

Leadership Training and Development, Accelerated School Improvement (ASLI) Fellowship

Job Description:

Role (title):	Leadership Training and Development
Level:	Manager (Mid to Senior Level)
Program and Division:	Accelerated School Improvement Fellowship (Fellowships Pillar)
Start Date:	Immediate
Employment Type:	Full time, 15-Month Contract (Renewable)
Compensation:	RM4,500 - RM5,500
Location:	Kuala Lumpur, with travel to Pahang Malaysia
Work Mode:	Hybrid (Office, Travel, Work From Home)
Reporting Line:	Senior Director of Fellowships

About the Accelerated School Improvement (ASLI) Fellowship:

The Accelerated School Improvement (ASLI) Fellowship is a 15-month school improvement initiative under PEMIMPIN's Fellowships Pillar, designed to strengthen leadership capacity among school leaders and teachers from Orang Asli schools in Pahang. This Fellowship will be implemented across 12 participating schools.

ASLI works in close partnership with schools to develop contextually responsive leadership, instructional, and school improvement practices. The Fellowship equips schools with the skills, knowledge, and support needed to empower teachers, engage communities, and improve student outcomes, while recognising and respecting the unique cultural and contextual realities of Orang Asli communities.

About the Role:

The Manager oversees the implementation of the ASLI fellowship, working closely with school leaders and teachers to strengthen leadership capacity and instructional practice. The role involves delivering training and coaching sessions, supporting school-based improvement initiatives, and leading Monitoring, Evaluation, and Learning (MEL) efforts to assess effectiveness and inform continuous improvement.

By collaborating with participating schools and drawing insights from classroom practice and student participation, the Manager supports Orang Asli schools in driving meaningful and sustainable school improvement. This role also ensures that the ASLI Fellowship activities are delivered with high quality and consistency, with well-coordinated program operations that run smoothly.

Application

To apply for this position, please fill in this application form: bit.ly/PEMIMPIN_Recruit2026
For more information or any enquiries about the position, please email admin@pemimpingsl.org

What Success Looks Like in This Role

- You build trusting, purposeful relationships with school leaders and teachers in schools serving Orang Asli students, resulting in greater leadership confidence, clarity, and coherence in how schools plan and drive their improvement efforts.
- School leaders and teachers actively engage in coaching, experiment with new approaches, and translate learning into stronger instructional and school-wide practices in classrooms and leadership routines.
- With your support, schools increasingly take ownership of their ASLI school improvement initiatives, using reflection, data, and collective learning to guide decisions that are grounded in their unique contexts and communities.
- As the Fellowship progresses, these shifts contribute to meaningful improvements in student participation, engagement, and learning outcomes, particularly for Orang Asli students, in ways that honour their identities, strengths, and lived realities.

Duties and Responsibilities

Responsibilities include, but are not limited to, the following. The role may also be required to undertake additional tasks as assigned by Organisation Leads, in line with pillar and organisational needs.

Program Management and Implementation

- Work collaboratively with Program Teams and Organisation Leads to foster a positive, innovative, and efficient working environment.
- Lead the design and implementation of the Accelerated School Improvement (ASLI) program across participating Orang Asli schools, ensuring alignment with program objectives and organisational priorities.
- Work closely and regularly within schools to support school leaders and teachers through training, coaching, and collaborative school improvement work.
- Plan and execute leadership development sessions, coaching conversations, as well as Professional Learning Community (PLC) sessions and activities for school leaders and teachers.
- Co-design and support school-wide improvement initiatives with participating schools, ensuring strategies are contextually responsive and feasible.
- Observe classroom practices, leadership behaviours, and student participation to inform instructional, leadership, and program improvements.
- Provide ongoing guidance, support, and communication to teachers and school stakeholders to ensure sustained engagement and effective implementation.

Operations and Stakeholder Coordination

- Coordinate program operations, including training sessions, school visits, meetings, and program milestones.
- Ensure regular communication with schools to ensure clarity, alignment, and smooth implementation.
- Maintain timely financial processes and accurate documentation for program budget management.
- Work closely with the Fellowships team and organisational leadership to ensure effective coordination, documentation, and reporting.
- Support engagement with relevant stakeholders as required, including partners and education stakeholders connected to the program.

Monitoring, Evaluation & Learning (MEL)

- Design, implement, and oversee Monitoring, Evaluation and Learning (MEL) frameworks for ASLI fellowship.
- Collect, analyse, and synthesise qualitative and quantitative data from training sessions, school visits, observations, and other program activities.
- Execute MEL processes and use MEL findings to inform continuous program refinement and to support schools in reflecting on progress and next steps.
- Prepare insights, summaries, and reports to communicate program progress and impact to internal stakeholders and leadership.

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Marketing and Communications

- Support program communications by contributing to social media content and helping to highlight program progress, learning, and impact across internal and external platforms.

Required Competencies and Experience

Alignment, Mindset & Professional Conduct:

- Strong alignment with PEMIMPIN's mission, vision, and values, with a deep commitment to education equity and improving outcomes for marginalised school communities.
- High learning agility, with a willingness to learn on the go, adapt to diverse school contexts, and apply feedback continuously.
- Demonstrates professionalism and ethical practice, including the ability to interact respectfully, safely, and appropriately with children, students, teachers, and school leaders, building trust and strong working relationships.
- Strong critical thinking skills with a reflective, solutions-oriented mindset.

School Leadership & Instructional Practice:

- Demonstrated experience in school improvement, school leadership development, or teacher professional development.
- Prior experience in teaching, training, tutoring, mentoring, or facilitating learning in formal or informal education settings.
- Strong facilitation and coaching skills, with experience working directly with school leaders and teaching teams.
- Ability to observe classrooms, leadership practices, and student engagement, and provide constructive, evidence-informed feedback to support improvement.

Program Management & Monitoring, Evaluation & Learning (MEL):

- Proven ability to plan, implement, and manage education or school improvement programs effectively.
- Experience designing, implementing, or leading Monitoring, Evaluation, and Learning (MEL) frameworks.
- Ability to analyse data, synthesise insights, and translate findings into practical program and school-level improvements.

Collaboration & Stakeholder Engagement:

- Strong interpersonal and collaboration skills, with experience working across teams and with diverse stakeholders.
- Ability to communicate clearly, professionally, and persuasively, both verbally and in writing, in Bahasa Melayu and English.

Qualifications & Experience

- A Bachelor's degree in any field.
- A Master's degree in a relevant field is strongly preferred.
- 4 to 6 years of relevant work experience in education, social work, or related fields.
- Experience working with non-profit and education organisations or in the social sector is an added advantage.
- Experience working closely with schools in rural, indigenous, or underserved contexts is highly desirable.

Technical & Operational Requirements

- Strong proficiency in Google Workspace and comfort using digital tools for program management, documentation, communication and data tracking.
- Willingness and ability to travel regularly to Orang Asli schools in Pahang.

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Appendix

About PEMIMPIN

PEMIMPIN is a non-profit organisation dedicated to strengthening school leadership across Malaysia by championing teacher development and elevating educators as key leaders in education. We believe lasting improvements in student outcomes begin with empowered teachers who lead.

Founded in 2017, PEMIMPIN works with teachers and school leaders to build leadership capacity through structured professional development, targeted mentorship, and evidence-based strategies grounded in global research and local context. Guided by our vision of *a future where every teacher is an effective leader, empowering students with the opportunity for holistic growth and success*, our work contributes to the United Nations' Sustainable Development Goal (SDG) 4 for inclusive, equitable, and quality education for all.

Our mission is delivered through three interconnected program pillars:

- **Educational Technology:** Transforming teaching and learning practices at scale through digital-enabled professional development and educational technology.
- **Fellowships:** Driving whole-school improvement by developing leadership capacity among school, middle, and teacher leaders.
- **Prize Initiatives:** Empowering teachers as system leaders by recognising excellence, providing a platform for scaling, and elevating teacher voice.

Since 2017, PEMIMPIN has indirectly impacted approximately 1.6 million students across Malaysia. We also collaborate with regional and global partners, including SEAMEO, Global School Leaders, and Teach For All, to exchange effective practices and shape the future of education.

To learn more about us, please view [our latest Impact Report](#) or visit one of the following platforms: [Website](#), [LinkedIn](#), [Facebook](#), [Instagram](#)

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