



**LEAD**  
FOR GHANA

One Day Every Child In Ghana Will Have  
Access To An Excellent Education

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# **LEAD FOR GHANA FELLOWSHIP APPLICATION OVERVIEW**

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**Recruitment, 2025**

## **TABLE OF CONTENT**

1. WHO WE ARE
2. WHAT WE DO
3. ABOUT THE FELLOWSHIP
4. ELIGIBILITY REQUIREMENTS
5. BENEFITS OF THE FELLOWSHIP PROGRAM
6. SELECTION CRITERIA AND PROCESSES
7. GENERAL APPLICATION INSTRUCTIONS AND TIPS
8. EXPECTATIONS/ESSAY REQUIREMENTS
9. APPLICATION SURVEYS
10. FREQUENTLY ASKED QUESTIONS
11. MEDIA LINKS

### **1.WHO WE ARE:**

Lead For Ghana is a leadership development not-for-profit organization that firmly believes in the transformative power of education and leadership to advance Ghana's fortunes. Its vision is to ensure that by 2050, every child in Ghana has access to an excellent education.

### **2.WHAT WE DO:**

To fully harness the transformative power of education, we dedicate resources, people, and innovative ideas to ensuring that children across Ghana have access to an excellent education. We recruit, train, and place talented recent graduates and young professionals in under-resourced communities, where they lead change and drive improved educational outcomes. Upon completing this period of experiential leadership, fellows gain exclusive access to our Leadership Network.

### **3.ABOUT THE FELLOWSHIP:**

The Lead For Ghana Fellowship Program offers a transformative 2-year leadership experience for passionate individuals seeking to drive positive change in Ghana. Fellows are placed in diverse communities across the country, working directly with local leaders and organizations to address pressing challenges in education and community development. Through immersive fieldwork and hands-on projects, fellows gain valuable insights into the complexities of Ghanaian society while developing leadership skills and fostering meaningful connections with community members.

Over the two year period, fellows will actively work to improve student outcomes in their host community by teaching in their placement school and designing innovative interventions to address existing learning gaps with the support of their Leadership Growth Manager. Additionally, fellows are required to complete a capstone project by the end of the fellowship, which is a prerequisite for successful completion and induction into the Leadership Network.

### **4.ELIGIBILITY REQUIREMENTS:**

- 4.1. Age Range: 18 to 35 years
- 4.2. Citizenship: Ghanaian or non-Ghanaian with a valid work permit in Ghana.
- 4.3. Educational Requirement: Possess at least a bachelor's degree or be in the final year of obtaining one.
- 4.4. Willingness to be placed in any of the 16 Regions of Ghana.

**NB:** Fellows are placed outside their home region to encourage tolerance, empathy, and cultural understanding, giving them a wider view of Ghana's challenges and possibilities. This strengthens fellows' leadership and prepares them to create positive change.

### **5.BENEFITS OF THE FELLOWSHIP PROGRAM**

- 5.1. Career Development Opportunities:** Our fellowship Program offers final-year students the opportunity to gain hands-on experience in leadership, education, project management, and community engagement. This experience will equip them with valuable skills for their future careers.
- 5.2. Networking and Mentorship:** Fellows have access to a diverse network of education professionals, mentors and dedicated Lead For Ghana coaches (Leadership Development Managers) providing invaluable support and guidance as they navigate their leadership journey.

- 5.3. Impactful Service:** Through their work in schools, fellows have the opportunity to make a real difference in the lives of students and communities, contributing to positive social change and sustainable development.
- 5.4. Alumni Network:** Upon completing the fellowship, fellows are inducted into the Lead For Ghana Alumni Network, fostering continuous collaboration, mentorship, and professional development. The network serves as a catalyst for the ascension of its members into leadership roles.
- 5.5. Financial Provisions:** It is a two-year paid employment
  - 5.5.1.** National Service Personnel = National service allowance + GHS 500 (Monthly Net Salary)
  - 5.5.2.** Non-NSS Personnel = GHS 2954.75 (Monthly Net Salary)
  - 5.5.3.** Social Security Benefits: Tier 1 and Tier 2
  - 5.5.4.** A one-time relocation stipend

## **6. SELECTION CRITERIA AND PROCESSES**

The Lead For Ghana fellowship follows a rigorous and competitive selection process designed to identify exceptional individuals with the potential to become impactful leaders. The process involves several stages:

- 6.1. Online Application:** Prospective fellows begin by completing and submitting an online application form. This form typically includes questions about their background, experiences, motivations, and career aspirations.
- 6.2. Application Review:** A team of reviewers carefully evaluates all submitted applications based on the established selection criteria.
- 6.3. Selection and Notification:** A shortlist of qualified candidates is selected based on their application. These individuals will be notified and invited to proceed to the next stage.
- 6.4. Assessment Center:** Shortlisted candidates are invited to participate in an in-person Assessment Center. This typically involves a series of activities designed to assess their leadership potential, teamwork skills, critical thinking abilities, and problem-solving skills.
- 6.5. Decisions on Selected Candidates:** Following the Assessment Center, successful candidates are selected as Prospective fellows and formally notified of their selection. Conditional offers are sent to candidates, and accepted offers are included in virtual matriculation.
- 6.6. Virtual Matriculation:** Selected candidates participate in a virtual matriculation ceremony. This serves as a formal welcome to the Lead For Ghana community and provides an overview of the fellowship program and expectations.
- 6.7. Online Institute (Pre-service Training):** Prospective fellows undergo a comprehensive online pre-service training program to equip them with the necessary knowledge and skills for their upcoming roles.
- 6.8. In-person Residential Training at the Institute (Pre-service Training):** Following the online training, selected fellows participate in an intensive in-person residential training program at the **Institute**. This provides a deeper dive into leadership development, team building, and practical skills.
- 6.9. Matriculation into the Fellowship:** Upon successful completion of both the online and in-person residential training at the **Institute**, including the successful passing of all assessments and attendance of all sessions, and fulfillment of all due diligence requirements, fellows are formally matriculated into the Lead For Ghana fellowship and receive their **final offer letter**. **Until the receipt of the final offer letter, fellows are considered to be under probation.**
- 6.10.** This multi-stage selection process ensures that the most promising and qualified individuals are selected for the Lead For Ghana fellowship.

**Note:** This is a general outline. The specific details and requirements of the selection process may vary from year to year.

**Application Timelines:**

Application Portal Opens: **March 2025**

Application Portal Closes: **May 2025**

## **7. GENERAL APPLICATION INSTRUCTIONS AND TIPS**

### **7.1. Application Essays**

As part of the application process, you will be asked to respond to essay questions that assess key competencies crucial for success in the fellowship. These questions will delve into your experiences and require you to demonstrate your skills in areas such as resilience, ethical decision-making, collaboration, and leadership. Be prepared to provide specific examples and reflect thoughtfully on your past experiences.

**7.2. Artificial Intelligence (AI) Use Policy:** At Lead For Ghana, we encourage creativity, originality, and authenticity in all applications, and we are committed to ensuring responsible AI use. Although the use of AI is not prohibited, applicants must adhere to our AI use policy. All ideas, concepts, and content submitted in your application must be your own. The use of AI tools should not replace your own thought processes, creativity, or experiences. Submissions that are solely or primarily generated by AI will not be accepted, as we value personal insight and authentic work.

## **8. EXPECTATIONS/ESSAY REQUIREMENTS**

### **8.1. Depth and Relevance:**

**8.1.1.** Provide specific examples that showcase the required competency.

**8.1.2.** Demonstrate a clear understanding of the question and its relevance to the competency being assessed.

**8.1.3.** Avoid vague or generic responses.

### **8.2. Thoughtful Reflection:**

**8.2.1.** Reflect critically on your experiences and the actions you took.

**8.2.2.** Show how you've learned and grown from your experiences.

**8.2.3.** Articulate the impact of your actions on yourself and others.

### **8.3. Clear Communication**

**8.3.1.** Write clearly and concisely.

**8.3.2.** Organize your thoughts in a logical manner.

**8.3.3.** Use appropriate language and tone.

### **8.4. Evidence of Key Competencies:**

**8.4.1.** Resilience and Confidence: Demonstrate your ability to overcome challenges and maintain performance under pressure.

**8.4.2.** Growth Mindset: Show that you are open to feedback, willing to learn, and committed to continuous improvement.

**8.4.3.** Integrity and Ethical Behavior: Provide evidence of your commitment to strong moral principles and ethical standards.

- 8.4.4.** Collaboration and Perspective Seeking: Highlight your ability to work effectively in a team, value diverse perspectives, and engage in shared problem-solving.
- 8.4.5.** Communication and Professionalism: Convey your ideas clearly, demonstrate active listening, and exhibit professionalism in your interactions.
- 8.4.6.** Managing Relationships and Influencing People: Showcase your interpersonal skills, ability to build relationships, and capacity to influence others positively.
- 8.4.7.** Critical Thinking and Decision Making: Demonstrate your analytical skills and ability to make data-driven decisions and solve problems effectively.
- 8.4.8.** Vision Setting: Articulate a clear vision and demonstrate strategic thinking.
- 8.4.9.** Other Professional and Technical Traits: As applicable, showcase your entrepreneurship, subject content mastery, pedagogical excellence, ability to leverage technology, and project management skills.

**Remember:** The rubric provided for each competency outlines specific expectations and evaluation criteria. Use it as a guide to craft your responses. The goal is to get a holistic view of your strengths and potential fit for the fellowship. Be authentic and thoughtful, and provide specific examples to illustrate your points.

## **9.APPLICATION SURVEYS**

At Lead For Ghana, we value your feedback throughout the application process. To continuously improve our program and ensure the best possible experience for all applicants, we will conduct brief surveys at various stages of the recruitment process.

**Please note:** All survey responses will be treated confidentially and used for program improvement purposes only.

## **FREQUENTLY ASKED QUESTIONS**

### **1. What does Lead For Ghana do?**

Lead For Ghana (LFG) is dedicated to cultivating ethical and effective leaders who drive meaningful social change in Ghana. We focus on addressing educational inequity and leadership gaps by identifying, training, and placing talented recent graduates in underserved schools to teach and lead in underserved communities. For us, it is important for the next generation of leaders in Ghana to understand first-hand the challenges facing the educational sector and their root causes.

### **2. What is the Lead For Ghana Fellowship Program about?**

The fellowship is a leadership development program designed to select and train exceptional individuals from diverse academic backgrounds. We equip fellows with the skills, knowledge, and mindset needed to become transformative leaders across all sectors of development.

### **3. Who is eligible to apply?**

The program is open to graduates with a bachelor's degree and above who are passionate about education, change, leadership and community development. Eligible applicants must be either Ghanaian or non-Ghanaians with a permit to work in Ghana. The eligibility age is 18 to 35.

### **4. What is the role of Fellows?**

Fellows commit to serving as full-time teachers in under-resourced schools across Ghana for two years. They collaborate with school stakeholders to enhance educational outcomes, introduce innovative teaching methodologies, and foster a positive learning environment. Fellows also dedicate efforts to identifying development gaps within their communities and implement sustainable solutions to address these gaps.

**5. How can I become a Fellow?**

First, you must apply online through our application portal, which usually opens at the beginning of each year, and complete a set of essay questions about yourself and your leadership journey. If successful, applicants will progress to the in-person assessment stage, after which they will be accepted into the program if successful.

**6. How can I volunteer with Lead For Ghana if I haven't graduated yet?** If you are in the process of completing a bachelor's or graduate program in a university in Ghana, you can apply to be a Lead For Ghana Campus Ambassador to help create awareness about the LFG brand on your campus. Click here for more information: [Lead For Ghana](#)

**7. What happens after the two years of Fellowship?**

After the two-year service, fellows become a part of the Lead For Ghana Leadership Network, a pantheon of leaders with a shared experience of leading change in under-resourced communities. With the training, experience, and the network they have developed, our alumni go on to work in diverse sectors, set up their own organizations, or pursue higher learning.

**8. Can I commit to one year instead of two years?**

The program is strictly for two years due to its design that allows for maximum impact for fellows, schools and communities. There is no provision for a one-year commitment.

**9. Can I choose the region I want to be posted in?**

No, fellows can be posted to any of the sixteen regions in Ghana based on needs and strengths. Postings maximize the strengths and fellowship experience for participants.

**10. Is this a volunteer role or a paid role?**

Fellows are paid a monthly salary with SSNIT benefits.

**MEDIA LINKS**

- WhatsApp channel: <https://bit.ly/LFGWhatsApp>.
- Learn more about us: <https://leadforghana.org/>
- Instagram: [instagram.com/leadforghana/](https://www.instagram.com/leadforghana/)
- LinkedIn: [linkedin.com/company/leadforghana](https://www.linkedin.com/company/leadforghana)
- Facebook: [facebook.com/leadforghana](https://www.facebook.com/leadforghana)

- TikTok: [tiktok.com/@leadforghana](https://tiktok.com/@leadforghana)
- X: [x.com/leadforghana](https://x.com/leadforghana)
- WhatsApp/Call: 0201624907