

POSITION AVAILABLE

NORTHERN CAPE INSTRUCTIONAL LEAD

EMPLOYMENT TYPE: CONTRACT | FULL-TIME (40 HOURS PER WEEK)

AVAILABILITY: SEPTEMBER 2026 (OR SOONER)

LOCATION: POSTMASBURG AND DANIELSKUIL, NORTHERN CAPE

REMUNERATION WILL BE ALIGNED WITH COMMON GOOD'S REMUNERATION FRAMEWORK AND OFFERED AT A LEVEL COMMENSURATE WITH EXPERIENCE.

STRENGTHENING OUR WORK ACROSS PROVINCES

This is an opportunity to further extend and establish the work of our Western Cape-based team in our partner schools in the Northern Cape.

We are committed to offering to all of our schools the best of what we have learned about leading change to teaching and learning. Through our work in our Western Cape schools, we have developed a model of support to deputy principals (as academic heads) that helps them to plan for and implement changes in teaching practice that produce improvements in learner achievement.

As part of the Common Good Education team in the Northern Cape, you will play a central role in shaping our instructional work with schools, representing our approach and methodology and how these apply to the context of each school.

WHAT YOU'LL BE DOING

This is a role for someone who is passionate about supporting no-fee schools to lead changes to teaching and learning, changes that increase the opportunity of learners to fulfil their academic potential.

For nearly ten years, Common Good Education has been committed to understanding how best to work with schools within their resource constraints. We believe that achieving meaningful improvements in academic outcomes is the result of work not only into instructional (teaching) practice but also into setting culture and administering operational requirements with increasing efficiency and effectiveness. We coach school leaders to strengthen all three functions of their leadership (culture, instruction and operations) and have seen this produce significant results over many years in our Cape Town schools.

You would step into work with our partner schools in the Northern Cape, with whom we have been working for two and a half years: HTT Bidi Memorial Primary, Ratang Thuto High and Danielskuil Intermediate. Our support was initially provided over distance by members of our Western Cape team but was greatly enhanced by having a local team on the ground since the beginning of 2025. It is this team of two that we are looking to grow.

You would be responsible for engaging weekly with deputy principals as the heads of academics for their schools to identify gaps in learner achievement and the prevailing practices of teaching and learning that are producing them. Based on this, you would further support deputies to design and deliver programmes of training and coaching that develop the relevant and specific areas of instructional practice.

At the heart of this is our desire to understand the contexts in which schools operate and to dignify and empower their staff not only to meet the challenges facing them as they pursue academic excellence but to go above and beyond what is expected of them.

WHAT WE'RE LOOKING FOR

Experience & Capability

- 5+ years of teaching experience (primary/secondary) and familiarity with CAPS
- PL2+ experience with specific experience in instructional development of teachers and school leaders
- Experience in leading both training and coaching
- Ability to create academic strategic plans to advance teaching and learning, as well as skills in the analysis of data related to learner outcomes and teaching practice

Strengths & Attributes

- Proactive, mature and responsible, able to take ownership of outcomes
- A pioneering and resilient spirit that is open to working with various personalities within potentially challenging school contexts
- Advanced strategic planning and program design skills, able and willing to solve problems and make key decisions
- Excellent interpersonal skills, able to develop positive working relationships with individuals and teams
- Strong belief in the power of coaching to develop educators and coaches to their fullest potential

Cultural Fit

- Deep alignment with Common Good's mission, values, and Christian ethos
- Passion for public education in South Africa, specifically for developing people in their contexts to pursue excellence
- Excitement for working as a team to achieve what we can't individually

YOU'LL THRIVE IN THIS ROLE IF YOU:

- Love working alongside school leaders to see them and their educators thrive
- Enjoy forming detailed plans from big ideas and priorities and then supporting school leaders to implement them
- Are content with working behind the scenes to see others succeed
- Desire to make a difference to the public education sector one step at a time

WHY JOIN COMMON GOOD

You'll be part of a team that:

- Is deeply committed to purpose-driven work
- Values collaboration, excellence, and integrity
- Invests in people, leadership, and organisational health
- Believes that transformation happens through strong partnerships and healthy teams

supporting grassroots transformation

our mission

Common Good is a **faith-based development organisation** that supports grassroots transformation. At the heart of our mission is the belief that **God cares deeply for South Africa** and desires to see a groundswell of mercy and justice in action here. Through **strategic alliances** with churches, NGOs, organisations, schools and government, we cultivate **ecosystems of hope** that show that a shared, brighter future is possible for South Africa. We don't just build solutions; we craft **sustainable, research-driven initiatives** at **critical life stages** that are both **scalable** and **replicable**, with **proven impact**.

our purpose

Empowering South African communities through collaborative partnerships and evidence-based initiatives, guided by our faith-driven commitment to mercy, justice and the realisation of a shared brighter future.

our values



HOW TO APPLY

If you are passionate about working with schools in the public sector as they seek to improve their academic outcomes, we would love to hear from you.

To apply, please send a motivational cover letter, your CV and two recent work references, along with the "consent by job applicant" form, by the **end of the 24th of July 2026**.

To: applications@commongood.org.za

REF: Indicate the job title in the subject line.

NOTE: An application will not in itself entitle the applicant to an interview or appointment. Applicants who fail to meet the minimum requirements will be automatically disqualified from consideration. Applicants who do not receive a reply within one month of submission

CONSENT BY JOB APPLICANT

APPLICANT FULL NAME AND SURNAME: _____

("Candidate")

This consent is provided by the Candidate in consideration of the obligations imposed by the *Protection of Personal Information Act, 2013 (POPIA)*. The Candidate acknowledges that he or she is free to refuse this consent. However, as a result of his or her refusal, the Candidate's application for the relevant vacancy will not be considered any further. The Candidate consents as follows:

Protection of Personal Information

1. The Candidate hereby consents to the collection, processing, and further processing of his or her personal information and/or special personal information, as defined by POPIA by Common Good Foundation ("Common Good") for the purposes of consideration of the Candidate in the recruitment process for which he or she has applied, and all further legitimate organisational purposes related thereto.
2. The Candidate hereby further consents to the collection, processing, and further processing of his or her personal information and/or special personal information, as defined by POPIA by a supplier of Common Good where external recruitment specialists, verification agencies, and/or human resource consultants are utilised, and all further legitimate organisational purposes related thereto. The Candidate consents to Common Good sharing his or her personal information and/or special personal information with such a supplier. Alternatively, Common Good is permitted to instruct the Candidate to share personal information and/or special personal information with such a supplier directly and to deal with them directly.
3. Processing may include the collection, receipt, recording, organisation, collation, storage, updating or modification, retrieval, alteration, consultation, use; dissemination by means of transmission, distribution or making available in any other form; or merging, linking, as well as restriction, degradation, erasure, or destruction of information.
4. The Candidate undertakes to make available to Common Good all necessary personal information required for the purpose of considering and vetting the Candidate for the particular vacancy in question and to ensure that this information is updated as necessary. Further to this, the Candidate consents to provide Common Good or a supplier (as per above) with any personal information and/or special personal information for the purposes of the recruitment process and its related steps.
5. The Candidate consents to the collection of personal information and/or special personal information from another source other than the Candidate, where this is necessary for the purpose described above.
6. For the purposes of this consent, "special personal information" is defined as religious or philosophical beliefs, race or ethnic origin, trade union membership, political persuasion, health and medical records, any biometric information of the Candidate; and may include criminal behaviour or records of the Candidate to the extent such data relates to the alleged commission of the Candidate of an offence or any proceedings in respect of any offence allegedly committed by the Candidate or the disposal of such proceedings.
7. Common Good undertakes that it will only process special personal information where it is necessary for a reasonable and legitimate purpose relating to the Candidate's recruitment, the processing/consideration thereof, or an objectively legitimate and related organisational purpose. It is on this basis that the Candidate consents to provide Common Good or one of Common Good's suppliers with special personal information when requested.
8. The Candidate consents to Common Good's retention of his or her personal information and/or special personal information beyond the completion of the recruitment process, as far as is permitted or required by law. Should the Candidate be successful, the personal information and/or special personal information will necessarily be retained for the duration of the Candidate's employment, and the Candidate will be provided with separate documentation to deal with POPIA for the employment relationship. Should the Candidate be unsuccessful in the recruitment process, following the completion of the process, Common Good will destroy, delete or de-identify such information as soon as reasonably practicable after it is no longer authorised to retain the information or after the information is no longer needed for the purpose for which it was collected.

APPLICATION REQUIREMENTS (Check the box to confirm you meet the minimum application requirements)

- ☐ I hereby declare that I have a valid driver's license.
- ☐ I hereby declare that I have my own reliable motor vehicle.
- ☐ I hereby declare that I am able able to travel nationally for work
- ☐ I have sent my CV and cover letter.
- ☐ I have provided at least two recent work references.

SIGNED by Candidate:

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(signature above)

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Date