

BRAINWAVE CAREERS UGANDA LTD
THE LEADERS IN TEACHING PROGRAM (LIT)
MASTER TRAINERS

About the Leaders in Teaching Program

Mastercard Foundation's Leaders in Teaching (LIT) program aims to transform secondary education across Africa by strengthening the capacity of teachers and school leaders to enable young people to acquire skills, knowledge, and competencies necessary to gain dignified and fulfilling employment.

Program goal: The program aims to transform Uganda's secondary education into an innovative, quality, and relevant education system that enables students to advance in education and transition into the workforce by 2030.

The 5-year (2025-2030) LIT program is designed to deliver four key outcomes, namely

- **Elevated status of the teaching profession**
- **Improved teaching and learning practices in secondary schools**
- **School leaders increasingly adopt effective leadership practices**
- **Motivated secondary education teaching workforce**

The Program will train **67,000** In-service teachers and **7,500** Pre-service teachers in **2091** Secondary schools and **10** Universities and **05** Teacher Training Institutions.

Brainwave Careers Uganda Ltd as a partner of the Leaders in Teaching Program, will contribute to Outcome 2: *Skilled secondary education teaching workforce using inclusive, innovative and gender response pedagogy in teaching.*

Specifically, Brainwave Careers Uganda Ltd will ensure *that Career Guidance and Counselling (CGC) is integrated into the in-service and pre-service teacher training systems using the **Discover Your Career model (DYC)**.*

The program will engage **One (01)** Expert trainer to train **Fifteen (15)** expert facilitators who will in turn train the **Hundred (100)** Master trainers.

About the Role:

The Master Trainer will be an integral part of the program with knowledge and experience in Adult Training methodologies. The Master Trainer is expected to be part of the Teacher Training Networks and will work closely with selected Schools, District Education Officers, Headteachers and Program Staff.

- The Master Trainer will design and deliver standardized training workshops to teachers about career guidance and counselling, 21st Century skills using the DYC model.
- Conduct pre and post training evaluation and post training follow-up.
- Generate comprehensive training report that will be used by the LIT program.
- Advanced Facilitation: Conducting training sessions, workshops, and webinars using advanced facilitation skills and a learner-centered approach to ensure effective knowledge transfer and skill application.
- Experience with report writing, public speaking, training session planning, communication and presentation skills.
- Possess ICT knowledge and skills in using digital platforms and ready to deliver digital trainings.
- Knowledge of inclusion and gender responsive practices.
- General understanding of the Uganda Secondary Education sector and Career Guidance.
- Knowledge and Experience in Adult learning principles.

- Knowledgeable about career guidance and counseling in secondary school setting in Uganda.
- Experience working with persons with disabilities (Able differently), women, young people and refugees (Persons of concern) in Uganda.
- Flexibility and ability to work in remote and hard to reach areas.

Job requirements:

- **Education / Qualifications** – Preferred candidate (s) should hold a master's qualification or Bachelors / Postgraduate qualifications with at least (5) years of experience.
- **Additional Training Certifications** - The preferred candidate should have additional relevant certification in training methodologies such as Trainer of Trainers methodology, digital training/online training, workshops and or interactive approaches, coaching and mentorship.

Submission Guidelines:

Qualified applicants are highly encouraged to apply for the position and submit their

- Applications (Cover Letter and CV together)
- Educational and Work Certificates
- Proof of facilitation/ToT experience
- Two referees (once recent supervisor/client)

To the attention of the Program Manager (recruitment@brainwavecareers.com) **by 02:00 pm January 30th, 2026.**

We aim for an inclusive gender balanced cohort (targeting~70% women) while ensuring merit-based selection.

Selection Process:

Shortlisted candidates will be selected using this criterion and directly contacted for an interview.

- Application submission
- Eligibility screening
- Scoring and shortlisting
- Interview + micro-teaching (10–15 minutes)
- Reference checks + safeguarding compliance checks
- Onboarding and regional assignment

Selected master trainers must comply with

- Safeguarding standards and reporting pathways
- Professional behavior and respectful conduct
- Data protection expectations (handling participant details)
- Conflict of Interest declaration.

If you are not contacted **TWO WEEKS** after the closing date, please know that your application has not been successful for the post.