

Head of Education

IFFEd

November 2025
Candidate Pack

About IFFEd



The International Finance Facility for Education (IFFEd) is an ambitious new global initiative transforming how education and skills are financed in developing countries. Backed by a **\$1.5 billion commitment announced at the UN and endorsed by the G20**, IFFEd's innovative model works with multilateral development banks to unlock billions in affordable finance for learning and training. Our mission is bold: to ensure that 1.2 billion children and young people in lower-middle-income countries have the opportunity to learn, earn and thrive.

IFFEd is entering a dynamic growth phase – scaling fast with a small, driven team and a big vision to reshape global education finance. To help power that growth, we're seeking a Head of Education to join our management team and lead the delivery of IFFEd's education impact strategy.



Photo credit: Roman Odintsov

Impact By Design



IFFEd focuses on lower-middle-income countries (LMICs) where half of the world's children and youth live.

LMICs are ineligible for traditional aid grants but still face enormous education deficits. These are countries with large and fast-growing youth populations—where the stakes are highest and the return on investment sizable if we get it right.

IFFEd's innovative financing model unlocks additional affordable financing for countries. But financing alone is not enough. IFFEd's success hinges on how effectively this financing delivers tangible benefits for children and youth. Working with multilateral development banks and partner countries to maximise IFFEd's *education multiplier* will be the key objective of the Head of Education.

1.2bn

half of the world's
school-aged children
and youth live in
LMICs

132m

out-of-school
children are in
LMICs

60%

of children and
youth in Asia
live in LMICs

86%

of Children and
youth in LMICs are
not gaining basic
skills

60%

of children in
LMICs cannot read
or understand
simple text by the
age of 10

17%

of youth in LMICs are not in
education, employment or
training – double the rate in
UMICs and more than four
times the rate in HICs

Role Overview:



The Head of Education will be IFFEd's senior education leader, driving partnerships with multilateral development banks and IFFEd-eligible countries to deliver transformative programmes and measurable impact. This role will ensure IFFEd stays at the cutting edge – innovative, data-driven, and relentlessly focused on results for children and youth worldwide.

IFFEd is seeking a dynamic, visionary education leader with a passion for innovation and delivery. The successful candidate will help shape and grow IFFEd's Education team, lead the development of IFFEd's education impact strategy, and turn financing into real change in classrooms and communities across the globe.

Reporting directly to the CEO and joining IFFEd's management team, the Head of Education will lead a small, high-performing team at the heart of a fast-scaling global initiative endorsed by the G20 and powered by a \$1.5 billion launch commitment at the UN.

This is a rare opportunity to help build a next-generation global institution from the ground up and to make a lasting difference to the lives of millions of children and youth worldwide.



Role Title:

Head of Education



Direct Reports:

2 direct reports (Education Officer & Education Analyst)



Location:

Geneva, Switzerland – relocation and right to work supported



Salary & Benefits:

Competitive



Reports To:

Chief Executive Officer



Contracting:

Full time permanent position

Key Responsibilities:



Education strategy & thought leadership

- Lead the implementation and refinement of IFFEd's education strategy, working closely with IFFEd's partners and Education, Results and Innovation Board Committee.
- Develop content and thought pieces on education on behalf of IFFEd.
- Advise the CEO and Board on all matters related education.
- Serve as IFFEd's principal external voice on education at key education forums, helping to advance, for example, dialogue on measuring results, innovative financing, and improving program implementation.
- Build strategic alliances with MDBs, contributors, philanthropies, and other key education ecosystem players and partners.

Pipeline leadership & quality assurance

- Collaborate closely with MDBs to develop IFFEd's project pipeline.
- Review and quality-assure preliminary and full investment cases, providing feedback to MDBs on investment cases, engaging IFFEd Contributors in the process.
- Lead the semi-annual pipeline review with MDBs, monitor indicative allocations and performance of MDBs in programming IFFEd resources, and prepare recommendations for decisions to the IFFEd Board.
- Develop key tools and refine processes to manage IFFEd's pipeline process.

Support offering to MDBs and countries

- Develop, test and implement support offerings to MDB and countries, including partnerships that strengthen research, evidence use, data, and/or implementation capacity of governments/MDBs.
- Structure and lead IFFEd flagship education events and/or regional MDB roundtables.
- Stay abreast of and actively coordinate with initiatives across the education architecture to avoid duplication and amplify impact.

Key Responsibilities:



Results, reporting and learning

- Finalize and operationalize targets and indicators consistent with IFFEd’s results framework.
- Oversee reporting of IFFEd results internally and externally, including consolidating reporting of education results from MDBs to IFFEd, and from IFFEd to Contributors and the Board.
- Develop education impact narrative and produce briefs showcasing IFFEd’s contribution to education development.
- Define and run a practical learning agenda to enable IFFEd to become a learning organisation.

Board Committee on Education Results, Innovation and Partnerships

- Work closely with the Committee Chair to establish the IFFEd Board Committee on Education Results, Innovations and Partnerships.
- Liaise with the Committee Chair, to establish and implement the Committee work program.
- Serve as the key point of contact for the Committee Chair.

Cross-functional leadership and team management

- Work with the IFFEd Board, IFFEd Committees, CEO, and management team to refine IFFEd’s strategy and drive implementation.
- Build, mentor, and manage a small, high-performing team of education experts to support IFFEd’s mission.

Candidate Profile



We appreciate applications from candidates from across the private, public and not-for profit sectors, including strategy consulting/advisory firms, government (including bilateral aid agencies), and multi-lateral development banks. Prior experience spanning both private sector and public/not-for-profit would be a plus.

Qualifications & Experience

- Master’s degree or higher in Education, Economics, Public Policy, International Development, or a related field.
- At least 15 years of experience leading education and skills programs in the Global South.
- Proven track record of developing and/or implementing large scale education interventions, including loan operations. Experience of working with multilateral development banks is a plus.
- Excellent understanding of education and skills challenges in lower-middle-income countries.
- Proven track record of shaping innovative approaches to solve education and skills challenges.
- Experience of living and working in the Global South is a plus.

Skills & Competencies

- Demonstrated passion for IFFEd’s goal to achieve quality education for all.
- Can do attitude and ability to work in an entrepreneurial manner, to innovate and proactively implement solutions.
- Deep familiarity the structure and operations of multilateral development banks.
- Demonstrated ability to steward evidence-based processes and decisions.
- Familiarity with monitoring and evaluation methodologies and best practices in education, and international development more broadly.
- A broad network of connections to impactful philanthropies, researchers, and innovative organizations working in education.
- Demonstrated capacity to build, lead and mentor teams, build partnerships and communicate effectively.

Application Instructions



CV screening is open to anyone, however, applications to this process are ‘by invitation only’ – this is intended to reduce candidate time in making applications where there is not a sufficiently strong alignment to the role, and produce the strongest fit field of candidates for our client.

Once you are confident of your fit to the role, please reach out to hello@iniciopartners.com with a copy of your CV to request a screening call, with the subject line ‘**IFFEd Head of Education**’.

All correspondence, at this stage, should be via Inicio Partners.

Invited applicants will be asked to develop a cover letter to complete their application, please do not send a cover letter at the CV screening stage.

Timeline



Closing Date:	First Stage Interviews:	Final Interviews:
07 December 2025	December 2025	January 2026

Please first satisfy yourself that you closely match the following key criteria:

-  Deep familiarity with the structure and operations of the multi-lateral development banks.
-  A strong track record of developing and/or implementing large scale education interventions in a Global South context.
-  Expertise in evidence-based decision making and impact measurement for education outcomes.

Equality & Diversity



IFFEd is an equal opportunities employer. We actively seek to build a diverse team and inclusive culture and encourage applications from all qualified individuals, regardless of race, ethnicity, gender identity, sexual orientation, disability, age, socioeconomic background, or religious belief. We are particularly keen to hear from applicants who bring lived experience of the communities we aim to support.

Photo credit: Ron Lach



About Inicio Partners



OUR PHILOSOPHY

Inicio Partners was founded out of a deep passion for **education and social impact** and a commitment to excellence. Our mission is to connect visionary social impact organisations with leaders who will shape their future.

Unlike traditional executive search firms, we place equal emphasis on **serving our clients and supporting our candidates**, recognizing the continuum between the two. Our approach ensures that we enhance your organisation’s reputation and effectiveness at every stage of the search process.

OUR APPROACH

Humanity in Executive Search:
We build authentic relationships with candidates, ensuring they are not just a transactional hire but an engaged and mission-aligned leader.

Commitment to Proximity & Representation:
We prioritize diverse leadership, ensuring that organisations benefit from leaders with lived experience and a deep understanding of the communities they serve.

www.iniciopartners.com