



Applications welcome

Deputy Head (Academic), Senior School



St Andrew's, Turi is one of the most prominent international schools in Kenya and has an outstanding reputation throughout Africa. Founded as a Preparatory School for the children of expatriates in 1931, it has grown to comprise both Preparatory and Senior Schools and to welcome children of over 25 nationalities, the majority of whom are now African. The Senior School is a full boarding school.

St Andrew's has a strong Christian foundation and ethos, which define and govern the nature and work of the School today. While children from all faith backgrounds are welcome, the School's Christian character is clearly evident in its underlying educational philosophy and practice.

The Senior School was founded in 1988 and is a member of COBIS and a global member of Round Square. It aims to provide a world class education with outstanding teaching and learning central to its vision of creating leaders that will change their country, continent and the world for good. Students are prepared for GCSE/IGCSE and A level exams and move on to universities in the UK, America, Australia and many other parts of the world.

St Andrew's is characterised by the highest professional standards, and offers a vibrant and industrious community, ensuring excellent professional development within the context of a committed full boarding school.

The School is situated on a beautiful 400-acre site on the western slopes of the Rift Valley some 200km NW of Nairobi, near the Equator and at 2600m where the climate is temperate. It is malaria free.

Applicants should send a completed application form together with a brief covering letter and a CV to the Director of HR at the School (HRDirector@turimail.co.ke) by Monday 21st January, 2019 at the latest. The application form and further information about the School can be found on the [School website](#).

The Role

St Andrew's Senior School is seeking to appoint a Deputy Head (Academic) who will be key in leading and implementing the academic strategy of the Senior School.

Reporting to the Head of the Senior School, the Deputy Head (Academic) is a member of the Senior Leadership and Management Teams (SSLT and SSMT) and leads the Academic Management Team (AMT).

The role is suited to a high calibre inspirational and talented professional who combines exceptional leadership skills with the demonstrated ability to manage staff in all academic aspects of school life. The successful applicant would take overall responsibility for teaching and learning in the Senior School.

The overarching responsibilities of the role include:

- Supporting the Christian ethos of the School
- Leading and implementing the School's academic strategy
- Ensuring outstanding teaching & learning
- Developing effective academic management systems, policies and procedures



Skills and Attributes

- Highly supportive of the School's Christian ethos
- Proactive, sound judgement combined with the highest standards of personal integrity, energy, stamina, resilience, enthusiasm and a sense of humour
- Ability to work dynamically and flexibly as part of the academic team to show initiative and imagination and the ability to inspire others
- Impressive personal presence and presentation
- Ability to lead on all academic matters
- High work standards evidenced by a consistently thorough detailed and organised approach
- The presence, intellect, tact and credibility to represent the School at all levels and to a variety of audiences, both internal and external
- Vision, creativity and imagination combined with the ability to operate at a strategic level
- First class oral and written communication, and presentation skills
- High levels of discretion and confidentiality
- The ability to manage and prioritise a diverse workload, to meet deadlines and to work calmly under pressure



Terms and Conditions

Remuneration

There is a generous overall remuneration package as detailed below (the cost of living in Kenya is significantly lower than in the UK):

- **Salary:** The successful applicant will be placed on the Main Pay Scale.
- **Accommodation:** suitable rent free accommodation will be provided as a taxable benefit. Domestic and gardening help is arranged by the School, but paid for, at local rates, by the applicant.
- **School fees** (where applicable): there is a 100% fee remission for staff children throughout the School; places are subject to the School's normal entry requirements. Fee remission is a taxable benefit.
- **Medical care:** all members of staff and their families are covered under a comprehensive insurance scheme.
- **Pension:** the School operates a defined contribution pension scheme in which the employer and employee each contribute 6% of monthly salary. For employees emigrating from Kenya at the end of their contract, the full value of the contributions, plus accumulated interest, can be withdrawn from the scheme.
- **Relocation:** outward and return flights for the applicant, and for his/her spouse and dependent children [up to the age of 18] as applicable, together with a freight allowance, at the beginning and end of the contract period, are paid for by the School. Applicable to staff recruited from outside the country.
- **Meals:** these are provided during term time as a taxable benefit.
- **Facilities:** extensive sports facilities are open to use by staff and their families

Hours of work and holiday entitlement

The role is full-time and includes working in the evening and at weekends as required. The successful applicant will be expected to take a full and active part in the boarding life of the school.

standrewsturi.com

Safeguarding

St Andrew's School, Turi is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

The successful applicant will undertake their role and responsibilities in accordance with St Andrew's School's Safeguarding and Child Protection Policy and Guidelines and will be required to undergo all checks relevant to the post.

Application Procedure

To find out more please contact the HR Director, Ms Janet Ndiho.

Tel: +254 (0) 734288501
Email: HRDirector@turimail.co.ke

Applications are encouraged as early as possible. These should be submitted by email to the HR Director at HRDirector@turimail.co.ke and include: a completed application form, a brief covering letter and a CV. Application forms are available on the School website, or from the HR Director.

- **Closing date for applications:** Monday 21st January, 2019
- **Preliminary online interviews:** Starting 22nd January, 2019
- **Final Interviews at St Andrew's :** 31st January & 1st February, 2019
- **Start Date:** 1st September 2019

