



We Care Solar Job Announcement Program Manager, Education

Job Description: Education Program Manager

Organization: We Care Solar

Location: USA-based (Remote or Hybrid) with a preference for California (Bay Area), Minnesota, or Illinois.

Position: Full-Time FLSA Exempt Employment

Reports To: Senior Director, Education

Start Date: July-August 2025

Salary range: \$80,000 to \$90,000

About We Care Solar

We Care Solar is an award-winning U.S. nonprofit organization dedicated to strengthening healthcare and education in low-resource settings through solar energy solutions and education. Since 2010, We Care Solar has designed and delivered compact, durable solar electric systems to energy-deficient health centers and schools, replacing candles and kerosene lanterns with bright, efficient LED lights and power for essential devices. www.wecaresolar.org

Solar for Education: Our hands-on STEM education program, **We Share Solar**, empowers students to learn about solar as a solution to local and global energy access challenges while gaining skills in engineering, electricity, and problem solving while assembling specialized Solar Suitcase Learning Kits. We Share Solar's largest programs are in the United States, notably Minnesota, California, Illinois, and Florida. We have run STEM education programs in East Africa with a goal of expanding this program to African countries aligned with our Light Every Birth programming. Learn more at: www.wesharesolar.org

Solar for Healthcare: Our **Light Every Birth** initiative is transforming maternal health care at the national level in select countries in Africa. The We Care Solar Suitcase provides health workers with highly efficient medical lighting and power for mobile communication and medical devices. This device is effective in a range of medical and humanitarian settings and has been distributed to thousands of health facilities worldwide. Our training programs build local capacity in solar installation, operation and maintenance.

We Care Solar has received international accolades and numerous awards, including the 2019 Zayed Sustainability Award, the 2017 UNFCCC Momentum for Change Award, the 2015 UN DESA Powering

the Future We Want Award and the 2013 CNN Top 10 Heroes. Media coverage has included features in The Wall Street Journal, The New York Times, Forbes, PBS Newshour, BBC World News, CNN, ABC and CBS.

We are a mission focused organization and team that likes to have fun while doing serious work. Our team includes global staff from five of our priority countries in Africa and U.S.-based staff across six states. Many of our team members have been with We Care Solar for more than five years. We are extremely committed to providing a fun and flexible work environment (virtually and in-person) while ensuring that we are able to deliver cost effective programs with high impact.

Position Summary

We Care Solar is seeking an experienced and detail-oriented **Program Manager** to join our Education Program Team. The We Share Solar education program is an innovative solar education initiative that trains middle and high school teachers and equips them with hands-on Solar Suitcase Learning Kits and engaging curriculum to empower their students to become Solar Solutionaries. The Program Manager will play a key role in managing and expanding the We Share Solar program, especially across the United States.

Key Responsibilities

- Recruit middle and high schools through targeted outreach and relationship-building with districts and education networks.
 - Lead communication with educators and stakeholders to ensure strong program engagement.
 - Plan and facilitate in-person and virtual teacher training workshops.
 - Develop and manage strategic education partnerships to expand program reach.
 - Support curriculum development and provide ongoing technical and instructional support to educators.
 - Oversee digital and remote learning components of the program.
 - Collaborate with internal teams and partners to track, analyze, and report on program impact.
 - Manage program budgets and partnership agreements (MOUs).
 - Contribute to grant proposals, reports, and donor communications; maintain grant records in Salesforce.
 - Represent We Share Solar at conferences and events to build visibility and funding opportunities.
 - Stay current on trends in education and solar sectors to inform program strategy.
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Qualifications

Education & Experience:

- Bachelor's degree with a preference for related fields such as education, science, environmental science, engineering, energy, or sustainable development.
- Minimum of 5 years of professional experience in project management or teaching.

Required Skills:

- Exceptional writing and editing skills.
- Comfortable with public speaking and giving presentations
- Strong interpersonal skills.
- Tech savvy with proficiency in Google Suite and Microsoft Office Suite applications
- Ability to work in a fast-paced, evolving environment with competing priorities.
- Strategic thinker with the ability to think creatively and analytically.
- A results-oriented mindset with strong problem-solving abilities.
- Highly organized, deadline-driven, and able to manage multiple projects simultaneously.

Desired, but not required:

- Experience with middle or high school STEM education
- Knowledge in solar energy, renewable energy, engineering, CTE, workforce development, EdTech/ digital learning, and Project-based learning would be an asset.
- Experience doing curriculum design or developing digital learning materials
- Experience creating and managing budgets
- Familiarity with non-profit fundraising, especially proposal and report writing
- Experience with monitoring & evaluation and/or education assessment
- Basic graphic design skills, especially with Canva
- Familiarity with Thinkific or similar online learning platforms
- Proficiency with Salesforce or similar CRM systems

Personal Attributes

- Passionate about STEM education, renewable energy, sustainability, and social impact.
- High level of initiative and accountability.
- Collaborative, team-oriented, and open to feedback.
- Strong attention to detail and highly organized.
- Comfortable working independently and as part of a remote team.

Work Environment and Travel

- Remote or hybrid work setup with strong virtual collaboration tools.
- Preference for candidates based in **California, Minnesota, or Illinois**, but open to exceptional remote candidates in the U.S.

- A typical weekly schedule would include a majority of working hours synched with the Pacific time zone for meetings and collaboration with team members.
 - Occasional evening/weekend hours may be required during peak program or event times and to collaborate with team members across time zones.
 - Expected travel:
 - 4-8 domestic trips per year for teacher workshops, team meetings, and conferences.
 - Summer tends to be our heaviest travel season with teacher workshops. The Program Manager would need to be available for 2-3 trips per summer.
 - Potential for occasional international travel (typically once every 2-3 years)
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What We Offer

- **Mission-driven work.** You will see and feel the impact of your work on the lives of the women, newborns, and students we serve on a daily basis.
- **Competitive salary.** A competitive salary commensurate with experience and based on geographic location.
- **Comprehensive benefits.** Health insurance, 28+ paid PTO days and holidays, paid family leave, and employer contributed IRA.
- **Flexible work schedule.** We pride ourselves on offering a flexible and fun environment while achieving our mission.
- **Strong culture.** A working environment that values humility, integrity, inclusion, professional growth, and learning.
- **Talented and dedicated team.** A collaborative, hard-working, international team that is willing to do what it takes to get the job done, is committed to learning and improving, but laughs often and creates time for having fun.
- **Professional Development** opportunities.

Equal Opportunity Employer

We Care Solar is an equal opportunity employer. We are committed to fostering a progressive work environment that encourages participation by all team members and ensures that all voices are heard. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

Application Instructions

Please send a cover letter and resume to: recruit@wecaresolar.org with “Education Program Manager” in the subject line. Please no phone calls or emails regarding this position. Resumes will be reviewed as they are received. June 15th is the priority deadline for applicants. Only shortlisted candidates will be contacted.
