

Inspiring wild and curious minds



**Secondary
School
Coordinator**

**Candidate
Information Pack**

Are you...?

- Looking for an opportunity to help shape the development of a new and growing school
- Excited by doing things that have never been done before
- Keen to be part of a school with an outsized local impact and an ambitious global vision
- A lover of nature and wild places

Welcome to the Lüderitz Blue School

We're looking forward to hearing from you.



Welcome

The Lüderitz Blue School is a small school with a big vision.

My family and I moved to Lüderitz two years ago and immediately realised there was a strong need for an **international school** that could prepare young people for whatever challenge they choose to tackle in the future. The Lüderitz Blue School opened in January 2023 to offer students a **world-class education with a special focus on the unique and inspiring environment of the town**. 20% of our places are offered as **scholarships** to ensure that the privilege of a good education is made available to those who can benefit from it the most. We also offer a **broad extra-curricular programme, open to the whole community**, because a well-rounded education doesn't just take place in the classroom.

Our vision for the future is for the Lüderitz Blue School to be the **first step towards building a network of 'Blue Schools' in ocean-facing countries across the world**. These schools will raise a generation of bigger, bolder thinkers - young people who shape a future where humans thrive in harmony with nature, connected to a global network that bridges social and cultural divides.



A handwritten signature in black ink that reads "Lucy Horst".

Co-Founder and Chair of the Board



Lucy's Message

Our family moved to Lüderitz in 2021 for what was supposed to be a two-year stint while my husband, Daniel Hooft, set up Kelp Blue. We quickly fell in love with Lüderitz, the two years came and went and we realised that Lüderitz is the place we want to bring up our children. With the Blue School, we now feel we have the perfect combination - access to a world-class education in a wild and exotic place where adventure is on our doorstep yet it still feels safe and welcoming. We quickly realised the enormous impact a quality school can have on the whole community - inspiring teachers have an outsized influence on all who come into contact with them. We now have a vested interest in making sure the Lüderitz Blue School becomes the best small school in the world and have become so passionate about the impact this has that we have extended our ambition to building Blue Schools around the world.

Director's Message

At the Blue School, we know that our learners are all as unique as the town of Lüderitz itself, where various industries, people and cultures come together, and the ocean meets the desert.

From a young age, our learners are encouraged to be true to themselves, to believe in their abilities and potential, to follow their passions and to **think and behave independently**.

An **internationally focussed centre of excellence**, we offer a wide range of academic subjects, as well as a full programme of engaging and inspiring extra-curricular activities. Our learners are taught to **care for and appreciate the wonders of the natural world**, with a particular focus on the desert and marine environments of Lüderitz.

We believe that a Lüderitz Blue School education enables children to grow into **curious, bold, resilient and open-minded individuals** who will take on the challenges of the future with a **positive attitude, balanced mindset, and an endless love of learning**.

Marnie Allen, Primary School Director and Blue School Lead



A woman with brown hair, wearing a yellow high-visibility safety vest over a light blue patterned top, stands in a hallway. She is leaning against a wooden door frame and looking towards the camera with a slight smile. The hallway has a checkered tile floor and a white door in the background.

Marnie's Message

Two years on from my arrival, I still remember my first days here and those feelings of anticipation, thrill, and nervous excitement that only new beginnings and challenges can bring. Our first weeks and months were spent in a forgotten classroom in the back of an old school building. The space had not been used in many years and had received no mercy from the wild weather of Lüderitz. The ceiling was severely damaged and quite literally falling in, and salt crawled up the walls, staining and eating away at the paintwork. Although this was a far cry from the brightly coloured Pinterest-worthy classrooms I and our first three learners were used to, we didn't let the unusual surroundings put us off. We would sit in that one room, crowded together on our four chairs around one squeaky table – all odd pieces of furniture kindly loaned to us from another school. We began with our first lessons, and the Blue School story began.

We have come a long way since those days, and over the past 24 months, we have expanded and transformed that same space into a beautiful learning environment, formed a dedicated team and opened a warm, inspiring and unique Blue School. We are looking ahead to the future with ambitious plans for growth, excited for what the next years will bring.



About the Lüderitz Blue School

The Lüderitz Blue School is a not-for-profit private international school offering the British National Curriculum in Lüderitz, Namibia - the only international school in the region. We currently offer Grades 0-7 and are expanding to offer Grades 8-12. Since opening last year, our school has gone from strength to strength, welcoming more learners, staff and volunteers to our family. We currently have 40 enrolled pupils, including a high proportion on full scholarship, and our numbers are growing quickly. In January 2024, we opened our first boarding house to be able to welcome learners from outside Lüderitz.

Our nurturing and professional teachers deliver lessons with a **holistic, child-centred approach** and our learners are encouraged to think creatively, to reflect on their progress, and to develop their independence. **Critical thinking, as well as inquiry-based learning**, are key to the 'Blue School' learning environment.

Grades 0-6 are taught in **multigrade classes** (Grades 0-2, Grades 3-4 and Grades 5-6). We view this as a strong advantage as it allows children to inspire and help each other along on their learning journey.

Grade 7 learners are taught in a **hybrid learning environment**, with some lessons taught by specialist teachers in person, and others through **Camrilearn, a world-class online learning platform**.



About Lüderitz

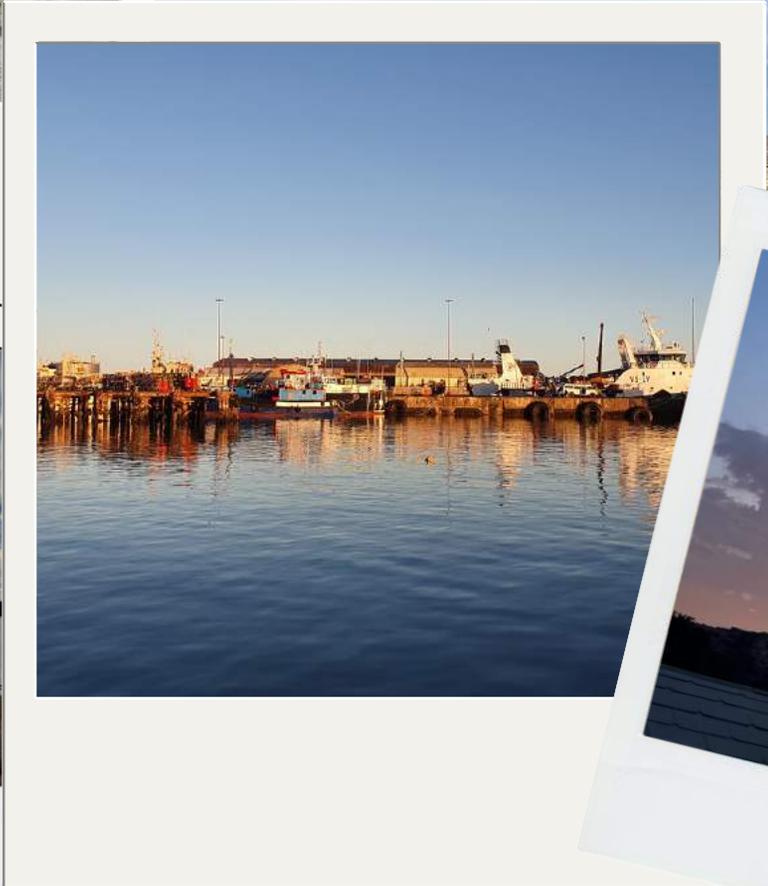
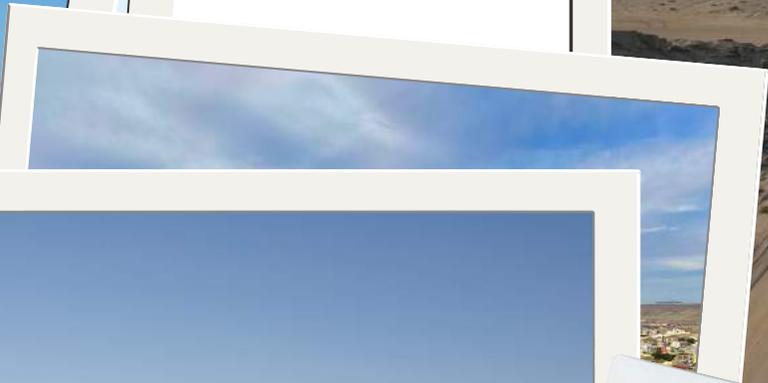
Perched between the Atlantic Ocean and the ancient Namib desert, south of the untouched Skeleton Coast, Lüderitz is entirely unique. The streets are clean and colourful, with buildings from the German colonial era giving the place the feel of an out-of-place, sandy Bavarian village. Traditionally the town has been reliant on diamonds and fishing, but with several blue and green projects of global significance either already starting, or on the horizon, there is a strong feeling of optimism in the town.

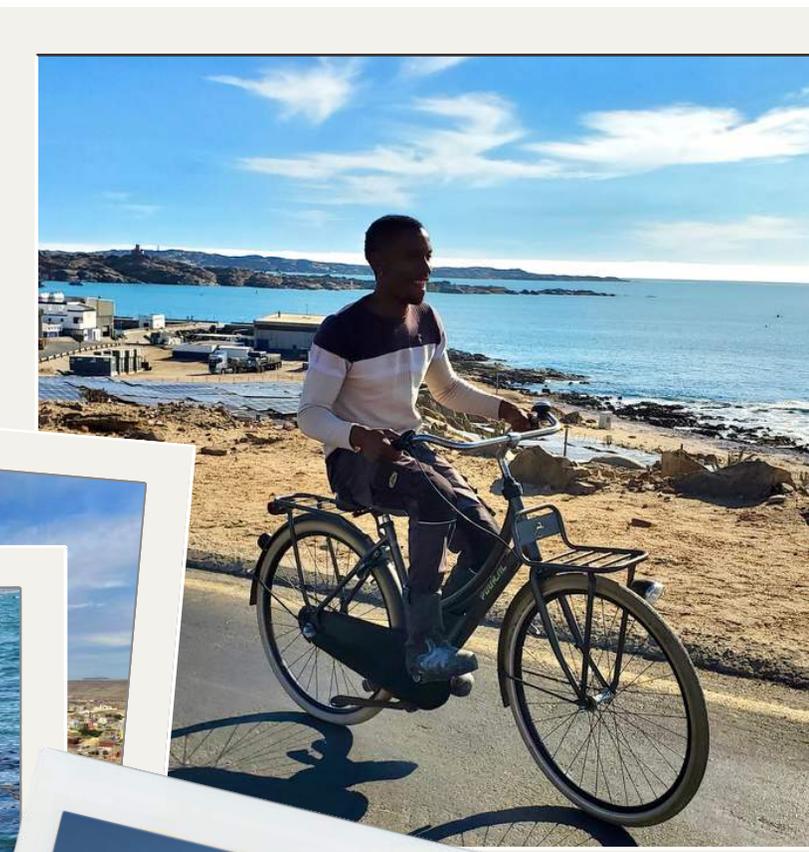
Lüderitz is very remote - accessible by one road and located in the restricted Tsau//Khaeb National Park, in the area formerly known as the Sperrgebiet (forbidden zone) where diamonds are mined to this day. Daily flights to Windhoek resumed in July 2023 which makes us feel a little less at the end of the earth.

The resourceful and resilient 'Buchters' - the affectionate nick-name for people from Lüderitz - all rely on each other which gives a unique sense of community. There are a handful of friendly bars and restaurants and grocery shops that supply what you need. But for those special luxuries, you need to plan ahead. The sun shines every day, the sky is always blue but it is rarely above 28 degrees. It is one of the windiest places on earth and when the wind blows, it howls.

If you love nature, wide open spaces, the ocean, empty beaches, watersports, small-friendly towns and a million square miles of mountains, dunes and savannah to explore in your backyard, you will fall in love with Lüderitz and never want to leave.

If you like big city buzz, nightlife, shopping and organised leisure activities, then it is probably not the place for you.







Namibia is a warm and welcoming country in which to live and an unrivalled tourist destination to explore. It has a small population of just over 2 million inhabitants in a country the size of Western Europe, making it one of the least densely inhabited countries in the world. It is home to some of the world's most spectacular and iconic landscapes including the world's highest sand dunes at Sossusvlei, extraordinary wildlife in Etosha National Park, the red dunes of the Kalahari desert, the Skeleton Coast and the untouched majesty of the Namib desert.

The country is well organised, the people are friendly and helpful and share a respect for preserving the extraordinary natural heritage of their country. Crime rates are very low, infrastructure is good and it is a safe and easy country in which to travel.

Our Values



Academic Excellence

In breadth as well as in depth



Open mindedness

Inclusive and empathetic



Boundless Curiosity

A love of questioning and discovery



Gallantry

Generosity of spirit, kind and helpful to others



Tenacity

Bold and audacious, tenacious and resilient



Environmental Awareness

Aware, awed by, and knowledgeable about the desert, the sea, and the past and present of the region

A photograph of four young students in blue school uniforms standing outdoors in front of a school building and playground. The students are smiling and looking towards the camera. The background shows a school building with a corrugated metal roof and a playground with colorful equipment.

The Blue School Learner

The Blue School is a new and growing school with a small family feel. One of the things we pride ourselves on is the way that all new children are welcomed to the school and very quickly made to feel part of the family by the existing learners. We have children from a range of different backgrounds including a high proportion who are on full scholarship so this in-built instinct for inclusion is something that we encourage in all our learners. We take inspiration from Rikki-tikki Tavi from *The Jungle Book*, "It is the hardest thing in the world to frighten a mongoose, because he is eaten up from nose to tail with curiosity. The motto of all the mongoose family is "Run and find out," and Rikki-tikki was a true mongoose."

Gallantry is another of our core values. It is sometimes seen as an old-fashioned concept but we believe that a sense of service, being able to put other people in the sunshine, being aware of and pre-empting the needs of others, being empathetic and being bold enough to move beyond what is comfortable are crucial skills to succeed in our ever-more interconnected world. We also encourage grit - tenacity is a superpower that allows you to succeed at anything you put your mind to. Being outdoors, in nature, and in the ocean, are all great ways to foster it. Blue School learners are confident and practical and able to turn their hand to any challenge.

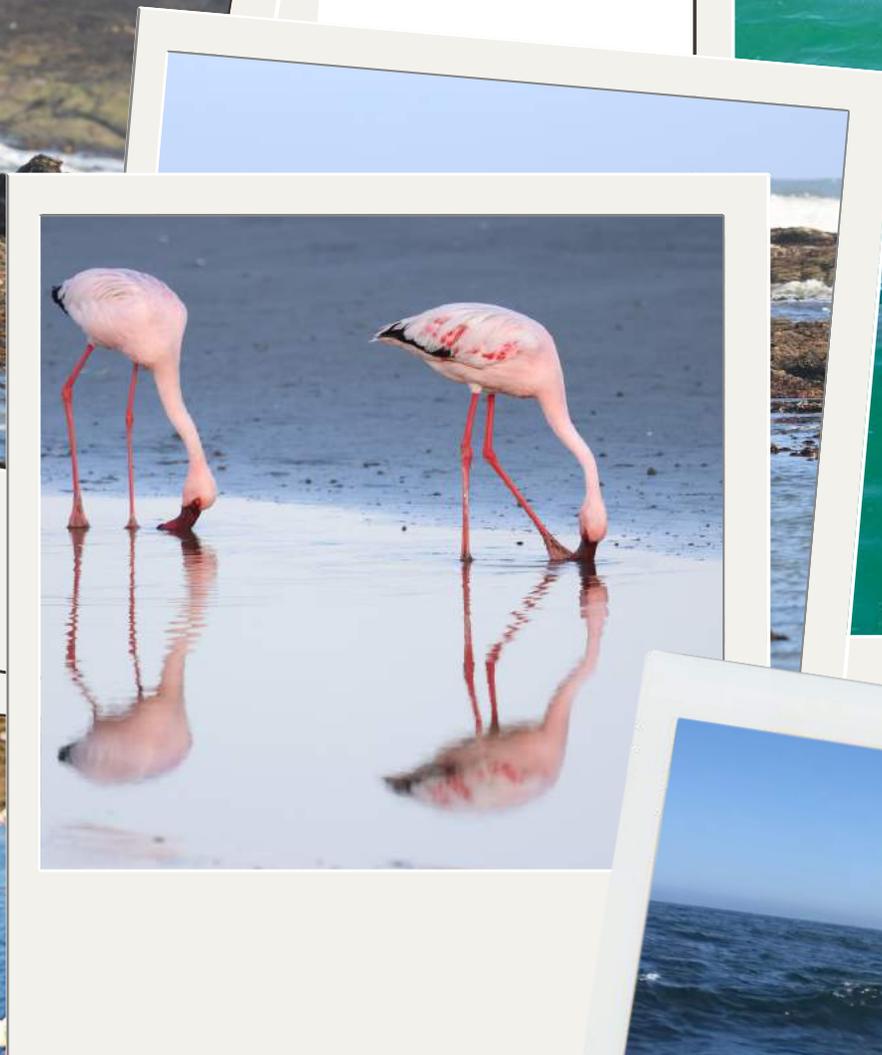


What is a Blue School?

We are raising a generation for whom it goes without saying that everything you do should be looked at through the lens of re-establishing harmony with nature.

Blue Schools and Blue Networks are being established all over the world - institutions that engage their learners and communities with marine-related topics to promote environmental stewardship and imbue them with bold, action-oriented custodianship of our oceans and our wild places.

At Lüderitz Blue School, we are proud of our 'blue vision' and passionately embed ocean education and literacy into our academics, extracurricular program and school ethos. Our learners have a deep appreciation and respect for the ocean, experiencing all aspects of it through their extramural activities, weekly Ocean Education and Culture Class and much more.





kelp blue
RE-WILDING THE OCEANS

Kelp Blue is cultivating large-scale Giant Kelp forests. These underwater forests safely lock away CO₂ in the deep ocean and help sustain healthy marine ecosystems, providing food and shelter for countless species. The products made from the harvested kelp also have a positive environmental impact. The first product, a biostimulant, naturally strengthens plants' resistance to drought and sources of stress, increasing crop yield and quality while reducing the need for chemical fertiliser.

The Benguela current offshore Lüderitz is the best place in the world to grow Giant Kelp and the majority of the operations are based in the town. Kelp Blue have generously supported the set-up of the school and their sister organisation, the Kelp Forest Foundation, support our extra-curricular activities.

The staff of Kelp Blue, a mix of young internationals and Namibians, make excellent role models for the learners of the school. We bring them in whenever possible to learn from their experience in marine biology, engineering, environmental science, and agronomy as well as having fun together on the beach and in the ocean.



kelp blue
RE-WILDING THE OCEANS



Leadership, Governance and Team

The school's management team is made up of Lucy Hooft, Chair of the Board, Marnie Allen, Primary School Director and Chief of Staff Levana Cloete. We will be recruiting for a Director of Secondary School soon.

Marnie and Levana also team-teach our Penguin Class (Grades 3-4). In addition, we have 3 full-time teachers for Grades 0-2, Grades 5-6 and Grade 7, 1 classroom assistant, 1 robotics teacher and extra-curricular coordinator and a small team of volunteers, interns and experts we call on when needed.

The school's board is made up of a diverse group of people who are committed to the long-term development of Lüderitz. They have backgrounds in business, entrepreneurship, politics, the civil service and education. Four of our board members are also parents at the school.



Marnie Allen, Primary School Director and Blue School Lead and Levana Cloete, Chief of Staff

Lüderitz Blue School Board



Lucy Hooft
Former Adviser
to HM Queen Rania



Marnie Allen
School Director



Suzan Ndjaleka
Regional Councillor
!Nami#Nūs Constituency
(Lüderitz and Aus)



Lily Raubenheimer
Experienced Teacher



Kauna Samuehl
Accountant and Teacher



Pieter Pretorius
CEO Mola Mola
Safaris



Maria Mbudhi
Deputy Country Manager
at Rhino Resources Ltd



Viviane Kinyaga
Water & Oceans
Governance Expert



Admissions and Scholarships

Any family that wishes to enrol their child must first complete an application form. Selected children will then be invited into school for a Trial Day where they will have a school tour and participate in regular timetabled lessons, playtimes and clubs. They will also be required to complete an external aptitude test. This is not a test of what the child knows so much as an assessment of how they learn. We offer places based on the results of the test and whether the child fits well in the school environment and will benefit from the curriculum. We welcome admission applications for any age group at any time of the year.

We also offer 20% of our places as scholarship places - the cost of this is mostly funded by private donors. To apply, parents must include a motivation letter that sets out why they require a scholarship and why their child would benefit from a Blue School Education. All scholarship decisions must be approved by at least two board members.

Academic and Curriculum

We follow the British National Curriculum. This is a renowned and respected syllabus which is followed by many schools, both in the UK and internationally. Following this curriculum, our learners and families have the security of consistency in educational standards if relocating abroad or elsewhere in Namibia and can go on to study anywhere in the world. As our school progresses, we aim to achieve full 'Cambridge International' accreditation.

Learners are taught a range of subjects including Maths, English, Science, History, Geography, Citizenship and Sport. We also provide Critical Thinking, Religious Education, Afrikaans, German and OEC (Ocean Education and Culture). Our teachers use Namibian textbooks, as well as material from the UK, ensuring that local geography and history is taught to our learners and that the international curriculum is appropriately tailored to local needs.



Boarding Houses

A home away from home

Our first Boarding House opened for learners joining us from outside Lüderitz in 2024. The house is managed by a friendly and warm team and is open for learners enrolled at Lüderitz Blue School from the age of 8. Renovations to our second house are almost complete, allowing us to increase our numbers. We are actively recruiting boarders from Namibia and internationally.





Extra-Curricular

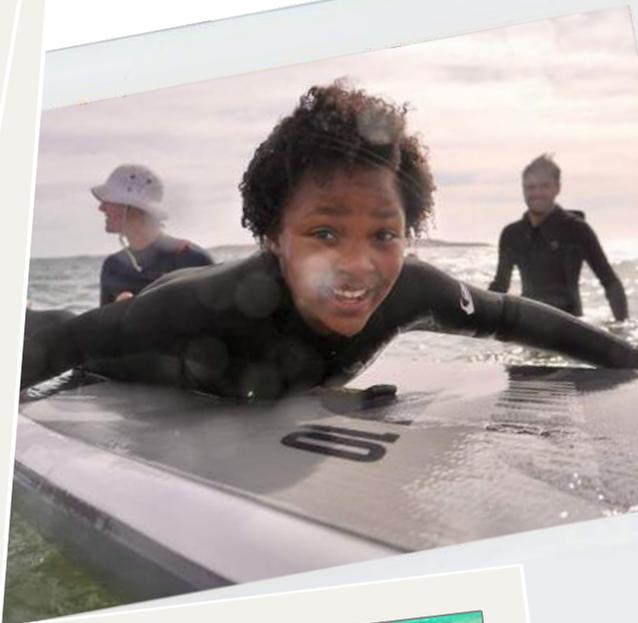
Our full programme of extra-curricular activities is central to the philosophy of the Blue School.

Clubs run every afternoon and are included in our school fees for enrolled learners. Many of these clubs are also open to learners from the community as there are limited options in Lüderitz for children and young people to be engaged in structured activities in the afternoons. Clubs are led by our school staff and by members of the wider community.

Clubs currently on offer include: Benguela Robotics Lab, Art and Design, Lego, Junior Robotics, Astronomy, Sport, Sign Language, Cooking, Chess, Gardening and Science. On Fridays the older learners take part in Oceans Day and the younger ones have Adventure Club.

As we grow, this programme will expand to include surfing, sailing, horseriding, seascouts, languages, orienteering as well as organised away-weekends and off-site excursions to explore the majesty of the Namibian landscape.







The Opportunity

To date, we have operated as a primary school which in Namibia goes up to Grade 7. We quickly realised that there are no secondary school offerings in Lüderitz or the region that would allow Blue School learners to continue the style of education that we offer and so we have applied to the Ministry of Education to be able to expand the school to accommodate Grades 8-12.

The biggest challenge in starting a secondary school is in having enough top quality qualified teachers when the numbers of enrollments are still small. We have, therefore, decided to start with a hybrid online/in classroom system where some subjects are taught online accessing top quality teachers and others are taught in person where the in-house knowledge exists.

We are looking for someone who has the initiative and drive to set up this new secondary school offering and put in place the structures that will last as the school grows. We are a close and small team - our ideal candidate will be a happy collaborator as well as comfortable working independently. The hybrid learning system allows all children to work at the best pace for their learning style, but to work well it will require someone with excellent organisational skills and a fine eye for the individual needs of each student.

As with any start-up or new organisation, all team members need to get involved with everything. We are looking for someone who is happy to go the extra mile when required, to take on whatever work needs to be done and sees opportunities and areas to do things better. The ideal candidate will be happy making do with what there is, a creative problem-solver and a nature-lover. All teachers are expected to assist with running at least 2 clubs as part of the school's extra-curricular programme and we value contributions from all staff in helping to shape the overall direction and development of our young, but growing school.



The Ideal Candidate will have:

- Relevant teaching qualification (PGCE or equivalent).
- Specialism in a core subject (Mathematics, English or Science).
- Extensive experience teaching the British National Curriculum or similar equivalent e.g. Cambridge International
- Strong knowledge of online and in-person teaching methodologies and best practices.
- Familiarity with curriculum development, instructional design, and assessment strategies.
- Excellent leadership, organizational, and communication skills.
- Strong teamwork skills.
- Ability to work effectively with a diverse range of stakeholders, including teachers, learners, parents/guardians, and administrators.
- Strong problem-solving and decision-making abilities.
- Flexibility to adapt to changing environments and technologies.
- Previous experience in secondary education coordination or a similar role.

As we are teaching children to be brilliant, gritty and gallant, it would be ideal if you were too. But if, like us, you are also a human and a work in progress, that's OK too.

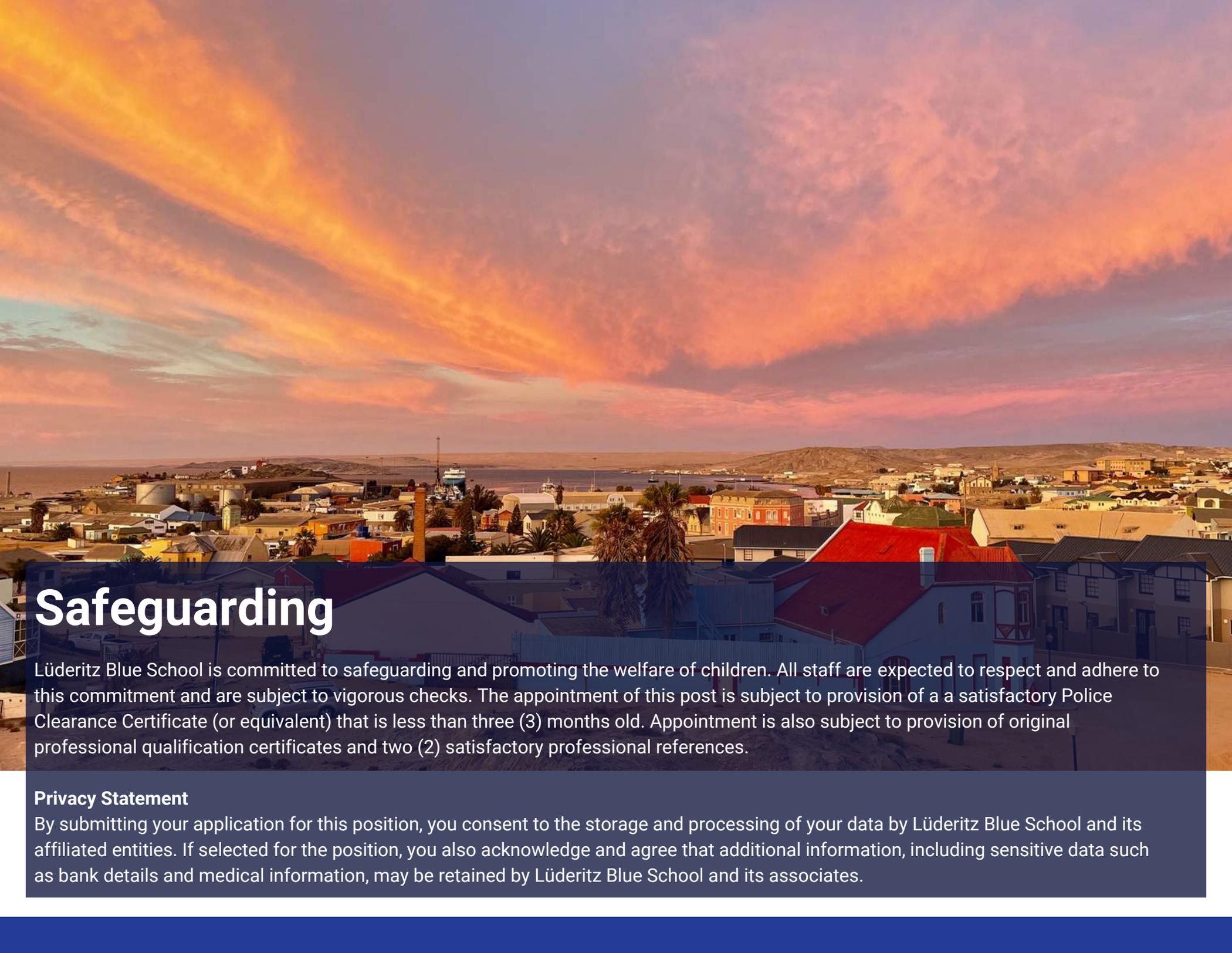


Remuneration

- A competitive local salary
- Relocation allowance
- Full medical insurance for the post holder, dependent spouse and up to two children
- Assisted places for children at the Lüderitz Blue School
- For international appointments, accommodation assistance and yearly flights to home country for the post-holder, dependent spouse and up to two children.

Application Process

- You can apply directly through the TES portal, or you can download an application from www.luderitzblueschool.com/vacancies
- Completed application forms should be submitted with a current Curriculum Vitae to info@luderitzblueschool.com Please include the vacancy job title in the subject line.
- The closing date for all applications is 12:00 GMT on 30th May 2024.
- Interviews for shortlisted candidates will take place via Zoom.



Safeguarding

Lüderitz Blue School is committed to safeguarding and promoting the welfare of children. All staff are expected to respect and adhere to this commitment and are subject to vigorous checks. The appointment of this post is subject to provision of a satisfactory Police Clearance Certificate (or equivalent) that is less than three (3) months old. Appointment is also subject to provision of original professional qualification certificates and two (2) satisfactory professional references.

Privacy Statement

By submitting your application for this position, you consent to the storage and processing of your data by Lüderitz Blue School and its affiliated entities. If selected for the position, you also acknowledge and agree that additional information, including sensitive data such as bank details and medical information, may be retained by Lüderitz Blue School and its associates.



Work in Progress

In case you hadn't noticed, we are building the plane as we fly it. And you can too!

We were recently featured in the Namibian press with the headline 'Geen droom is te groot' - Afrikaans for 'No dream is too big' which perfectly sums up our enormous ambition driven by relentless optimism, focussing on doing everything we do as well as we possibly can and lots of hard work.

One of the best things about starting a school from the ground up is the freedom to be creative and for each and every member of the team to play a role in shaping and guiding the development of the school as it grows.

If that is something that excites you, we'd love to hear from you.

4 NUUS Republiekein Woensdag 27 September 2023

>> Primêre skool het vanjaar sy deure geopen

Geen droom is te groot

Die Lüderitz Blue School op dié dorp wil die mees gesogte Engelse privaat skool in die suide van die land word.

Tanja Brause

“Ons wil soveel kinders as moontlik die geleentheid gee om deel te neem aan ons buitemaatsse aktiwiteite. Die skoolgelde wat ons vra, maak dit ommoontlik vir baie mense om hulle kinders na ons skool toe te kan stuur en daarom is ons buitemaatsse aktiwiteite, soos die robotika-klas, oop vir enige kind wat belangtel,” het Lucy Hooft, die Lüderitz Blue School se raadsvoorsitter, gesê.

Die skool het sy deure in Januarie vanjaar geopen en huisves tans 16 leerlinge.

“Ons het as 'n gesin met drie klein kinders Lüderitz toe getrek. My man, Daniel, is die uitvoerende hoof van Kelp Blue en Lüderitz is die beste plek in die wêreld om reusesevier te groei.

Lucy Hooft
RAADSVOORSITTER

“Ons hoop ook om volgende jaar 'n koshuis te open; dan kan ons kinders van die hele streek, land en selfs van die buiteland akkommodeer en onderrig.”

“Hier was geen skool op die dorp wat die kurrikulum gebied het waaraan die kinders gewoond is nie. Ons wou seker maak dat hulle dieselfde standaard onderrig ontvang ingeval die seevier nie groei nie en ons swer moes trek, want gelukkig nou onmoontlik lyk.”

Die gesin het besef hulle sal selfs moet doen om die kinders se onderrig op standaard te hou.

“Ons het besef daar is meer mense in dieselfde situasie. Mense wat hulle kinders na ander skole en koshuise toe moet stuur of wat nie oorweeg

om Lüderitz toe te trek nie weens die skoolprobleem.

“Dit is waar die idee ontstaan het en nou wil ons die beste klein skool met die beste koshuis in die streek word.”

Die Blue School is 'n private skool wat 'n internasionale kurrikulum volg en met 'n sterk akademiese fokus. Hulle fokus ook op die omgewing, veral op die unieke omgewing rondom en in die dorp, asook om meer oor die oseaan te leer.

“Ons fokus ook sterk op ons buitemaatsse aktiwiteite omdat daar baie min was vir kinders om na skool te doen. Die skole sluit om 13:00 en dan is daar niks verder vir die kinders om te doen nie. Ons bied onder meer robotika, Lego, sterrekunde, kurs en kunsvlyt, kosmaak en gebaretaal aan. Baie van die klasse is oop vir kinders wat nie in ons skool

is nie, maar wat daarin belangstel.”

BEURS

“Ons wil meer kinders die geleentheid gee om voordeel uit ons skool en ons kurrikulum te kan trek. Dit is hoe kom ons van die begin af gesê het 20% van die leerlinge moet beursouers wees. Ons het tans twee en is op soek na die derde leerling.

“Ons verseker, deur die beurse te gee, dat die skool nie net vir bevoorregte kinders is nie, maar dat enige kind die geleentheid kan kry om by ons aan te sluit en voordeel uit die skool te kan trek.”

Private skenkers betaal tans vir die twee beurse. Die Kelp Forest Foundation (KFF) betaal vir baie van die buitemaatsse aktiwiteite, veral die robotika-laboratorium en Oscardag.

“Hulle wil Lüderitz as 'n gemeenskap ontwikkel sodat dit nie net oor die groei van reusesevier gaan nie, maar oor hoe Lüderitz voordeel uit die bedryf kan trek.”

TOEKOMS

Die skool akkommodeer tans graad 1- tot 6- leerlinge. Graad 7 word volgende jaar bygevoeg en uiteindelik sal klasse tot matriek aangebied word.

“Ons moet saam met ons leerlinge groei en ons het nou 'n paar kinders wat volgende jaar na graad 7 vorder. Ons kan hulle nie wegstuur nie, dus moet ons uitbreei.

“Ons hoop ook om volgende jaar 'n koshuis te open; dan kan ons kinders van die hele streek, land en selfs van die buiteland akkommodeer en on-

dererrig. Die skool bied 'n internasionale kurrikulum aan teen 'n fraksie van die koste as wat dit byvoorbeeld by 'n skool en koshuis in Engeland sou kos en boonop nog in 'n besonderse plek.”

Die gebou waarin die Blue School tans gehuisves word, was nog altyd 'n skool. Dit was vir jare die Duitse skool waar kinders van Lüderitz sowel as van die hele streek skoolgegaan het. Net bokant die skool is twee groot koshuise wat vir 'n wyle in onbruik is.

-tanja@republiekein.com.na

Emma en Amalia speel skaak tydens pouse. FOTOS TANJA BRAUSE

Leon en Freddie geniet die leesstof in die biblioteek.