

Terms of Reference for Hiring a Nursery Teacher

Association des Guides du Rwanda (AGR), is a national non-governmental organization operating in Rwanda since 1980. It is a voluntary girl-serving organization dedicated to girls and young women. We offer a wide range of non –formal education programmes and activities, encouraging girls and young women to develop their own special personalities and make a contribution to their community, and form friendships in a positive environment.

AGR has demonstrated its commitment to promote ECD for children by availing services that provide them with opportunities to learn and interact with their peers, it is in that framework, AGR supports the community through a nursery school. The school has three classes and admits children aged from three years old. With that background AGR is looking for qualified and dedicated teacher in Nursery one

1. Position Overview :

Role: Nurse Teacher

Organization : Association des Guides du Rwanda

Contract Duration: Open Ended

Starting Date: with immediate effect

Duty station: Based in Kigali

Reports to: The Head of Teacher

2. JOB Purpose

The Nursery Teacher will be responsible for providing a nurturing and stimulating learning environment for young children, promoting their physical, social, emotional, and cognitive development

3. Key Responsibilities:

- Plan and implement age-appropriate curriculum and activities.
- Create a safe and conducive learning environment.
- Observe and assess children's development and progress.
- Communicate effectively with parents/guardians.
- Maintain records of children's attendance, progress, and behavior.
- Foster a positive and inclusive classroom atmosphere
- Collaborate with colleagues and management.

4. Qualifications and Experience

- Should have a bachelor's Degree in Early Childhood Education or a related field;
- Relevant teaching certification or license;
- Minimum 2-3 years of experience in teaching nursery or preschool-age children;
- Knowledge of child development principles and early childhood education methods;
- Excellent communication and interpersonal skills;
- Patience, empathy, and a passion for working with young children.

Required Documents:

- Motivation letter explaining your suitability for the position,
- Curriculum vitae with three professional references,
- Notarized Academic Documents and certificates or other relevant certificates/licenses

To apply for this position, please forward your resume addressed to email only on guidesrwanda@yahoo.fr not later than **September 1st 2026**.

Only shortlisted candidates shall be contacted.

Done at Kigali on August 24, 2026