

Recruitment, Selection, and Matriculation Global Specialist Contractor (Part-time)

Remote location: New Zealand, UK, Australia, Bangladesh, Hong Kong, India

We are seeking a Recruitment, Selection, and Matriculation (RSM) Global Specialist Contractor to advance recruitment practices globally. This role would be allocated at approximately 50% - i.e. roughly 80 hours per month, and roughly 20 hours per week with some variance. The role will be hired through October 1, 2025 with the potential option for extension or renewal.

Responsibilities

- Contribute to global RSM strategy and knowledge development by capturing and sharing insights related to recruitment, growth, and scale.
- Update and refresh existing insights and resources in the RSM section of the Teach For All Learning Portal.
- Design strong virtual learning experiences for recruiters and Heads of Recruitment
- Provide high-quality direct support to our network partner organizations using a multi-disciplinary lens that requires root-cause diagnosis, designing high-quality and targeted support solutions, delivering the support, reflecting and knowledge capture from the support.
- Serve as a Recruitment, Selection, and Matriculation (RSM) content area expert and be responsive to RSM requests from various regions
- Ensure Teach For All network partner organizations are investing in their core Theory of Change by recruiting diverse future leaders into their cohorts
- Operate with high intercultural awareness and cross-cultural competency and a commitment to and understanding of equity, and continue learning and growing in both
- Provide other support as needed to global and regional RSM efforts

Candidate Requirements

- Experience leading a RSM team and/or experience as an on-ground recruiter on a RSM team in the Teach For All network
- Sufficient English-language proficiency to lead group calls in English, provide 1-1 coaching and consulting in RSM, and to develop written knowledge products in English
- Strong planning and design skills and experience designing and leading adult learning spaces
- Strong facilitation skills
- Strong coaching and consulting skills
- Ability to synthesize learnings and draw out trends and conclusions from various inputs
- Ability to meet deadlines and manage high volumes of work with little guidance
- This role may require some travel

Location

This is a remote role and can be based in any of the following locations: New Zealand, UK, Australia, Bangladesh, Hong Kong, India.

Required Documents for Consideration

- CV containing applicant's coaching & consulting and recruitment, selection & matriculation experience
- Cover letter that includes how your experiences will help you fulfill the responsibilities in this role
- Consultant rate and payment timeline

Selection Process & Timeline

Applications will be accepted from May 16-June 2, after which we will review and communicate our decision. Please send the required documentation to Jeet Patel (jeet.patel@teachforall.org).