

NIGER STATE SUBEB

Strategic Recruitment Plan

**Niger State
Universal Basic Education
Board (SUBEB)
2025**

**Draft Recruitment Strategic Plan for
State Universal Basic Education Board (SUBEB)**

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2. Introduction

The State Universal Basic Education Board (SUBEB) plays a crucial role in the development and implementation of educational policies and programs aimed at providing quality basic education to children across the state. As an organization committed to fostering an inclusive learning environment, SUBEB recognizes the importance of recruiting qualified, dedicated, and passionate educators who are not only equipped with the necessary skills but also embody the values of our educational mission.

This Recruitment Strategic Plan serves as a comprehensive framework designed to enhance our recruitment efforts, ensuring that we attract a diverse pool of candidates committed to making a positive impact in the lives of students. By aligning our recruitment strategies with our organizational goals, we aim to address current workforce gaps, meet the evolving needs of our educational community, and ultimately contribute to the overall improvement of educational standards.

Through this strategic approach, SUBEB seeks to create a transparent, efficient, and effective recruitment process that maximizes our ability to attract and retain exceptional talent in the field of education. This plan emphasizes our commitment to diversity and inclusion, ensuring that our recruitment practices reflect the rich tapestry of our student population and community.

Overview of SUBEB

The Niger State Universal Basic Education Board (SUBEB) is an Agency of Niger State Ministry of Education responsible for overseeing and implementing policies and programs related to basic education in Niger State. Below is an overview of its key functions and objectives:

1. **Policy Implementation:** SUBEB is tasked with the execution of educational policies set forth by the federal and state governments, focusing on the Universal Basic Education (UBE) program aimed at providing free and compulsory education for all children of school age.
2. **School Management:** The board oversees the management of public primary schools, ensuring that they operate effectively and efficiently. This includes the monitoring of school facilities, staffing, and infrastructure.
3. **Curriculum Development:** SUBEB is involved in the development and implementation of curricula that meet the educational standards and needs of students, ensuring they receive quality education that is relevant to their environment.
4. **Teacher Training and Development:** The board organizes training programs for teachers to improve their competencies and teaching methodologies. This is crucial for enhancing the quality of education delivered in schools across the state.
5. **Assessment and Examination:** SUBEB plays a role in the assessment of students' performance through various examinations, ensuring that the educational outcomes meet the required standards.
6. **Funding and Resource Allocation:** The board is responsible for the distribution of funds allocated for basic education purposes, ensuring that financial resources are effectively utilized to enhance educational infrastructure and learning materials.
7. **Community Engagement:** SUBEB encourages the involvement of local communities and stakeholders (SBMCs) in the education sector. This collaboration is aimed at fostering a supportive environment for schools and students.
8. **Monitoring and Evaluation:** The board regularly monitors and evaluates educational programs and policies to measure effectiveness and make necessary adjustments for continuous improvement.

An Analysis :

1. Basic Education Activities & DLIs

- Ensuring universal access to quality education for all children.
- Teacher training and professional development.
- School infrastructure improvements.
- Curriculum development and learning materials provision.
- Monitoring and evaluation of educational outcomes.

2. SUBEB (State Universal Basic Education Board) Activities & DLIs

- Managing and supervising primary and junior secondary education.
- Disbursement and utilization of UBE (Universal Basic Education) funds.
- School construction and renovation projects.
- Ensuring teacher recruitment and deployment.
- Community engagement and school governance improvement.
- Procurement and distribution of learning materials.
- Implementation of teacher professional development programs.
- Monitoring school performance and data management.

3. UBEC (Universal Basic Education Commission) Activities & DLIs

- Overseeing and funding state-level UBE programs.
- Allocating financial resources and grants to SUBEBs.
- Setting educational policies and standards.
- Conducting nationwide educational assessments.
- Supporting digital learning and ICT integration in schools.
- Capacity building for education administrators and teachers.
- Ensuring compliance with national UBE policies and strategies.
- Implementing special intervention programs for marginalized groups.

Purpose of the Recruitment

The purpose of recruitment is to systematically attract, assess, and select qualified candidates to fill organizational vacancies. The key objectives of the recruitment process:

1. **Talent Acquisition:** To ensure that SUBEB as an organization has access to a diverse pool of skilled candidates who possess the qualifications and competencies necessary to fulfill job requirements.
2. **Support Organizational Goals:** Effective recruitment aligns with the organization's strategic objectives, helping to build a workforce that can drive success and innovation for effective educational attainment.
3. **Enhance Workforce Diversity:** By reaching out to a wide variety of candidates, recruitment supports the creation of a diverse workforce that reflects the community and promotes different perspectives and experiences.
4. **Address Skill Gaps:** Recruitment aims to identify and attract talent that fills specific skill gaps within the basic education system, ensuring that all departments have the expertise required to operate effectively and efficiently.
5. **Brand Building:** A well-executed recruitment process enhances the SUBEB's brand, making it more attractive to prospective candidates and positioning the SUBEB favorably in the job market.
6. **Regulatory Compliance:** Recruitment ensures that hiring practices comply with relevant laws and regulations, promoting fairness and equality in the selection process.

2. Recruitment Goals and Objectives

In arriving at the specific recruitment goals for the Niger State Universal Basic Education Board (SUBEB), we understand the state education landscape and context in the overall mission of improving basic education.

SUBEB recruitment Goals include:

1. Increase Qualified Teacher Recruitment:

To recruit 20% of teachers with degrees in education or related fields within the next 5 years. At least 30% of new hires shall be sourced from underrepresented groups, including women and individuals from rural communities.

To recruit 50% of new employees from host LGAs/communities to foster community involvement and reduce turnover.

2. Recruitment for Special Education:

To recruit trained special education teachers to support inclusive education initiatives, targeting at least 5% of total recruitment each year.

3. Professional Development Commitment:

Ensure that 100% of new recruits undergo a comprehensive professional development program within their first six months to improve teaching quality.

4. Retention Rate Improvement:

Aim to increase the retention rate of newly hired teachers by 15% over the next three years by implementing mentorship and support programs.

5. Skill-Specific Recruitment:

Target recruitment for critical skill areas, such as STEM (Science, Technology, Engineering, and Mathematics), aiming for at least 25% of new hires to have expertise in these disciplines.

6. Data-Driven Recruitment Strategies:

To use data analytics to identify areas of high need in schools and align recruitment efforts, such as targeting subjects or LGAs with critical shortages.

7. Enhanced Digital Skill Recruitment:

Recruit 10% of new hires with strong digital literacy skills to promote technology integration in the classroom.

Implementation Considerations:

To achieve these recruitment goals, the Board commit to::

- a. Promote recruitment goals transparently through various channels to attract potential candidates effectively.
- b. Collaborate with local universities, NGOs, and community organizations to tap into a wider talent pool.

- c. Establish a system to gather feedback from recruits and current employees to continuously improve the recruitment process.

3. Recruitment Strategies

The State Universal Basic Education Board (SUBEB) aims to recruit **4,516 qualified teachers** to improve the quality of basic education in the state. The recruitment will focus on ensuring equitable teacher distribution by **posting teachers close to their catchment areas** to enhance retention and community involvement.

2. Recruitment Plan Breakdown

RECRUITMENT STAGE DETAILS

TOTAL NUMBER OF TEACHERS	4,516 teachers
TARGET POSTING POLICY	Teachers will be posted within or near their local government areas (LGAs) to encourage retention and improve community integration.
MINIMUM QUALIFICATION	Bachelor's degree in education (B.Ed.) or National Certificate in Education (NCE)
SPECIAL NEEDS TEACHERS	5% (226 teachers) will be recruited for special education to support inclusive learning.
STEM FOCUS	25% (1,129 teachers) will be prioritized for Science, Technology, English, and Mathematics (STEM) subjects.
DIGITAL LITERACY SKILLS	10% (452 teachers) should possess strong digital literacy skills for tech-integrated teaching.

3. Budget Allocation for Recruitment

Teacher Salary Estimation

- **Base Salary Per Teacher:** ₦80,000/month
- **Allowance (2%) Per Teacher:** ₦1,600/month
- **Total Monthly Salary (Including Allowance):** ₦81,600

CATEGORY AMOUNT (₦)

TOTAL SALARY PER TEACHER (ANNUALLY)	$₦81,600 \times 12 = ₦979,200$
TOTAL SALARY FOR 4,516 TEACHERS (ANNUALLY)	$₦979,200 \times 4,516 = ₦4,421,107,200$

Budget Summary:

The estimated salary budget for **4,516 teachers** is **₦4,421,107,200** annually. This amount aligns with the available budget.

4. Recruitment Strategy

4.1 Teacher Distribution by Location

- Each Local Government Education Authority (LGEA) will **prioritize recruiting teachers from their communities** to **reduce rural-urban migration** and **improve retention**.
- Special attention will be given to **underserved rural areas** to ensure balanced teacher distribution.

4.2 Selection Process

STAGE	ACTIVITY
1. ADVERTISEMENT	Publish recruitment notices via newspapers, radio, TV, and online

	portals.
2. APPLICATION SCREENING	Verify academic qualifications and teaching certifications.
3. COMPUTER-BASED TEST (CBT)	Assess teaching skills, subject knowledge, and digital literacy.
4. INTERVIEW STAGE	Evaluate teaching competencies, communication skills, and community engagement readiness.
5. BACKGROUND CHECKS	Confirm references, work history, and criminal records (if any).
6. DEPLOYMENT & POSTING	Teachers will be posted near their catchment areas to enhance community integration.

5. Training and Onboarding

TRAINING AREA	DETAILS
INDUCTION PROGRAM	2-week orientation on SUBEB policies, teaching methodologies, and school expectations.
DIGITAL LITERACY TRAINING	Mandatory training on integrating ICT tools in the classroom.
INCLUSIVE EDUCATION TRAINING	Special training for teachers working with students with disabilities.
STEM WORKSHOPS	Additional sessions for science and technology teachers.

6. Monitoring & Evaluation

KPI (KEY PERFORMANCE INDICATOR)	TARGET OUTCOME
TEACHER RETENTION RATE	Minimum 85% retention rate within the first three years.
RECRUITMENT COMPLETION	Hiring of 4,516 teachers within the planned timeline.
COMMUNITY FEEDBACK	At least 80% positive feedback from local communities and stakeholders.
IMPROVED STUDENT PERFORMANCE	10-15% improvement in standardized test scores in key subjects.

Strategic Recruitment Plan

STEP1:PLAN				
		HIRING MILESTONES		
		2025	2026	2027
Action 1.1: Define the strategic goals	Targeted Number	1,000	1,100	1,150
	Actual Number of Hires	1,129	1,129	1,129
	Targeted Cumulative	1,000	2,100	3,250
	Actual Cumulative Number of Hires	1,129	2,258	3,387
Action 1.2: Develop and finalize the recruitment budget	ACTIVITY			
	Sourcing (Local Govt Teacher Budget)			
	Recruiting events			
	Employer branding			
	Technology			
	Total			
Action 1.3: Identify government-wide and agency-specific hiring authorities	<p>Enter hiring authorities: 1. NSUBEB and State Universal Basic Education Boards (SUBEBs) will be responsible for overseeing recruitment. relevant state authorities is required before initiating recruitment.</p>			
STEP 2:SOURCE				

ACTION 2.1: Identify talent sources based on desired knowledge,skills and abilities	Enter talent sources: Advertisements must be public and accessible, following Section 9's transparency requirements.			
ACTION 2.2: Select the right sourcing technique	Enter sourcing technique: websites, newspapers, and community-based outreach. 2. Ensure equal opportunity for all eligible candidates.			
STEP3:ATTRACT				
ACTION 3.1:Generate calendar of recruitment events		2025	2026	2027
		Advertisement and recruitment;	Advertisement and recruitment	Advertisement and recruitment
STEP4: ENGAGE				

<p>ACTION 4.1: Recruiting Officers responsibilities</p>	<p>Oversee application review, screening, and selection.</p>	<p>Conduct compliance checks to ensure fairness and merit-based hiring.</p> <p>Maintain records and provide progress reports.</p>
<p>ACTION 4.2: Continuously monitor the candidate experience</p>	<p>Establish feedback mechanisms for candidates.</p>	<p>Post recruitment trainings Conduct post-recruitment surveys to measure candidate satisfaction.</p> <p>Implement grievance resolution processes to address complaints.</p>