



Job Description: Program Associate – EL Play (Football)

About Enabling Leadership

We have a mission to change the world and we're looking for like-minded individuals to join us! At Enabling Leadership, we believe that creating a different generation of "leaders" is the solution to most of the complex global challenges we face today.

Our unique programs, "EL - Create" (music), "EL - Play" (football) and EL- Build (Lego) are designed to equip children, especially those who are economically and educationally marginalized, to rewrite the definition of being "successful". It is essential to redefine this in terms of people who take responsibility for their own individual, and our shared, combined futures. Our young "leaders" demonstrate and embody these values, principles, behaviors, choices and actions, recognizing that in order for me to win, everyone must win.

Every child can, and should be a leader – a role model, a global citizen and a positive contributor – it is critical for every individual to be this kind of a leader, and not just a handful of people. Now, more than ever, children need to recognize that we live in a shared world and we must learn to collaborate, think creatively and inspire positive action. Learn more at www.enablingleadership.org

Working at Enabling Leadership

As a culture-first organization, we are looking for individuals who embody the values and behaviors we work tirelessly to teach our students every day. Our teams have the opportunity to work with a diverse set of stakeholders including children, parents, school communities, sportspersons, musicians, artists, volunteers, nonprofits, media and educational institutions, and corporates amongst others. We look for individuals who pride themselves on high performance and productivity, whilst also prioritizing individual wellbeing (we don't limit sick leave days, we believe every employee's health comes first!). Our staff design and manage their own schedules, choose where to work from (no cubicles!), and have a dynamic leadership team to work with. Our priority is to develop passionate, responsible, creative and accountable employees, championing our values in today's world.

About EL - Play

We believe the ball has the potential to change children's lives. Our program is designed to enable a child's leadership capacities such as risk-taking, creative thinking and self-awareness. A combination of the intrinsic power of the sport with the fundamentals of life-skills learning inform the curriculum. Football is about a child's joy at scoring their first goal and the spirit a team demonstrates when they face their first defeat. Through every on-field experience (goal, drill, pass, shot, loss, win, save), coaches take their teams through the process of reflecting, synthesizing and applying their learnings to future actions, on and off the ground.

Function:

EL Play Program Associates will work in the city team to deliver the sessions on the field with a group of 25-30 students over 8-9 months (June/ July to February/ March). They will plan and conduct football sessions with the objective of life-skill and leadership development in students. These sessions are experiential in nature - with a lot of emphasis on active, challenge based and student-centric learning.



The Program Associates help the city team set-up the Play League. They also assist the program team in quality delivery and improvement of the program by conducting research, staying updated with innovative teaching and learning methodologies and recording best practices that can be used in the program.

The Program Associates will be trained for 8-10 days during the course of the year; starting from May/June prior to program launch and then in mid-year around September/October. The Program Associates will be guided and mentored by the Program Manager in their city to plan and implement their sessions.

Reports to: Program Manager

Responsibilities and Deliverables:

Program Delivery

- Conducts 10 EL-Play Sessions in a blended learning model per week, in multiple schools across a city.
- Documents all his/her Lesson Plans and works with PMs on a regular basis to try new strategies, activities, and ideas.
- Functions as a substitute PA where applicable, in case of rescheduling or cancellation.
- Completes 48 sessions per batch of 25-30 students over the course of an academic year.

Program Quality:

- Actively works with the PM to improve session quality and student learning.
- Does research, reading, and exploring of resources to plan better sessions and create a better experience for all students.
- Strives towards becoming an example/benchmark for other PAs in the city.
- Consistently shares knowledge and resources with other PAs. Actively participates and contributes during training, meetings, and workshops.

Program Monitoring & Evaluation

- Completes Session Report regularly/diligently after every session and follows all other monitoring practices.
- Supports in executing all monitoring & evaluation processes (such as assessments, portfolios, evaluation, case studies).

Events & Other Support

- Represents EL as the Play PoC for schools (where he/she is coaching) to collect student data, deliver equipment, coordinate sessions, and build stakeholder relationships & investment.
- Attends all training, workshops & meetings held over the course of one academic year.
- Attends and supports all days of League.
- Attends city team meetings & contributes to other operational work as per the requirements of the city.



Additional Responsibilities

1. A Program Associate may also be given additional responsibility so he/she can contribute beyond executing programs & sessions on ground. This is done at the discretion of the City Lead, based on the following:
 - i. Individuals show interest and passion for the work that the EL City Team does behind the scenes, and want to get involved actively.
2. Additional responsibilities are defined based on interests, skills, and requirement of the City Team, under the following categories:
 - ii. Program Mentoring - observing a fixed number of PAs per month, mentoring and improving their session quality, helping build lesson plans
 - iii. Training & Evaluation - City Meetings, Learning Circles, Impact Evaluation
 - iv. Operations & Events - databases, trackers, setting up league and all other planning & pre-work
 - v. Public Engagement - monthly reports, stories, media
 - vi. Partnerships & Talent Development - local club partnerships, tournament participation, showcases

Minimum Requirements:

- Shows consistently strong lesson planning, debrief & general facilitation/coaching.
- Strong football knowledge and personal connection to sport.
- Has a positive relationship & working dynamic with stakeholders (parents, teachers, students).
- Experience working with children is essential - preferably at EL or a similar organization.
- Excellent verbal and interpersonal skills.
- Good time management and organizational skills.
- Professionalism in communication & work ethic.
- Ability to use technology/smartphones (basic apps like WhatsApp, Gmail).

Most Critical Proficiencies:

1. Highly passionate about teaching, coaching, developing youth/society, and football.
2. Good baseline understanding of the EL Leadership Framework - how it is designed, what each concept means, how everything connects to leadership, definition of leadership.
3. More importantly, a clear grasp on the concept of building life skills through creative mediums like sport.
4. Drive to work with children and build a career in the youth development/education/social sector.
5. Keen interest in helping EL grow and improve the quality of the program for children.
6. Ability to come up with ideas/be creative and express themselves freely.
7. Be a self-starter requiring very little directive and comfortable in taking responsibility on their own.
8. Eager to learn/improve, open to guidance & feedback - clear desire to grow.
9. High levels of dedication.

Essential Physical Demands:



1. All the physical demands of a good football coach.
2. Conducting 2-3 sessions every day.
3. Delivering equipment to schools.
4. Traveling to conduct sessions, attend training, league and other meetings.
5. Good overall health and physical fitness.

Salary: Competitive & experience based

How to apply: Click on the [Application Form](#)

Enabling Leadership is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, gender, gender identity, sexual orientation, age, among other things, or status as a qualified individual with disability.