



Can you lead Metis to equip and amplify education leaders for a world where all learners thrive?

Metis is a non-profit organization with the mission to equip, connect, and amplify education leaders developing localized innovations for a world where all learners thrive. Our vision is that education systems across Africa provide learners - from cradle to career - with the skills, mindsets, and opportunities they need to thrive. Through our Fellowship, we support Kenyan leaders to start and scale learning models that demonstrably improve holistic student outcomes. By 2025, we will support 300 Fellows to create schools, programs, and technology enabling 7 million Kenyan youth to develop 21st century skills. Through our ConnectED virtual platform and events and annual Reimagined learning summit, we will enable over 5,000 leaders, entrepreneurs, and funders to continuously learn, collaborate, and act collectively.

We're looking for Deputy Executive Director to lead us through this next phase of growth and achieve long term sustainability of our impact! We've grown from a scrappy Kenyan start-up serving 10 Fellows a year to a Collective of 130 Fellows and alum, 65 global Metis mentors, and 11 Metis staff members. Our goal by 2025 is to support 300 Fellows and 1,000 teachers with our Metis curriculum and 5,000 education stakeholders through our events.

Does this work and vision excite you? Do you think you're the right person to lead the Metis Collective to achieve our big vision and grow beyond it? If so, please read on...





Job Description: Deputy Executive Director

Reports to: Executive Director

Location: Nairobi, Kenya



About Metis

Metis' mission is to equip, connect, and amplify education leaders developing localised innovations for a world where all learners thrive. Since 2018, Metis has supported 130 changemakers through the Fellowship who in turn build high-quality learning experiences for over 4 million youth across Kenya. We host quarterly events, an annual learning summit for education practitioners, policymakers, and funders, and provide tools and training to support transformative education innovation and leadership. We are a lean start-up of 11 team members, supported by a local Board of Directors and engaged alum community.

About the job

Metis is looking for an experienced and entrepreneurial leader of leaders to join our team to spearhead strategy, fundraising, team development, and thought leadership.

Key Responsibilities

Spearhead strategy and organizational leadership

- Implement, evaluate, and adapt as necessary Metis' Vision 2025 strategic plan in coordination with the Board and team to ensure we're effectively making progress towards our objectives and vision.
- Nurture and partner with an invested and engaged Board of Directors and Metis Council to ensure fiscal, organizational, and strategic oversight.



- Ensure Metis is compliant with all tax and labor regulations
- Nurture a positive work culture that supports the team to make progress on our HR success factors and shared goals

Fundraise and foster strategic partnerships

- Maintain and grow philanthropic coalition to support Metis' work and ensure we have the funding to fulfill our mission and vision.
- Grow fundraising opportunities through intentional relationship-building and networking
- Manage collaborative and transparent relationships with our funders through regular communication, visits, calls, and reports.
- Cultivate strong relationships with external stakeholders, particularly government, donors, and high net worth individuals to support program expansion and sustainability.
- Recruit and cultivate partners for continuous learning, thought leadership, talent, and capital opportunities for Metis Fellows and alum.

Build and nurture the team

- Lead and develop the Metis team of full and part time employees and volunteers to achieve our mission and vision.
- Develop Metis leadership team to effectively lead, evaluate, provide continuous feedback, and support their teams.
- Empower and support the Programs and Learning and Evaluations teams and consultants to continuously monitor and achieve strategic impact.
- Empower and support Operations team to strengthen and manage systems for smooth finances, Human Resources, and governance.

Amplify our work through thought leadership

- Share our community's approach, work, and impact with the world as Metis' lead spokesperson and ambassador and promote our mission, vision, and values to external stakeholders.
- Oversee all aspects of brand: deck, website and other materials
- Grow brand through publishing report and shorter articles through Medium and other platforms
- Speak at events and conferences to attract potential partners and influence larger ed funding space

About you

You demonstrate the following strengths:

- **Strategic leadership.** You use the data available to make decisions that align to shared goals. You leverage purposeful partnerships. You work smart *and* hard and motivate others to do the same.



- **Fundraising track record.** You cultivate relationships with diverse funders to successfully raise the capital needed to drive impact.
- **Financial responsibility.** You create and oversee systems for financial integrity. You steward resources well.
- **Proven experience** as a CEO or senior leader within an impact-focused organization.
- **Team management.** You have a track record of supporting a team to deliver on strategic objectives, develop their potential, and unleash their leadership.
- **Clear and compelling communication.** Your written and verbal communication inspires and enables those around you to act with purpose and clarity.
- **Astute listening.** You deeply listen to and observe those around you. You can pick out significant stories and ask probing questions to help those around you clarify their meaning. You can listen to and build relationships with diverse stakeholders, from children to caregivers to government officials.
- **High bar for excellence.** You hold yourself to high standards and help others do the same. You proofread your work, organise your time and workflow.
- **Integrity.** Your actions consistently align with your values. You ensure that team members
- **Passion for education reform.** You believe that education desperately needs to be reimaged and want to play a role in reinventing how we teach and learn.
- **Commitment to learning.** You are on a self-reflective path of learning and growth. You welcome feedback and continuously improve. You seek out opportunities to enhance your skills.
- **Values alignment.** You resonate with and embody our [values](#) of Do Hard Things, Go Further Together, Listen & Learn, Redefine Excellence, and Do Small Things with Great Love.

To apply, please email your CV and cover letter including responses to the below questions to info@metiscollective.org. The subject of your email should be: Your name, Deputy Executive Director Application.

1. Which skills and past experiences make you suitable for this role?
2. What are your areas of strength and growth?
3. What is your biggest motivation for applying to this role?
4. What is your expected salary?