

Profile General Manager – aFiDE Ghana

We are hiring a General Manager – aFiDE Ghana

aFiDE Ghana supports a growing network of schools to lead their own digital transformation. What started as a service-based organisation is evolving into a member-based Digital Education Network, where schools build the capability to implement and sustain digital education themselves.

Today, aFiDE Ghana – the African Digital Education network:

- Supports 50+ schools across Greater Accra and is expanding into the Northern, Volta, and Eastern Regions
- Has reached over 30,000 students and supported 600+ teachers through professional development
- Recently launched the aFiDE Leadership Academy, focused on strengthening school leadership for digital transformation
- Works with 10+ active partners across the education ecosystem
- Operates with a dedicated team of 8 staff members

The foundation is in place, the next phase is to scale this model sustainably across Ghana.

We are therefore hiring a General Manager to lead this transition.

The opportunity

This is not a traditional management role.

You will not be stepping into a stable organisation to maintain what exists. You will be responsible for shaping and stabilising a system in transition.

The role sits at the intersection of:

- education
- technology
- organisational development
- and system-level change

Core mandate

Lead afiDE Ghana's transition into a sustainable, nationwide, member-based Digital Education network — establishing its position as a leading Digital Education authority in Ghana while driving growth towards a financially self-sustaining model, strengthening organisational performance, and ensuring high-quality, value-driven services delivered through efficient, scalable systems.

What you will be responsible for

Lead the transition

- Shift afiDE from service delivery to a member-based model
- Build an advisory-oriented organisation (from delivering → enabling)
- Ensure the model is implemented with discipline

Drive growth and financial sustainability

- Expand the member base across Ghana
- Strengthen revenue through value-driven services
- Build a financially self-sustaining organisation

Ensure quality and integrity

- Maintain high standards in implementation
- Ensure schools are ready before scaling
- Protect the long-term integrity of the model

Strengthen organisational performance

- Improve systems, coordination, and execution
- Increase team productivity through automation and development
- Enable the organisation to scale effectively

Build partnerships and authority

- Engage with government, private sector, and partners
- Position afiDE as a credible Digital Education authority
- Connect policy ambitions with school-level reality

Who we are looking for

We are looking for a leader who:

- Can build structure while navigating ambiguity
- Combines strategic thinking with hands-on execution
- Has experience in multi-stakeholder environments
- Understands the importance of financial sustainability and discipline
- Is able to make difficult trade-offs and prioritise long-term impact
- Leads people effectively and builds trust

Experience in education, digital transformation, or system-level change is an advantage.

What this role is not

- Not a traditional operations role
- Not a donor-driven programme management position
- Not a short-term project implementation role

Practical details

- **Location:** Accra (with nationwide engagement)
- **Experience:** ~5+ years in relevant leadership roles
- **Team:** 8 staff members
- **External engagement:** ~50%
- **Remuneration:** GHS 12,000 – 17,000 gross/month + performance-based incentives

Recruitment process

We run a structured selection process to ensure a strong match.

1. Application via assessment form (20–30 minutes)
2. Internal screening and shortlisting
3. First-round interviews (max. 6 candidates)
4. Case assignment
5. Second-round interviews (max. 3 candidates)
6. Team interaction (max. 2 candidates)
7. Final interviews and alignment
8. Reference checks
9. Final decision

We aim to complete the process within 4–6 weeks.

How to apply

Please complete the application form **before 7 June 2026**:

 [Application - General Manager afiDE Ghana - before 12 June - Formulier invullen](#)

We prioritise thoughtful, high-quality applications over volume.

>> If you know someone who could be a strong fit, please share this opportunity with them.

Contact person: Pim de Bokx, pim.de.bokx@afide.network