



THINK EQUAL NIGERIA COUNTRY PROGRAMME MANAGER

Role profile

Title: Nigeria Country Manager

Engagement: 12 month contract as an independent contractor under a consultancy agreement.

Level of effort: The Consultant is anticipated to provide services at a level of effort averaging approximately 40 hours per week, as needed to perform the Services and meet agreed deliverables.

Fee: USD2,750 per month as a consultancy fee

Project Lead: Africa regional Lead

Direct Reports: In-Country Programmes Staff

Location: Think Equal is a fully remote, global organisation. The Consultant will deliver services remotely from their own location and retains flexibility over working hours and work methods, subject to agreed deliverables, timelines, and coordination with the Company's designated project lead.

Travel: International travel may be required on an ad hoc basis, subject to advance agreement.

About Think Equal

Think Equal is an award-winning global education initiative dedicated to building a more just, inclusive, and empathetic world by integrating Social and Emotional Learning (SEL) into early childhood education. Our programme is designed for children aged 3 to 6—when 90% of brain development occurs and lifelong attitudes and behaviours are most effectively formed.

Co-created with leading experts in neuroscience, education, and psychology—including Sir Ken Robinson, Dr. Marc Brackett (Yale Center for Emotional Intelligence), and Professor Richard Davidson—Think Equal equips educators with:

- 24 original narrative picture books (globally representative, translated in local languages)
- 90 step-by-step lesson plans aligned with national curricula
- Printable classroom and at-home resources.

Operating across 36 countries on six continents, our programme has already reached over 550,000 children in 48 languages. In 25% of these countries, national governments have adopted Think Equal as a mandatory part of their early years curriculum.

Recognised by UNICEF, UNESCO, and the World Bank, and a recipient of the WISE Award and Hundred Innovation Award, Think Equal is driving global impact in early childhood education.



Purpose of the Role: To manage the development, implementation, monitoring and reporting of the Think Equal programmes in Country. That includes managing country programme coordinators, and/or officers alongside implementing partners (where and when required). It includes establishing and maintaining strong relationships with the Federal Ministry and agencies (including UBEC) and State Ministries of Education, and wider education stakeholders. It also involves managing, budgeting of, costing of and reporting on, programme implementation, guiding, reviewing, approving and ensuring high quality implementation including: training plans; translations; design, sourcing and costing of printing and distribution of Think Equal books and resources; monitoring of programme implementation; and evaluation.

Responsibilities and deliverables:

Programme Team Coordination and Managing Partners

- Provide onboarding, guidance, coordination, and support to Programme Officers and Coordinators at country and regional levels, in line with the agreed scope of services.
- Oversee the content and management of the contracts with implementing partners, to be approved according to the Scheme of Delegation.
- Manage implementing partners to ensure they deliver contractually delivered services, on time and within quality standards, maintaining strong communication and oversight.
- Promote a positive and collaborative working environment, encouraging teamwork and effective communication across programme teams.

External Stakeholder Management

- Lead relationships with Federal Ministry and agencies (including UBEC) and State Ministries of Education, and wider education stakeholders, to ensure successful project delivery.
- Build wider relationships that provide support and sustainability of Think Equal's work with government.
- Communicate and liaise regularly with relevant stakeholders, representing the organisation at senior/strategic levels to government and wider partners.

Internal relationships

- Coordinate with the operations teams (or relevant others) on the implementation of translation and printing processes in line with project timelines.
- Coordinate with the internal MEL and education teams to support quality assurance and fidelity of the approaches being taken within the project.
- Coordinate with the communications and business development colleagues to raise the visibility of the programmes.



Programme Development and Implementation

- In line with the organizational strategy, oversee the programme implementation strategy, work plans, project management dashboards and other tools referenced on the Roadmap of an active project document to ensure their implementation across the Country, in collaboration with regional and local Programme Coordinators and Officers and liaising with and guiding local implementing partners where needed.
- Ensure the budgeting of, costing, spending and reporting on programmes in alignment with the Think Equal finance policy and donor requirements.
- Provide regular status updates on programmes to Project Owner and wider team where required, contributing to board reports where required.
- Ensure strong project sustainability through supporting system integration of the Think Equal approach (including curriculum, quality assurance and data systems), ensure there is a sustainability plan with regular review against the sustainability framework of progress.
- Provide regular project updates for funders in accordance with reporting requirements.
- Support the development and strengthening of Monitoring, Evaluation & Learning (MEL) and sustainability systems, and ensure their use across Country projects when included in project budgets and design.
- Create and ensure opportunities for learning and reflection throughout projects, and share learnings with the wider team to contribute towards the impact and long-term sustainability of the Think Equal closed, pipeline and active projects.

Organisational growth

- Contribute to and support the Business Development led design of new projects and expansion plans for projects in the Country, as required.

Person Specification:

Essential

- Significant experience in large-scale/national programme management and implementation within the education sector
- Excellent existing relationships within Federal and State Education Ministries (and agencies) with experience delivering with government
- Significant experience providing strategic guidance, coordination, and oversight across a programme teams to deliver results
- Significant experience managing implementing partners
- Strong experience in stakeholder engagement, including local partners, funders, and government counterparts
- Strong experience in budgeting, costing, financial monitoring, and donor reporting
- Strong understanding of project delivery, monitoring, evaluation, and reporting
- Excellent organisational, communication, and relationship management skills
- Ability to manage multiple workstreams and ensure high-quality delivery against agreed objectives
- Proactive, collaborative, and able to work independently



- Relevant degree or equivalent experience in education, development, project management, or a related field

Desirable

- Experience working in the Social-Emotional Learning sector
- Experience working in early childhood education
- Experience managing and delivering teacher training programmes at scale
- Experience working with UBEC

General Obligations

In performing the Services, the Consultant shall:

- Take reasonable care for their own health and safety and promptly notify Think Equal of any material risks, hazards, or incidents relevant to the Services;
- Comply with Think Equal's applicable policies to the extent reasonably necessary for contractors providing services, including policies relating to safeguarding, confidentiality, data protection, anti-bribery, and health and safety;
- Perform the Services in a professional and expert manner consistent with the objectives of the engagement;
- Maintain confidentiality and comply with applicable data protection obligations;
- Cooperate in good faith with Think Equal personnel and stakeholders to support effective delivery of the Services;
- Complete any induction or contractor-specific compliance training reasonably required for access, safeguarding, security, or legal compliance; and
- Perform such additional services as may be agreed between the parties from time to time, provided they are within the general scope of the engagement.
- Not pledge the company's credit unless otherwise agreed and to the extent pre-approved in advance and always in accordance with the company's Scheme Of Delegation.

If you are interested in applying for this position, please complete the application form using the link [here](#) by **15 May 2026 at 12:00pm** (GMT).