



# Chief Executive Officer

February 2026

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## Founder/CEO Introduction

Thank you for your interest in the Chief Executive Officer role at TeachUNITED, and for taking the time to learn more about the organization at this moment in its evolution.

TeachUNITED was founded in a simple belief: strong teaching is the most powerful lever for student success, and lasting change happens when educators are supported within the systems they serve. Our work is especially important at a moment when, across education systems globally, the challenges facing teachers and school leaders have only intensified. Persistent inequities, strained public systems, and growing demands on educators require approaches that are both practical and sustainable. TeachUNITED addresses these challenges with high-impact programs, designed by teachers for teachers.

I co-founded TeachUNITED over a decade ago after serving as a founding school principal, where I saw firsthand how skilled teachers, supported by strong coaching and leadership, could dramatically change outcomes for students. What began as a small pilot has grown into an international organization working across the United States, Latin America, and East Africa. Along the way, we have partnered with districts, Ministries of Education, NGOs, and foundations to strengthen teacher practice and build local and national capacity.

Today, TeachUNITED's work has reached nearly three million students. We have secured multi-year, multi-million-dollar grants and partnerships, built a strong evidence base for instructional coaching, and developed delivery models that balance quality, local ownership, and scalability. We are increasingly trusted as a long-term partner by governments and institutions seeking to embed teacher development into public systems rather than operate alongside them.

Just as important as the work itself is the team behind it. TeachUNITED is made up of deeply committed, thoughtful people who bring diverse perspectives and lived experience to their work. The culture is collaborative, generous, and grounded in mutual respect. Our people work through complexity together, and align quickly around shared decisions. There is a strong sense of ownership, a deep commitment to the mission, and, genuinely, a lot of joy in working together. This team is one of TeachUNITED's greatest strengths.



This CEO transition is intentional and well-timed. After ten years as Co-Founder and CEO, I initiated this transition in close partnership with the Board to ensure TeachUNITED is well positioned for what comes next. The organization enters this moment with a strong financial runway, stable partnerships, and experienced regional leadership. The Board is leading a global search with care and clarity, and I remain fully committed to supporting continuity and a successful handoff.

TeachUNITED offers a rare opportunity: an organization with real scale, trusted partners, strong systems, and the determination to lead with both data and heart. I am deeply grateful to the staff, Board, partners, funders, and communities who have shaped TeachUNITED into what it is today, and I am genuinely excited to see how it continues to grow and lead in the years ahead.

All the Best,

**Heather Hiebsch**

Co-Founder & Chief Executive Officer  
TeachUNITED

## About TeachUNITED

TeachUNITED is tackling the global learning crisis by investing in teachers. While millions of students globally are not learning the foundational skills they need to thrive, research shows that teachers are the key to solving this. But they are often under-supported, working in challenging conditions with limited resources. This leads to burnout and a growing global teacher shortage, creating a cycle that is difficult to break.

TeachUNITED is changing that reality. The World Bank has found that teacher quality is the single biggest factor in student success, and one of the most powerful levers for addressing inequities in education and, ultimately, poverty. Effective teachers boost student academic performance, improve a student's persistence in school, and increase their income after graduation.

TeachUNITED supports teachers to prepare the next generation of students with the skills to graduate, earn more income, and disrupt cycles of poverty. The organization delivers a training program designed by teachers for teachers, to strengthen student outcomes in rural and under-resourced schools in the United States, Latin America, and East Africa. Built as a sustainable, scalable model, TeachUNITED's program equips experienced educators with the skills to become in-house coaches, multiplying impact across entire school systems.

TeachUNITED's footprint extends across the Americas and Africa. In addition to its work in 9 states in the United States, the organization currently supports teachers and students in Africa (with hubs



in Kenya and Tanzania, and partnership programs in Ghana, Malawi, Nigeria, Rwanda, Somaliland, Uganda, and Zimbabwe) and throughout Latin America (with hubs in Mexico, Peru, and Costa Rica; and partnership programs in Argentina, Colombia, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, and Venezuela).

Backed by 60 rigorous evaluations, TeachUNITED's coaching-focused teacher training creates significant impacts on teaching and learning:

- Closing learning gaps: TeachUNITED's strategies have been shown to close learning gaps of 2–3 years in a single school year. Impact data show increases in foundational skills literacy and math, student promotion and graduation rates, and teacher satisfaction and retention.
- Holistic improvements: TeachUNITED observes measurable impact on social-emotional development, attendance, grade-level progression, and academic achievement.
- Teacher retention: Educators who participate in TeachUNITED programs are more likely to continue teaching the following year, combating the global teacher shortage.

## The Role

**Role:** Chief Executive Officer

**Location:** United States, fully remote

**Type:** Full-Time

**Reports to:** Board of Directors

**Compensation:** \$185,000 – \$220,000, commensurate with experience, plus wellness stipend, 401K contribution, and unlimited PTO after 6 months of employment

**Travel:** Approximately 30%, with heavier travel required during key conference and event seasons

**Work Authorization:** U.S. work authorization required without employer sponsorship



## Job Summary

TeachUNITED's new Chief Executive Officer will lead the organization through its next stage of global growth and influence, guiding a thoughtful transition from founder-led leadership to a more institutionally anchored organization, preserving its culture while strengthening systems, shared ownership, and long-term sustainability. This leader will advance impact at scale while ensuring continued operational excellence and mission alignment. With a strong and committed senior leadership team in place, a solid financial position, and internal systems that continue to evolve, the CEO will be expected to engage directly across key operational and strategic priorities, particularly in the near term. The CEO will also play a critical external role by expanding strategic funding partnerships, diversifying revenue, and positioning TeachUNITED as a thought leader and organizational ambassador in global education innovation.

## Key Responsibilities

### 1. Strategic Vision & Growth

- Partner with the Board and senior leadership to refine and execute a multi-year growth strategy that scales TeachUNITED's funding, impact, and reach
- Lead long-term strategic planning processes anchored in impact data, research, and global education trends
- Drive organizational innovation and expansion into new geographies, markets, and partnerships

### 2. External Relations & Resource Development

- Serve as TeachUNITED's principal ambassador with major donors, foundations, corporate partners, and Ministries/Departments of Education
- Lead diversified revenue strategies that blend philanthropic growth with earned income and government partnerships
- Strengthen financial resilience; prioritize multi-year partnerships, institutional funding, long-term donor relationships and diversification
- Expand TeachUNITED's visibility and build brand as a global thought leader in educational equity and teacher development through media, conferences, and global education networks



### 3. Leadership & Organizational Development

- Lead and empower a distributed global team of 40+ staff and contractors across the U.S., Latin America, and East Africa
- Nurture a culture of collaboration, accountability, and equity that supports innovation and high performance
- Build organizational capacity and succession pathways across all levels of leadership

### 4. Financial & Operational Oversight

- Provide strategic financial leadership and ensure fiscal sustainability of a projected \$3-10 million annual budget
- Oversee operational finance and budget management by the CFO and senior directors, while maintaining accountability for financial strategy and transparency
- Align financial planning, resource allocation, and performance metrics with mission and strategic goals

### 5. Governance & Accountability

- Partner with the Board of Directors to ensure effective governance, strategic alignment, and risk management, while developing a strong, transparent, and collaborative relationship that leverages members' expertise and networks, and maintains clear roles and accountability
- Maintain compliance with U.S. and international regulations, contracts, and donor requirements
- Report regularly on financial, operational, and programmatic performance

## Candidate Profile

### Required

- 8+ years of senior leadership experience in a non-profit organization
- Entrepreneurial and agile leader, comfortable operating in growth-stage organizations, building systems while scaling, and adapting strategy in response to emerging opportunities, constraints, and learning
- Visionary, globally minded executive with a strong track record of scaling mission-driven organizations and leading senior teams across complex, multi-region environments, preferably in the United States and the Global South (with a preference for Latin America and Sub-Saharan Africa)



- Proven track record in institutional and major-donor fundraising, partnerships, and revenue diversification
- Knowledge of fundraising landscape and actors, preferably both in the US and the Global South
- Adept at balancing philanthropic and earned-revenue business models
- Strong communicator and advocate for educational equity and teacher development
- Excellent organizational and interpersonal skills
- Deep understanding of cross-cultural operations, global development, and the intersection of education, philanthropy, and systems change
- Strong financial acumen, with demonstrated experience in budgeting and forecasting
- Must be authorized to work in the U.S. without employer sponsorship
- Master's Degree or above
- Willingness and ability to travel nationally and internationally up to 30%

### Preferred

- Educational leadership experience (e.g., expertise in educational research, instructional design, and professional development that drives student outcomes)
- Spanish language proficiency

## How to Apply

All correspondence should be via Oxford HR. To apply for this role, visit the job posting [here](#), click on the "Apply" button, complete the online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy)-TeachUNITED, e.g., Pat-Jones-CV-0226-TeachUNITED or Pat-Jones-CoverLetter-0226-TeachUNITED.

### Timeline

**Application closing date:** March 20, 2026

**First-round interviews (virtual):** April 1 - 10, 2026



Panel interviews (virtual):

Late April 2026

Final interviews (in person):

Late April – Early May 2026

## Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of TeachUNITED's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email [nkennedy@oxfordhr.com](mailto:nkennedy@oxfordhr.com).

## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](https://oxfordhr.com)