



Title	Program Manager
Location	Ruvuma or Morogoro
Commitment	Full time, with extensive field travels within allocated district

About MsingiTek: MsingiTek is a tablet-based program that provides supplementary learning for students in Standards 1, 2, and 3. Using [Imagine Worldwide's](#) tablets and [onebillion's software](#), children get dedicated time to learn independently and strengthen their foundational literacy and numeracy skills.

About Tanza Education: We implement proven education programs in public schools, learning what it takes to deliver them excellently and sustainably at scale. We believe great implementation starts with great people. We invest in our team, while learning how strong implementation can increasingly be owned by schools, communities and government. You can learn more about us and our work at tanzapartners.com.

About Tanza Accelerator: As a Program Manager, you will take part in the Tanza Accelerator—our work-based leadership development program for leaders at Program Manager level and above. It combines focused learning with field observation, coaching, and regular feedback, all applied directly in your day-to-day role. You will strengthen the judgment and practical capabilities needed to lead a motivated, high-performing team, use data effectively, engage government, and maintain implementation quality as programs grow. The work always comes first; the Accelerator is designed to help you and your team do it exceptionally well.

About You: You are a strong field leader who can turn a clear plan into excellent execution across a portfolio of schools. You love leading people, care deeply about impact, and are comfortable using data to understand what is really happening and what needs to change.

You are motivated by working where strong leadership is most needed and remain practical and undeterred when resources are limited. You know how to motivate a team towards shared goals and hold yourself and others to high standards. You lead with both urgency and humility—and care about leaving behind results that outlast your direct involvement.

Your Goals: Your goal is to improve foundational literacy and numeracy for children across your portfolio of schools. You will do this by leading a team of 5+ Field Coaches to deliver MsingiTek excellently — ensuring children consistently receive the intended learning time on the tablets and that schools implement the program to a high standard.

At the same time, you and your team are building the local ownership, capability and motivation needed for MsingiTek to last. Your ultimate success is that, as your team gradually steps back, schools and government counterparts carry the work forward—and children continue learning to read, write and work with numbers long after you have gone.

Your Responsibilities: This is a snapshot rather than an exhaustive list. We expect you to take ownership wherever needed to make your district successful.

- **Own District Performance:** Own the performance and implementation quality of MsingiTek across your district. Track KPIs (e.g. time-on-task, tablet reporting data, attendance) and spend time in schools to spot problems early, identify gaps, and ensure your team acts quickly to get schools back on track.



- **Team Leadership:** Manage a team of 5+ Field Coaches and one Logistics/IT officer. Spend time with them in schools, set clear expectations, give regular feedback and motivate them to own their results.
- **Use Data to Drive Action:** Use dashboards and field data to understand performance, identify trends and decide where your team should focus. Turn data into clear actions, and follow through.
- **Build Government Ownership:** Build strong relationships with DEOs and WEOs, keep government counterparts engaged in performance, and progressively strengthen their ownership of MsingiTek.
- **Build School Capacity:** Ensure your team delivers high-quality training, community sensitisation and coaching, enabling teachers and headteachers to increasingly own and improve MsingiTek.
- **Operational Coordination:** Coordinate equipment delivery, installations and maintenance across your district via your Logistics & IT Officer, following established processes with accuracy and consistency.
- **Communicate & Contribute:** Keep leadership closely informed of performance, risks and challenges, and share field insights that can strengthen implementation across the program.

Your Qualifications: These are some of the experiences and achievements we value!

- Bachelor's Degree or more in a relevant field.
- 5+ years of experience in program implementation, education or community development.
- Experience managing or coordinating field-based teams, using data to improve performance.
- Experience working in rural or low-resource settings.
- Experience working with government stakeholders at school, ward or district level.
- Education, EdTech or tablet-based learning experience is an advantage.

Your Skills: These are some of the skills we'll either test for or help you build as part of your role.

- **People Management:** Set targets, motivate, give effective feedback and manage performance.
- **Collaboration:** Build trust, align interests and create ownership among stakeholders.
- **Data Aptitude:** Interpret data, spot patterns and turn insights into practical action.
- **Technical Problem-Solving:** Troubleshoot basic hard- and software to keep learning running.
- **Communication:** Communicate clearly and respectfully across cultures and levels of seniority.

How We Work: Just as important as what you can do is how you approach the work. These are the values we expect everyone at Tanza to live:

- **Relentless Passion:** You bring contagious energy and commitment, making a difference every day.
- **High Standards:** You strive for excellence; you believe only your best effort creates lasting impact.
- **Integrity in Action:** You do what's right, even when it's hard, and earn trust through your actions.
- **Leading with Humility:** You listen, learn, and adjust your approach based on feedback and experience.
- **Growth Mindset:** You believe everyone is on a journey of learning and improving, including yourself.
- **Better, Together:** You genuinely believe that our strength as a team lies in our differences.

Ready to Apply: Follow [this link](#) to submit your application before September 30th!

To support the stability of all MsingiTek teams, we do not recruit people currently employed by other implementing partners.