



## **THINK EQUAL KENYA COUNTRY PROGRAMME MANAGER**

### **Role Profile**

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Title: Kenya 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: USD 3100.00 per month as a consultancy fee

Project Lead: Africa regional Lead

Direct Reports: In-Country Programmes Staff (Regional Co-ordinators and Officers) once recruited.

Location: Remote (Based in Nairobi, Kenya). Think Equal operates on a fully remote global model, offering flexibility over working hours subject to meeting deliverables.

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

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### **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 - the critical window 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 into local languages).
- **90 step-by-step lesson plans** seamlessly aligned with national curricula.
- **Printable classroom and at-home resources.**

Operating across 39 countries on six continents, our programme has already reached over 740,000 children in 48 languages. In 25% of these countries, national governments have

adopted Think Equal as a mandatory part of their early years curriculum. 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 both the WISE Award and HundrED Innovation Award, Think Equal is driving systemic, global impact in early childhood education.

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**Purpose of the Role:** The Kenya Country Manager will lead the strategic development, implementation, monitoring, and reporting of the Think Equal programme across Kenya. This leadership role will initially focus on designing and building the programme for scale in Kenya, including shaping the strategy, partnerships, and delivery model. Once implementation is underway, the role will lead a dedicated team of in-country programme staff and implementing partners, while cultivating high-level institutional relationships to support effective roll-out and growth.

The successful candidate will establish and sustain strong partnerships with the Council of Governors, County Ministries of Education, the national Ministry of Education (MoE), key government agencies, and the wider education ecosystem. You will oversee end-to-end programme mechanics—including budgeting, teacher



training, localized translations, asset production/distribution of Think Equal books and resources, and rigorous monitoring and evaluation (MEL) -to ensure high-quality, sustainable systemic integration and learnings.

### **Responsibilities and deliverables:**

#### 1. Programme Design and Delivery

- **National Oversight:** Drive the implementation of Think Equal programmes across Kenya's 47 Counties in alignment with organizational strategy, utilizing project management dashboards, work plans, and programmatic roadmaps.
- **Financial Stewardship:** Oversee budget formulation, costing, expenditure tracking, and financial reporting in strict compliance with Think Equal's finance policies and donor mandates.
- **Systemic Sustainability:** Support the long-term integration of the Think Equal approach into national curriculum frameworks, quality assurance protocols, pre-service and in-service training systems, and public data systems. Continuously evaluate progress against our sustainability framework.
- **Donor & Leadership Reporting:** Provide regular, high-quality progress updates and impact data for funders, the Project Owner, and the global leadership team to inform board-level reporting.
- **MEL Integration:** Strengthen Monitoring, Evaluation, and Learning (MEL) architecture across county projects, capturing data to drive iterative learning, reflection, and long-term impact analysis.

#### 2. Team Leadership & Partner coordination

- **Team Management:** Onboard, guide, and mentor country and regional Programme Officers and Coordinators, fostering a high-performance, collaborative team culture.
- **Partner Management:** Oversee contract structuring and performance management for implementing partners. Ensure



all external partners deliver contractually obligated services on time, within budget, and to Think Equal's quality standards.

### 3. Strategic Stakeholder Engagement

- **Government Relations:** Lead relationship management with the Council of Governors, national Ministry of Education agencies, and County Governments to ensure ownership of the Programme from the state and enable clear paths for state-wide adoption.
- **Strategic Representation:** Act as the primary, senior-level ambassador for Think Equal in Kenya, representing the organization at high-level coalitions, roundtables, and conferences.

### 4. Internal relationships and cross-functional collaboration

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

### 5. 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 in Kenya.
- Excellent existing relationships within Kenyan Education Ministries (and agencies) with experience delivering with the 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



If you are interested in applying for this position, please complete the application form using the link [here](#) no later than 12:00pm GMT 3 July 2026.