



Head of Region (Sarawak) Manager

“The people who are crazy enough to think they can change the world are the ones who do.”
- Steve Jobs

Teach For Malaysia is an independent, not-for-profit organisation on a mission to empower our nation through education. We believe that a child's education and future should not be determined by his or her circumstances in life. Thousands of students don't have the chance to realise their potential because of many socioeconomic factors, like how much their parents earn or where they were born/live.

We recruit, train and support our country's rising generation of leaders to teach in high-need schools across the nation through our two flagship programmes, which is the Teach For Malaysia Fellowship and Program Duta Guru - our two-year leadership development programmes focused on growing leaders across the education system. We've impacted over 330,000 students and worked with the Ministry of Education and other corporate and social sector partners to collectively bring transformation to the education system. Beyond the Fellowship and Program Duta Guru, our growing network of Alumni, education champions and supporters are lifelong advocates for education and expanding opportunities for students, working as a movement to build an ecosystem of solutions at all levels of society - from the classroom to the boardroom.

We have co-created our 2030 strategy with our stakeholders to scale our impact significantly. We are looking for Champions to join our team in this movement of change - people who share our vision, mission, and core values (Sense of Possibility, Excellence, Collaboration, and Integrity). Alignment to our vision, mission and values are integral to TFM's culture, to ensure long-term, sustainable success and to realise our mission to:

Build a movement of leaders in the education ecosystem to empower all children in Malaysia to realise their potential through quality education

As we aspire to be the greatest place to work for our people, our collaborative working environment opens up many opportunities for you to expand your network and lead your own learning alongside other team members, Fellows and Alumni, corporate partners, the Ministry of Education, and other education stakeholders. Teach For Malaysia is also a partner in the Global Education Network, Teach For All.

While our compensation package is fair and competitive, we do not expect this to be your key reason for joining us. After all, we are not just offering you a job but looking for a like-minded future leader to grow with us and help us achieve our mission.

Role: Head of Region (Sarawak), Manager
Start Date: Immediate
Employment Type: Full-time, 1-Year Contract (Renewable)
Location: Kuching, Malaysia

OBJECTIVE OF THE ROLE

A strong, visionary local leader is one of the most critical elements of a region's success. The Head of Region (Sarawak) is responsible for setting regional vision and strategy, managing regional staff and developing strong external relationships for placement and development as well as marketing and communications. They manage all of these responsibilities while remaining intensely engaged with the mission.

KEY MEASURES OF SUCCESS

- **Student impact** in line with TFM's Student Vision, based on academic growth, leadership development, and increased access to opportunities
- **Participant and alumni development and engagement**, including TFM Fellows, PDG Participants, Alumni, student and community leaders
- **Partnerships built** with regional stakeholders, including national, state and district government, educational community, regional private sector and other relevant stakeholders
- **Fundraising** for Sarawak to ensure sustainable growth in the region
- **Regional team development, engagement and performance**, based on staff engagement surveys and development and performance ratings
- **Operational efficiency** of the regional office

DUTIES AND RESPONSIBILITIES

Responsibilities include but are not limited to the following:

- **Formulate and implement regional impact strategy (20%)**
 - Set an overarching regional vision and direction and work to establish TFM as an integral partner in the Sarawak education transformation agenda.
 - Facilitates the regional strategy formulation process, making TFM's 2030 strategy come alive in Sarawak through annual and multi-year planning exercises and the development of new programmes
 - Ensures alignment between regional, programmatic and organisational strategy
 - Leads quarterly team strategy reviews
- **Develop highly engaged partnerships with regional stakeholders (30%)**
 - Build new/maintain relationships with key external stakeholders (including school leaders, government authorities, corporate partners and educational organisations)
 - Grow and maintain a sustainable, diversified local funding base that will include support from individuals, corporations, foundations and government funding to enable regional growth and sustainability
 - Work effectively with local media outlets and the marketing team to elevate TFM's presence in the region
 - Be the face and the voice for TFM in Sarawak
 - Build political capital to ensure TFM becomes part of Sarawak's social and educational fabric.
 - Develop and evolve a strategy for maintaining and growing support from schools, district and state education offices to ensure sustainable growth of TFM programmes (e.g. placement of TFM Fellows)
 - Ensure effective communication of regional strategy and impact (based on data-driven evidence) to internal and external stakeholders.
 - Leads quarterly update meetings with regional government stakeholders

- **Oversee the leadership development of participants and Alumni in the region (20%)**
 - Define and deliver desired student outcomes given local context according to TFM's Student Vision
 - Work with talent acquisition teams to drive efforts to recruit local leaders to join TFM programmes
 - Ensure a positive, collegial and supportive culture amongst the TFM community (Fellows, PDG participants, Alumni, student and community leaders)
 - Mobilise the TFM community to assume key positions of leadership across the Sarawak education landscape in order to realise the region's educational aspirations
- **Oversee the measurement and articulation of regional impact (10%)**
 - Manages the regional impact review process
 - Ensures regional impact is communicated to all relevant internal and external stakeholders
- **Drive a high-performing team culture (20%)**
 - Ensure a smooth and rapid cascade of information to relevant regional team members, departmental colleagues, and other departments.
 - Sets and monitors the regional budget.
 - Leads regional team stepbacks
 - Drives recruitment of regional team

REQUIRED COMPETENCIES

- Aligned to TFM Core Values: Sense of Possibility, Excellence, Collaboration & Integrity
- Passion for TFM's mission, the education field, and developing people's potential
- Proactive self-starter with the ability to manage multiple streams of work and independently prioritise tasks
- Strong desire to learn new things and grow professionally

Role-Specific Competencies

- Ability to set an inspiring vision and motivate others to reach ambitious goals in support of that vision
- Ability to think long-term and big-picture and deal with uncertainty
- Ability to build relationships across all levels, across functions, and externally
- Articulate, with the ability to present the organisation in the best light
- Deep understanding of and passion for the Sarawak educational environment (policy, fundraising, partners, etc)
- Able to juggle multiple initiatives simultaneously, focused at once on student impact, external stakeholder engagement, and regional team development while also facilitating the implementation of goals by staff

Years of experience & qualification

- At least a Bachelor's degree in a relevant discipline
- Experience working in the Malaysian education and/or social sector in leadership roles
- Minimum 5 years of experience, with 2 years of team management experience
- Added advantage: Teaching experience in a high-need school

Leadership Experience & Team Adaptability

- Demonstrate exceptional relationship-building skills in order to establish effective working relationships with people of diverse working styles, backgrounds and industry-experience to form a highly functional team
- Able to get results by managing through others and across multiple layers of an organisation
- Able to build and maintain good relationships with internal and external stakeholders
- Able to develop and maintain strong team culture
- Ability to be adaptable in an entrepreneurial, fast-paced, and dynamic environment
- Able to think strategically, critically, innovatively, and in a resourceful manner

Language & Technical Proficiency

- Strong written and verbal skills and excellent proficiency in English and working proficiency in Bahasa Malaysia. Proficiency in Iban and other local languages.
- Excellent proficiency in MS Word, Powerpoint and Excel
- Willing and able to readily adopt and utilise any TFM database or technological platform/application (i.e. Google Suites, Confluence, Salesforce, Zoom etc.)

APPLICATION

Please scan the following QR code or click on [this link](#) to submit your application through the application form.



Due to the volume of applications we receive, we apologise that we will not be able to respond to all applicants - only shortlisted candidates will be contacted.