

## Warwick in Africa Teacher Support Programme Mentor Role Outline

The Warwick in Africa (WiA) Teacher Support Programme identifies teachers from our partner schools who are motivated, engaged and passionate about being the best teachers they can be and works with them to drive real change in their classrooms, schools and communities. These teachers receive training to become WiA Lead Teachers and take on responsibility for delivering training to their colleagues back home.

We are looking for Mentors to take a pivotal role in working with these Lead Teachers and provide crucial support and guidance to help them develop as teachers and facilitators. Mentors will be matched up with a small group of teachers from one WiA location and work with them over the course of a year as they start to transform their own teaching practice and share the training and opportunities they have been given with others. Mentors are responsible for building a relationship with their Lead Teachers and gaining an understanding of the local training needs. You might have the chance to meet some of your Lead Teachers at Warwick if they are new to the programme, otherwise relationship building will be done at a distance. The main focus of this will be working together to design and deliver a programme of workshops to be delivered in the summer when you would travel out to the Lead Teachers' location. You will model some sound training methods during the workshops, but importantly build the capacity and confidence of Lead Teachers so when you leave they are empowered to continue. As a mentor you will be expected to gain an understanding of the individual challenges faced by the teachers you are working with and support them to overcome them. It's also about supporting Lead Teachers to create and sustain networks with teachers across Africa and in their location to share ideas and support each other.

The Mentor role is an unpaid volunteer position. All expenses will be covered by Warwick in Africa so there is no cost to the Mentors to participate. Flights, vaccinations, accommodation and subsistence are all covered. Given the commitment and contribution Mentors will be making to the programme they are not required to fundraise, however as we do rely on donations to fund all of our work Mentors are encouraged to consider ways they could contribute towards our fundraising efforts.

### What are we looking for?

- Knowledge, experience or expertise in two or more of the following areas:
  - Coaching and Mentoring
  - Teacher training and professional development
  - Mathematics in secondary school education
  - English literature in secondary education
  - Teaching English as a foreign language
  - Learning and development
  - Training trainers
- Social awareness. Experience or understanding of the challenges facing African Teachers and the objectives of the project, empathy and awareness of the context they are working in.
- Flexibility and resilience. Able to cope with and respond to last minute changes to plans, patience and positivity when persevering through difficulties and tenacity and creativity when faced with obstacles.
- Self-motivation and drive. Ability to work from own initiative and determination to achieve the best possible outcomes, ability to think laterally and deliver innovative solutions to complex problems.

- Excellent facilitation skills. Able to lead sessions and inspire participants, as well as being able to coach others to deliver high quality training.
- Proven ability to build relationships with a wide variety of people and communicate effectively to be able to get the best out of others. Confident communicating with a wide variety of people of all ages and backgrounds.
- An open mind. Understanding that we don't have all the answers and respect for the contributions and viewpoint of others.

## What's involved?

What	When
Attend a Mentor briefing at Warwick to meet your fellow Mentors and learn more about the role, who you will be supporting and where you will be going	April 2020
Meet some of the Lead Teachers you will be supporting whilst they are in the UK for the Lead Teacher training on the Warwick Study Programme  Build a positive working relationship and work with your Lead Teachers to plan the workshops you will be running in the summer	24 <sup>th</sup> April – 7 <sup>th</sup> May 2020 Min two days commitment, including a planning day for Mentors and Lead Teachers, exact dates tbc
Keep in touch with your Lead Teachers to continue the planning remotely and ensure everything is in place for a successful programme of workshops before you travel	June – July
Travel to your allocated location for the teacher workshops. Meet up with the Lead Teachers and support them to run workshops for their colleagues. Support teachers with action plans and addressing any challenges they are having in their schools or as trainers.	See below for placement dates
Submit a report and attend a de-brief meeting at Warwick	October
Continue to support your Lead Teachers remotely and feed in your unique perspective on their learning needs to the programme as it develops for next year	Ongoing

## Available Placements

We have four different placements available and will be recruiting Maths and English specialist mentors for each location (all dates tentative to be confirmed in include travelling days):

- Soweto and Alexandra, South Africa likely to be 2<sup>nd</sup> – 9<sup>th</sup> July 2020 - English
- Limpopo, South Africa likely to be 7<sup>th</sup> – 19<sup>th</sup> July 2020 - Maths and English
- Kayamandi, South Africa dates likely to be 24<sup>th</sup> July – 3<sup>rd</sup> August 2020 - English
- Agona East, Ghana dates likely to be 27<sup>th</sup> August – 6<sup>th</sup> September 2020 - Maths and English

All logistical arrangements for the placements will be made by Warwick in Africa.

You can express a preference for a particular placement in the application form, please also let us know if there are any of the placements you cannot do.