



JOB ADVERTISEMENT:

Impanuro Girls Initiative (IGI) is seeking to recruit a "Hairdressing Teacher".

Introduction

IMPANURO is a Kinyarwanda word that translates as "good advice" or "guidance." Impanuro Girls' Initiative (IGI) is a young women-led national non-governmental organization legally registered and authorized to operate in Rwanda. As a nonprofit organization, IGI fosters women's empowerment and builds girls' agency under registration number N° 763/RGB/NGO/LP/11/2021 issued by the Rwanda Governance Board (RGB). The founder of the organization was determined to address teenage pregnancy issues resulting from poor or no access to Sexual Reproductive Health (SRH) information and services, among other systemic challenges.

- **Our Values:** PASSION, HUMANITY, ACCOUNTABILITY, and INTEGRITY.
- **Our Mission:** We are a young women-led Rwandan non-governmental organization, striving to improve women and girls' lives through education, capacity building, counselling, socio-economic empowerment, and advocacy to ensure a healthy and dignified lifestyle.
- **Our Vision:** A Rwandan society where women and girls have healthy and dignified lives, are meaningfully engaged in communities and are economically empowered.

About the Role

The Hairdressing Teacher will deliver 6 months of practical, hands-on lessons to students at the IGI Ruhango Tekena Hub. Your ultimate goal is to equip young women with advanced hairdressing and salon styling techniques, turning these technical skills into profitable, self-reliant businesses or vibrant freelance styling careers, while supporting each trainee's confidence, voice, and economic empowerment. Training follows the RTB-accredited 6-month Hairdressing curriculum, including competency-based assessment, trainee portfolios,

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Address: KN 664 St, Gikondo, Kigali, Rwanda

and supervision of the 2-month Industrial Attachment Program. This position works closely with both the Field Lead and Center Coordinator.

Who we are looking for:

Education Qualifications

- **Education:** Diploma or Advanced Certificate in Hairdressing, Cosmetology, Beauty Therapy, or a related technical trade.
- **Certification:** TVET teacher certification, pedagogical training, or a certified technical equivalent.

Experiences:

- 2–3 years of professional experience running an active beauty salon or working as a lead hairstylist/instructor.
- Expert mastery of local and modern braiding, dreadlocks, weaving, relaxed hair care, styling aesthetics, and salon workspace organization.
- RTB-registered Trainer/Assessor status or Trainer of Trainers (ToT) certificate is an added advantage; valid Police Clearance/Criminal Record Certificate required before appointment.

LANGUAGES

- Candidate must be Complete fluency in Kinyarwanda.
- Professional working proficiency in English and/or French is a strong advantage.
- **Key Responsibilities:**
- Teach comprehensive hairdressing techniques, including professional hair cutting, advanced styling, chemical processing, coloring, braiding, and weaving.

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- Deliver structured hands-on practical lessons covering modern scalp care, hair treatments, and strict salon hygiene and sanitation standards.
 - Instruct students on the safe handling, maintenance, and sterilization of professional hairdressing tools and electrical salon equipment.
 - Train students in salon customer care, active consultation skills, client retention techniques, and foundational salon management.
 - Plan and organize simulated salon environments and practical exams within the hub to test speed, creativity, and execution.
 - Help students identify hyper-local beauty market gaps and design low-cost freelance or mobile hair styling business models.
 - Manage daily lesson planning, student attendance mapping, regular skills assessments, and comprehensive technical training reports.
 - Conduct RTB-aligned formative and summative competency assessments, maintain trainee portfolios, and support the 2-month Industrial Attachment Program (IAP) placement and supervision after training.
 - Maintain a safe, gender-responsive learning environment in line with IGI's Safeguarding Policy, and actively encourage trainees' confidence, voice, and leadership.

HOW TO APPLY

Interested and qualified technical educators are requested to submit their application profiles no later than September **20th, 2026**.5:00 PM Kigali Time

Required Application Documents:

1. Updated Curriculum Vitae (CV) containing at least 3 professional references.
2. Signed Cover Letter addressing your suitability for the specific Position

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3. Relevant Technical Degrees, Diplomas, or TVET Certificates.
4. Tangible Proof of Experience (Certificates of work, letters of recommendation, or business registration logs).
5. Police Clearance/Criminal Record Certificate (or a signed commitment to provide one prior to appointment).
6. *An optional but highly appreciated professional visual portfolio showing samples of your work or your students' items.*

Submission Guidelines:

- All applications must be addressed to the **Acting Executive Director of Impanuro Girls Initiative (IGI)**.
- Submissions must be sent exclusively via email to: recruitment@impanuro.org
Ensure you copy (CC): info@impanuro.org
- *Application for Hairdressing Teacher – IGI in subject line*

Impanuro Girls Initiative (IGI) is an equal opportunity employer. We strongly encourage women and persons with disabilities to apply.

Please Note: Only short-listed candidates will be contacted for interviews and practical teaching evaluations. **"Early applications are highly encouraged**, as selection will be conducted on a **rolling basis."**