
Job Title: Deputy Managing Director

Position: 01 Vacancy

Reporting to: Managing Director

Duration: 2 Years (Renewable)

Contract Type: Full Time

Duty Station: Kampala

About Teach For Uganda

Teach For Uganda is a leadership development organization working to ensure that every child in Uganda, regardless of their background, has access to an equitable, quality education. We recruit, train, and support promising young leaders through a two-year Fellowship, placing them in underserved schools where they improve foundational learning and STEM outcomes, strengthen communities, and develop the leadership needed to drive lasting change.

Post-fellowship, our alumni form a growing movement of leaders working across education and other sectors to address the systemic barriers that hold children back. Over the past decade, we have reached 87000+ learners across 190 schools in 10 districts and developed 405 alumni leaders.

Position Overview

As we deepen our impact, strengthen our systems, and position the organization for scale, Teach For Uganda is seeking an exceptional Deputy Managing Director (DMD) to join our executive team. The Deputy Managing Director will work closely with the Managing Director and the Board to strengthen organizational performance, accelerate impact, and prepare the organization for its next phase of growth.

The Deputy Managing Director will ensure that the organization's internal machinery operates effectively and consistently. He/she will oversee the strategic and day-to-day management of Programs, Talent & HR, Communications, Finance, Operations, and Monitoring, Evaluation & Learning. The DMD will ensure that Teach For Uganda delivers high-quality programming, achieves strong learning outcomes, strengthens foundational learning and STEM, maintains rigorous operational systems, and uses data to drive continuous improvement.

The role requires an exceptional leader who can connect strategy to execution; someone who can see the big picture, translate organizational priorities into action, and build the people, systems and partnerships needed to deliver results. The successful candidate will combine strategic judgement, operational discipline and a strong, people-centred leadership style.

Performance Objectives

Organizational Strategy & Leadership

- Work closely with the Managing Director and Board to develop and execute Teach For Uganda's organizational strategy and translate it into annual priorities, departmental plans, budgets and measurable targets.
- Establish a clear rhythm of planning, performance review and accountability across Teach For Uganda to ensure that programs, people, finances and partnerships are aligned around measurable organizational outcomes.
- Lead the Senior Leadership Team's coordination and ensure effective cross-functional planning, collaboration and problem-solving across Teach For Uganda.
- Track progress against organizational priorities and intervene when delivery is off track.
- Identify and address organizational bottlenecks, strengthening decision-making, delegation and accountability across the organization. Ensure teams have the clarity, resources, systems and support required to deliver effectively against organizational priorities.
- Support Teach For Uganda to evolve from a program-focused organization into a stronger, scalable and increasingly influential education leadership organization.
- Build organizational systems that enable sustainable growth without compromising program quality or organizational culture.
- Serve as Acting Managing Director when required.

Program Quality, Impact & Innovation

- Provide strategic oversight of Teach For Uganda's Fellowship and Alumni programs, ensuring that they remain strongly aligned with the organization's strategy and theory of change.
- Work with the Head of Program and managers to establish clear objectives, performance indicators and accountability mechanisms to ensure foundational learning, STEM, and Alumni leadership programs are delivering against agreed outcomes and quality standards.
- Support continuous improvement across the Fellowship, alumni engagement, STEM, foundational learning, and other strategic initiatives by ensuring that program learning

and evidence are systematically captured and used to improve program design and quality and to inform organizational strategy and decision-making.

- Champion a culture of evidence, learning, innovation and measurable impact by regularly monitoring program performance, implementation quality and fellow and learner outcomes.
- Identify opportunities to scale effective interventions while maintaining quality and ensure that program teams have clear objectives, adequate resources and appropriate systems for effective delivery.

People & Organizational Culture

- Lead the implementation of Teach For Uganda's people strategy to ensure Teach For Uganda attracts, develops, motivates and retains high-performing talent to deliver its strategy.
- Establish and maintain a high-performance culture where every staff member has clear annual objectives and performance expectations. Identify high-potential staff and develop succession plans for critical roles.
- Oversee workforce planning and organizational structure by ensuring that roles, responsibilities, and reporting lines are clear.
- Support the coaching and development of senior managers and team leaders, creating a strong internal succession pipeline.
- Work with the Managing Director and senior leadership team to strengthen recruitment, performance management, professional development and staff retention.
- Protect and strengthen Teach For Uganda's organizational culture and values by ensuring they are reflected in how people lead, work and make decisions.
- Strengthen performance management and accountability processes across all levels, ensuring that staff understand how their individual responsibilities contribute to organizational strategy and impact
- Build a high-performing, accountable, and collaborative leadership team.
- Model Teach For Uganda's values of putting children first, teamwork, continuous learning and a sense of possibility.
- Create a conducive work environment that fosters psychological safety, ownership, teamwork and accountability.

Resource Mobilization, Financial & Operational Excellence

- Work closely with the Managing Director and finance/partnership team to strengthen Teach For Uganda's financial sustainability.
- Support the development and execution of annual organizational budgets and financial plans, ensuring resources are strategically allocated towards Teach For Uganda's highest-impact priorities.

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- Promote strong financial stewardship and accountability across Teach For Uganda by monitoring organizational expenditure against the approved budget, reviewing financial performance regularly with the finance team, and maintaining strong and appropriate internal controls and financial discipline.
 - Strengthen fundraising readiness by providing high-quality program inputs, organizational data, impact evidence, budgets, and implementation plans for proposals and donor engagements.
 - Deliver donor-funded commitments effectively by coordinating program and operational teams to achieve agreed deliverables, timelines and quality standards.
 - Drive timely, high-quality donor reporting and compliance through strong coordination of reporting inputs, donor due diligence, and organizational assessments.
 - Strengthen organizational credibility with funders by providing program and operational expertise in selected donor engagements and working with the Managing Director to build funder confidence in Teach For Uganda's delivery capacity.
 - Lead the continuous improvement of Teach For Uganda's operational systems and processes to increase efficiency, reduce unnecessary bureaucracy, and create a scalable operating model that enables organizational growth.
 - Lead the review and development of organizational policies and procedures aligned with applicable Ugandan laws, regulations, contractual obligations, and organizational requirements, while strengthening staff understanding and application of the policies.

External Relations, Partnerships, & Organizational Branding

- Build strategic relationships that increase Teach For Uganda's influence and ability to deliver its mission by identifying opportunities for strategic collaboration, coalition building, and systems-level influence.
- Provide oversight of Teach For Uganda's relationships with district leadership, schools, and other education sector stakeholders.
- Represent Teach For Uganda at conferences, sector forums, donor meetings, government and other stakeholder engagements when delegated by the Managing Director.
- Strengthen Teach For Uganda's internal and external communications systems to effectively communicate the organization's strategy, program impact and organizational priorities.
- Elevate the voices and stories of fellows and alumni by systematically identifying compelling stories, evidence and experiences that demonstrate Teach For Uganda's contribution to educational transformation.
- Develop Teach For Uganda's institutional voice and thought leadership by translating program evidence, alumni insights and organizational learning into compelling content and perspectives that shape conversations on education and leadership.

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- Strengthen Teach For Uganda’s external positioning and stakeholder engagement through strategic representation, delegated spokesperson responsibilities, and communications that support fundraising, partnerships, and organizational influence.

Organization Health, Reputation & Governance

- Work with the Managing Director and Board to monitor progress against Teach For Uganda’s priorities.
- Support the Managing Director and Board to maintain effective governance through timely, accurate, and decision-oriented management reporting, well-prepared board and committee materials, and effective follow-through on governance decisions.
- Maintain accurate governance records, documentation, and decision-tracking mechanisms to support accountability and continuity.
- Lead effective risk management by maintaining a dynamic risk register, identifying and assessing strategic, operational, financial, program, and reputational risks, and driving appropriate mitigation and contingency measures.
- Escalate material or emerging risks to the Managing Director and Board promptly, with clear analysis, recommended actions, and ownership.
- Lead the implementation and continuous strengthening of Teach For Uganda’s safeguarding systems across the organization and its programs, fostering a culture in which safeguarding is understood as a shared organizational responsibility.
- Drive Teach For Uganda’s compliance with applicable legal, regulatory, donor, contractual, and internal requirements by working closely with Finance and relevant functions to maintain accurate documentation, strengthen internal controls, and ensure ongoing audit readiness.
- Oversee timely completion of internal and external audits, track audit findings and recommendations, and drive implementation of agreed corrective actions to strengthen organizational systems and accountability.

Relationship with the Managing Director

The Deputy Managing Director and Managing Director will operate as a closely aligned executive partnership.

The Managing Director primarily owns:

- Vision and strategic direction
- Fundraising and resource mobilisation
- Major donor relationships
- Board leadership

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- Strategic partnerships
 - Government and high-level stakeholder relationships
 - External positioning and advocacy
 - Organisational growth and long-term sustainability

The DMD primarily owns:

- Organizational execution
- Program performance
- People and culture
- Senior team performance
- Operational effectiveness
- Financial discipline
- Organizational performance management
- Risk and compliance
- Internal accountability
- Cross-functional coordination

Shared accountability:

- Organizational Strategy
- Organizational culture
- Impact
- Stakeholder management
- Senior leadership
- Board engagement
- Major organizational decisions
- Institutional reputation
- Long-term sustainability

The Deputy Managing Director will have meaningful delegated authority to make operational and management decisions without requiring the Managing Director's approval, while escalating matters that are strategic, material, high-risk, or outside agreed authority

Decision Rights:

- Approve operational decisions within delegated budgets.
- Hold departmental leaders accountable for agreed targets.
- Reallocate operational resources within approved parameters.



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- Initiate performance improvement processes.
 - Approve routine operational policies and procedures within delegated authority.
 - Resolve cross-functional conflicts.
 - Require corrective action when organizational targets are off track.
 - Make recommendations on organizational structure and staffing.
 - Represent Teach For Uganda externally within delegated authority.
 - Make urgent operational decisions when the Managing Director is unavailable.

Escalates to the Managing Director:

- Major strategic changes
- Significant financial commitments outside delegated authority
- Senior executive appointments/terminations
- Material legal or reputational risks
- Major changes to organizational strategy
- Significant donor or partner issues
- Issues requiring Board approval

What success will look like:

Within 12–18 months, success will be evident when:

- The organization executes its strategy more consistently.
- Senior leaders own their functions and are held accountable for results.
- Program quality and performance improve and are actively managed.
- People systems and organizational culture are stronger.
- Financial and operational discipline have improved.
- Major risks are identified and addressed earlier.
- Decision-making is faster and clearer.
- Teach For Uganda has stronger leadership depth and succession capacity.
- The Managing Director has significantly more capacity to focus on fundraising, major relationships, and external growth.

Qualifications and Experience

- A Bachelor's degree in a relevant field; a Master's degree is an advantage.
- At least 10 years of progressively senior professional experience, preferably including significant experience in nonprofit, education, social impact, or another mission-driven organization.

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- Demonstrated experience managing senior teams, building high-performing teams, and managing complex organizational priorities.
 - Strong understanding of Uganda's education sector and development landscape.
 - Experience developing and implementing organizational strategy.
 - Strong financial and operational management capability.
 - Demonstrated experience in fundraising, donor management, partnerships or business development.
 - Experience working in a complex, fast-moving environment.
 - Strong experience working with Boards, government or institutional partners.
 - Demonstrated experience leading organizational change, growth or transformation.
 - Excellent written, verbal and interpersonal communication skills.
 - Excellent judgement and integrity.

Leadership Capabilities

The successful candidate will demonstrate:

- Strategic thinking: Ability to see the big picture while translating strategy into action.
- Execution: Strong bias towards delivery, accountability and measurable results.
- People leadership: Ability to develop leaders, build, coach and inspire high-performing teams
- Financial acumen: Understands budgets, financial sustainability and resource allocation.
- External leadership: Confidence representing Teach For Uganda externally
- Entrepreneurial mindset: Comfortable building systems and solving problems in a growing organization.
- Judgement: Ability to make sound decisions in ambiguous and resource-constrained environments.
- Resilience: Ability to maintain effectiveness in challenging circumstances.
- Learning orientation: Willingness to seek feedback, reflect and continuously improve.
- Integrity: High standards of personal and professional integrity.
- Commitment to equity: A genuine belief in the potential of every child and a commitment to educational equity in Uganda.

Personal Attributes:

We are looking for someone who is:

- Mission-driven; deeply committed to educational equity and every child's potential.
- Ambitious; believes significant change in Uganda's education system is possible.

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- Humble and self-aware; able to learn, listen, and receive feedback.
 - Courageous; willing to make difficult decisions and challenge the status quo.
 - Collaborative; understands that sustainable change requires strong teams and partnerships.
 - Data-informed; uses evidence and learning to inform decisions.
 - Resourceful; able to achieve results despite constraints.
 - Excellent at relationships; builds trust with staff, communities, government, donors, and partners.
 - Future-oriented; able to think beyond today's programs and help shape Teach For Uganda's next decade.

Why This Role?

This role offers the opportunity to:

- Shape the next chapter of a growing Ugandan organization with a clear commitment to education equity.
- Lead and develop a talented team of leaders, building the culture, accountability, and capabilities needed for high performance.
- Strengthen the systems and operating model that will enable Teach For Uganda to grow sustainably and deliver greater impact.
- Work with education-sector leaders and stakeholders
- Help build an institution that lasts; one that improves learning today while developing leaders who will continue advancing education equity for years to come.

How to Apply:

Please email your resume with 3 professional referees and a one-page cover letter to careers@teachforuganda.org. Please indicate the position applied for in the subject line of your email by 10th October 2026. Your cover letter should include why you are interested in Teach For Uganda and in this position. Include a short leadership statement outlining a significant organizational challenge you have led through and what you learned from the experience. Only short-listed candidates will be contacted. For more information about Teach For Uganda, visit us at www.teachforuganda.org

Note: Teach For Uganda is an equal opportunity employer and encourages applications from qualified female candidates passionate about advancing education in underserved communities.



**TEACH
FOR UGANDA**

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