse stakeholder interests, national contexts, and education-sector priorities within East Africa.
- Strong knowledge of regional education policies, reforms, and cross-country collaboration frameworks, with experience advancing sector-wide initiatives.
- Extensive experience engaging with governments, development partners, donors, and regional institutions to influence policy, strengthen systems, and drive sustainable outcomes.
- Proven success in resource mobilization, fundraising, and donor stewardship, including cultivating strategic partnerships and securing funding.
- Demonstrated capability in research, evidence generation, knowledge management, and learning, with a strong track record of translating evidence into policy and practice.
- Experience leading multidisciplinary and geographically dispersed teams, while fostering effective collaboration and high-performance partnerships across multiple countries.

Technical Competencies

- Strong understanding of values and life skills education, SEL, and education systems strengthening.
- Policy engagement, government relations, and institutional partnership management.
- Evidence generation, research utilization, monitoring, evaluation, and learning systems.
- Program design, management, and cross-country coordination.
- Resource mobilization, donor engagement, and grant management.
- Strategic communications, advocacy, and stakeholder engagement.
- Financial management, budgeting, and compliance oversight.

Behavioural Competencies

- Exceptional intellectual leadership and strategic thinking capability.
- Strong relationship-building, diplomacy, and stakeholder management skills.
- Excellent communication, negotiation, and influencing abilities.
- Ability to engage confidently with senior government officials, donors, and global partners.
- High integrity, accountability, and results orientation.
- Innovative, adaptive, and resilient leadership style.
- Strong networking ability and capacity to leverage social capital to advance organizational objectives.

How to Apply

Interested and qualified candidates should submit the following:

1. A detailed application letter expressing interest.
2. A detailed resume and copies of academic and professional certificates.
3. Three work referees with contact information.
4. Indicate your current and expected remuneration/salary.

Applications should be submitted to www.mizizielimu.org/careers not later than **11th August 2026**. Only shortlisted candidates will be contacted. Mizizi Elimu Afrika reserves the right to accept or reject any or all applications without assigning reasons.

Data Protection and Privacy Notice

By submitting an application in response to this advertisement, you acknowledge that you have read and understood this notice and consent to Mizizi Elimu Afrika collecting, using, storing and otherwise processing the personal data provided in your application for recruitment, assessment, reference and background verification, selection, communication and related record-keeping purposes, in accordance with the Data Protection Act, 2019 and applicable regulations.

By providing the personal details of referees, you confirm that you have informed them and obtained their permission to share their information with Mizizi Elimu Afrika for reference-verification purposes.

Mizizi Elimu Afrika is an equal opportunity employer.