



Program	Tanza Leadership Fellowship
Fellowship Duration	Minimum 6 months
Fellowship Location	Iringa, Ruvuma and/or Morogoro
Post-Fellowship Opportunity	Build and lead your own delivery organization—and pursue a long-term career taking proven education programs to scale.

ABOUT TANZA: In Tanzania, millions of children complete primary school unable to read or write. The solutions exist, but delivering them consistently, at scale, across thousands of schools is where most programs fall short. Tanza exists to change that.

Our mission is to help governments scale and sustain proven foundational literacy and numeracy (FLN) programs by building the leaders, systems, and operational excellence needed to deliver lasting improvements in children's learning. We succeed when those results continue long after our role has ended.

We are pursuing this goal through two connected pillars:

- **The Tanza Fellowship** develops exceptional leaders with the skills, experience, and mindset to deliver complex education programs with excellence at scale.
- **Tanza Delivery** is a network of those leaders, supported with shared systems, operational support, funding, and accountability so they can deliver proven FLN programs consistently and at scale.

Together, the Fellowship and Delivery network are testing a new way of building the implementation capacity needed to bring proven education programs to millions more children.

We are developing this model in partnership with [Prevail Fund](#). Together, we partner with FLN programs that have the potential to scale through government systems and build the leadership, systems, and operational support needed to deliver them successfully.

Our ambition is to create a network of delivery organisations capable of implementing multiple complementary, evidence-based FLN programs over time—helping governments ensure that every child leaves primary school able to read with understanding, write with confidence, and master the foundational maths skills they need to thrive.

THE OPPORTUNITY

→ Join the Fellowship, accelerate your growth as a leader and become part of the Tanza Delivery Network and help us bring proven education programs to millions of children. And in doing so, help pioneer a new model for scaling social impact.

ABOUT THE FELLOWSHIP: The Fellowship is a highly selective, paid, leadership accelerator. Through six months of field-based learning and hands-on execution, Fellows develop the skills needed to lead large-scale education implementation.



The Fellowship is built around four key principles:

- **Build owners. Not observers:** take ownership of outcomes, not just tasks.
- **Don't isolate. Integrate:** work through government systems, not around them.
- **Take toolkits. Own outcomes:** use proven systems to deliver exceptional execution.
- **Learn fast. Improve faster:** seek feedback, adapt quickly, and continuously improve.

This is not a theory program. Fellows learn by doing—working alongside experienced operators to manage implementation, lead teams, interpret data, and work closely with government stakeholders. Fellows are given real ownership, held to high standards, and continuously assessed. Throughout the program, Fellows receive continuous feedback, coaching, and performance assessment from experienced leaders.

Throughout the program, Fellows are assessed on their leadership, execution, learning, and overall readiness to lead a Delivery organization. This is more than a six-month Fellowship. It is a pathway towards a lifelong career of impact: building exceptional teams, partnering with government and taking proven learning solutions to scale.

ABOUT TANZA DELIVERY: Fellows who go on to lead within the Tanza Delivery network may build a new organization or bring an existing one into the network. What unites them is a shared mandate: take foundational literacy and numeracy programs to scale—and build the path to lasting government ownership.

As a certified member of the network, you receive a complete solution-in-a-box: funding, evidence-based education programs, a clear operating model, proven implementation toolkits and playbooks, and ongoing coaching and quality assurance. By adopting this proven operating system, you can focus on what matters most:

- **Build and lead a high-performing field team:** recruit exceptional people, develop strong leaders, and create a culture of accountability, consistency, and excellence.
- **Anchor your work within government systems:** build trusted relationships with regional and district education offices so that schools increasingly own and sustain the work long after external support has stepped away.

Your goal is always to work yourself out of a project — scaling interventions across your region, strengthening government capability, and leaving behind programs that are fully embedded, affordable, and delivering sustained learning gains long after external support has stepped back.

And when the job is done? You move on to the next challenge, ready to do it all over again.

WHO SHOULD APPLY?

Great implementation starts with great leaders. Whether you already lead an organization or are ready to build one, we are looking for the same thing: exceptional leaders with the values, mindset, and potential to create lasting impact at scale. That's why we welcome applications from both **outstanding individuals** and



ambitious organizations. Every successful Franchise Leader shares a few defining characteristics:

- **Mission Before Ego:** you are driven by impact and are deeply aligned with Tanza's values and an unwavering commitment to delivering meaningful results.
- **Humble. Curious. Data-Driven:** you seek feedback, challenge your own assumptions, and let evidence guide your decisions.
- **Learning Agility:** you learn quickly, adapt to changing circumstances, and continuously turn feedback into better execution.

There is no single "right" background for this opportunity. We care far more about your potential than whether you've followed a particular career path. That said, successful applicants will typically match with the below qualifications.

If you are an outstanding individual:

- 5–10 years of increasing professional responsibility.
- Experience leading people and delivering measurable results is a bonus.
- Experience operating in complex or resource-constrained environments.

If you are an ambitious organization:

- You're an early-stage or entrepreneurial NGO with the ambition to take on a large challenge.
- You operate in the education sector and have built networks with district and regional stakeholders.
- You're ready to adopt a shared operating model, structures and common standards.

This pathway is probably not for you if...

- You're just looking for another job.
- Or, you're looking primarily for project funding.
- Your organization isn't ready to make this a core strategic priority.

Ready to apply? Follow [this link](#) to submit your application!

Open to Tanzanian nationals only. Applications close on September 30th 2026, 11:59 PM EAT.

Questions? Email sofia@tanzapartners.com.