



GLOBAL PROGRAMMES DIRECTOR ROLE INFORMATION PACK



ABOUT UWS

WHEN WE EDUCATE THE FUTURE, WE CHANGE THE FUTURE

Education accelerates poverty reduction, female empowerment, and improved infant mortality. Yet, 251 million children worldwide are out of school.

This changes now.

UWS works to ensure children have access to quality, inclusive education in remote and marginalised communities by collaborating with local partners, communities and governments.

We deliver schools, we train teachers and we strengthen education systems.

Our low-cost, high impact model builds capacity, not dependency. This ensures that education systems continue to flourish beyond our involvement.

Shifting focus from delivering change in the short term, to empowering change for the long term, we go beyond educating the future, to changing it.

Our vision is Zero Education Poverty.

UWS is an international nonprofit that was established in 2008 to provide children in remote and marginalised regions access to free quality, inclusive primary education. We currently operate in rural areas of Cambodia, Myanmar, Nepal, and Madagascar, working with over 320 communities and over 80,000 children to date.

Role summary

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- **Role:** Global Programmes Director
- **Remuneration:** Competitive, negotiable
- **Working hours:** 40 hours per week
- **Reports to:** Global COO
- **Line reports:** 4 Global team members - Senior Programmes Manager, GESSI Manager, Education Specialist, MEAL Manager
- **Type of contract:** Full time, renewable
- **Location:** Kathmandu, Nepal. International and local travel required.



ABOUT THE ROLE

Role summary

This is a newly created leadership role, introduced as part of UWS' evolving organisational strategy to strengthen the impact, coherence, and sustainability of its global programmes. The Global Programmes Director will play a central role in shaping and driving this strategy, providing expert leadership across UWS' multi-country education portfolio.

The role will lead strategic programme design and delivery, ensure strong institutional and donor alignment, and drive consistent, high-quality education outcomes across diverse low-resource contexts. Working closely with country teams, partners, governments, and donors, the postholder will bring deep expertise in education and international development to translate strategic ambition into meaningful, measurable impact for children and communities.

The postholder will act as an international development thought leader, bringing sector expertise and insights to inform UWS strategy, influence external stakeholders, and communicate innovative approaches across the organisation. They will also champion an inclusive, values-driven culture and advance the localisation agenda. Flexibility and willingness to travel domestically and internationally are essential to effectively support UWS programmes. International travel is expected to be approximately 4-6 trips per year, typically lasting 1-2 weeks, including stays in remote or challenging locations.

Key tasks and responsibilities

- **Strategic Leadership:** Shape and deliver mission-aligned programme strategies, budgeting, and operational plans. Ensure cohesive programme quality and global coherence, integrating insights across countries.
- **Capacity Strengthening:** Build the capability of country teams to lead planning, delivery, and adaptive management—prioritising local ownership and reducing dependency.



ABOUT THE ROLE

- **Institutional Project Delivery:** Lead institutional-level planning for large-scale, multi-stakeholder education initiatives. Coordinate capacity development, alignment with government systems, and donor expectations.
- **Fundraising & Donor Relations:** Work closely with fundraising teams to design compelling proposals and cultivation strategies, support donor engagement, and proactively manage grants.
- **MEAL Systems:** Embed robust frameworks for monitoring, evaluation, accountability, and learning. Promote evidence-driven adaptation, quality assurance, and results-based reporting.
- **Global Learning & Knowledge Sharing:** Facilitate cross-country exchange of best practices, evidence, and innovations to strengthen programme quality globally.
- **Inclusion & Safeguarding:** Champion gender, disability inclusion, and child protection across programmes. Maintain compliance and accountability systems.
- **Partnerships & Advocacy:** Build strategic alliances with governments, NGOs, and institutions. Represent UWS in regional forums and contribute to programme advocacy.
- **Team Leadership:** Provide inclusive, coaching-focused leadership. Develop staff capacity and drive organisational learning and cohesion across functions.
- **Thought Leadership & Innovation:** Drive UWS' strategic insight by staying abreast of emerging trends, best practices, and innovative approaches in international development, ensuring the organisation remains forward-thinking, adaptive, and at the forefront of sector developments.
- **Driving Inclusive Culture:** Champion UWS' evolving culture by fostering inclusivity, advancing localisation, and modelling the values and behaviours that inspire high-performing, equitable teams and programmes.



ABOUT YOU

Experience, Knowledge and Competencies

- 5+ years' senior leadership in the education sector, including significant experience in international programme development, management and delivery.
- Advanced degree in Education, International Development, Public Policy, or equivalent experience
- Proven success in co-design and delivery of multi-country or large-scale institutional programmes in low-resource contexts.
- Experience supporting fundraising and maintaining strong donor relations (institutional donors preferred).
- Strong leadership in adaptive programme management and applying learning to scale.
- Track record in safeguarding and inclusive education programming.
- Excellent strategic, operational, and financial management skills.
- Strong influencing and stakeholder engagement skills, with the ability to build strategic partnerships across diverse contexts.
- Experience in public speaking and representing an organisation externally.
- Data literacy and the ability to use evidence to inform programme strategy and demonstrate impact.
- Fluency in English; other local languages valued.
- Willing to travel to remote sites

Every individual at UWS needs to:

- **Be committed to UWS vision, mission and values and apply them in their daily behaviour and work.**
- **Be committed to undertaking UWS' safeguarding training and adhering to relevant policies, to ensure everyone who comes to contact with UWS are as safe as possible.**

HOW TO APPLY

Application process

Send your **CV and a cover letter (max. 2 pages)** outlining your suitability to via [here](#) by 15th February.

Application guidelines

- Please include a CV and a cover letter as part of your application
- Please include your salary expectations in your cover letter.
- You must declare if you know anyone at UWS.
- UWS is a safe recruitment employer.

Selection process: Expect to hear by w.c. 23rd February. 1 technical round, followed by 2 panel interviews

251 million children are currently denied their right to quality education. We've been on a mission to end education poverty since 2008, together we have....



80,000+

students enrolled



359

schools established



1,913

teachers trained and employed

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UWS is committed to the safeguarding of children, and ensuring we recruit safely is central to this commitment. All applicants will be required to undertake a DBS (Disclosure and Barring Service) check (or country-equivalent background check) as a condition of employment. UWS is an equal opportunity employer and commits to treating all applicants fairly. We actively promote diversity and inclusion and encourage applications from under-represented groups. We oppose all forms of unlawful and unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

A close-up photograph of two young girls with dark hair, wearing light blue school uniforms. The girl in the foreground is smiling broadly, holding her right hand to her face with her fingers near her mouth. The girl in the background is also smiling and holding her hands to her face. The background is blurred.

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UWS is a UK registered charity under number 1187721
Learn more at www.uwsglobal.net