

Candidate Information Brochure



ST ANDREW'S SCHOOL, TURI, KENYA

Seeking the Highest since 1931

Teaching Mentor

St Andrew's Preparatory School, Turi

**START DATE:
SUNDAY 17TH APRIL 2026**



THE 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 of a Preparatory and Senior School as well as a College and welcomes children of over 25 nationalities, the majority of whom are now African.

The School is a vibrant, demanding and supportive community which encourages pupils and staff to seek their highest at all times.

It is fully coeducational and boarding, teaches the British curriculum and sends pupils to universities in the UK, America, Australia and many other parts of the world. Specifically at the Prep School, the British curriculum is taught from EYFS to Year 8. The majority of students move from the Prep School to the Senior School, though a small number also go on to leading Independent schools elsewhere in the world.

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.



APPLICATIONS WELCOME

TEACHING MENTOR FOR THE JUNIOR BOYS BOARDING HOUSE

St Andrew's, Prep School is seeking to appoint an enthusiastic and dedicated individual to join our Boarding House team, supporting pupils both pastorally and academically within our vibrant boarding community. Working closely with the Houseparents, the successful candidate will play a key role in nurturing a supportive, structured

environment where pupils can thrive. As a positive role model, they will guide pupils in their daily boarding life while also contributing to high-quality academic support by assisting with teaching and learning.

We are looking for a Teaching Mentor who has excellent expertise in any of the following areas:-

- English
- Mathematics
- SEND

Vision
Seeking the highest for every individual with Christ as our guide.

Mission
To be the leading international School in Africa, transforming the Hearts, Minds, Bodies and Souls of tomorrow's leaders.

MESSAGE FROM THE DIRECTOR, MR GEERT SIMONS, FOLLOWING THE OCTOBER 2025 ISI INSPECTION:

We are delighted with the outcome. The inspectors confirmed that St Andrew's meets **all BSO Standards across every area of school life**. They repeatedly commended the excellence and quality they observed: strong leadership and governance, high academic expectations, an inspiring curriculum, impressive co-curricular breadth, warm and effective boarding provision, and a culture of respect, compassion and ambition among our pupils. They spoke highly of the spiritual, pastoral and moral education that underpins daily life at Turi, and of the confidence, curiosity and resilience they saw in our students.

The report also acknowledges the strength of our safeguarding culture and the professionalism of our staff. It highlights how well our pupils are cared for, known, challenged and supported. These affirmations reflect the hard work of every colleague in every part of the school, and the trust placed in us every day.





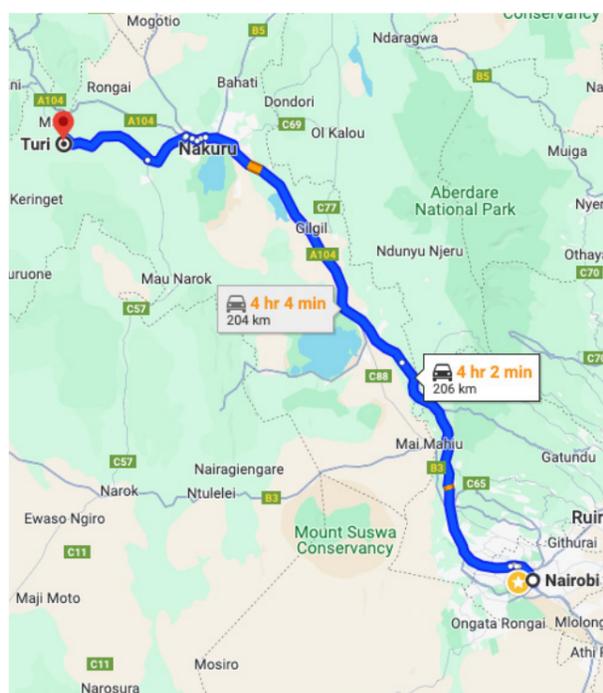
The School is situated on a beautiful 450-acre site on the western slopes of the Rift Valley some 200km NW of Nairobi. All members of staff are housed on the campus in School accommodation and enjoy significant domestic help. Near the Equator and at 2600m, the climate is temperate. It is malaria free.

Co-curricular provision both within the Prep School and as a Whole School is strong. The Prep School enjoys an excellent reputation in Kenya, and in particular on the IAPS circuit, for its co-curricular contributions. Over the past few years, the Prep School has been National Champions in Athletics, Hockey, Football, Netball, Rugby and Rugby 7s.

We are also hosts of the IAPS Orchestral Weekend, the major musical event of the schools' calendar, and have a superb standing in the choral realm.



With parks like the Nakuru National Park and the Maasai Mara as well as perfect beaches and stunning mountains, Kenya offers a rich natural and cultural experience.



THE ROLE

The successful candidate will report to the House Parent and Deputy Head Academic and will perform two chief roles:

They will assist the Houseparents in providing pastoral care within the Junior Boys Boarding House team and act as a role model in all areas to pupils within the Boarding House.

They will also assist in providing the very best academic support, through helping with the teaching and learning opportunities for the classes to which they are assigned.

KEY RESPONSIBILITIES

Boarding

- Promote the welfare of children and to support the School in safeguarding children through relevant policies and procedures
- Maintain good order and discipline among the pupils, safeguarding their health and safety
- Provide support and assistance to House Parents
- Be part of the Boarding House team, involved in decision making on the activities, initiatives, routines and pastoral arrangements.
- Perform pastoral duties in the evening and weekends

Academic

- Provide support and assistance to teachers
- Assist in developing lesson plans based on the School's schemes of work and the specific

needs of each child

- Collaborate with teachers to monitor the development of each child
- Understand the teacher's routine when it comes to delivering a lesson plan and running the class in the event that the teacher is absent on a particular day.
- Work with children in the classroom to promote their learning and development
- Provide cover for lessons when required.



KNOWLEDGE AND EXPERIENCE

	ESSENTIAL	DESIRABLE
Qualifications	A good degree	A demonstrable commitment to professional self-improvement
	Recognised teaching qualification e.g. PGCE	An additional qualification in educational management
Knowledge	Registered with the Kenyan Teacher's Commission (TSC)	
	A clear understanding of and affinity for the school's ethos	
	Deep subject expertise in your chosen field	Involvement in subject networks, examination boards, or enrichment initiatives.
	Knowledge and understanding of safeguarding and child protection practices in a school environment.	
	Knowledge of how to promote positive behaviour, wellbeing, and inclusion within a residential community.	
Experience	A proven track record excellent teaching and classroom management skills	Successful experience of raising student achievement and adding value
	Relevant experience of working in a boarding school	Relevant experience in a Prep School context
	Excellent communication and interpersonal skills	
	Ability to use a range of teaching strategies to support the full range of educational needs	Knowledge of current generic developments in teaching and learning.
	Proven ability to lead and motivate sports teams in competitive games Willingness to contribute to the sporting and co-curricular programme of school	Coaching qualification in school sports, or outdoor adventure



SKILLS AND ATTRIBUTES

- A strong personal empathy with the School's Christian ethos
- Purposeful, proactive and sound judgement with the highest standards of personal integrity, energy, stamina, resilience, empathy, enthusiasm, and a sense of humour
- Academic curiosity
- Supportive, encouraging, compassionate and inclusive
- Impressive personal presence and presentation
- Literate and numerate, excellent in the use of IT and with a keen eye for detail
- A passion and appreciation for quality literature
- 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

BEYOND THE CLASSROOM

The applicant will be expected to contribute strongly to the co-curricular life of the School. They will be required to lead a section of our impressive Scout Group.

All senior staff participate in the School's extensive co-curricular activity programme as well as in the boarding houses.

Beyond that, we want staff who are committed to allowing students to thrive; first-class communicators; passionate about education and the students they teach; creative and diligent in their planning; and, given life in a full boarding school (in a remote location), are adaptable, energetic and resilient.

Above all, what matters is a commitment to help us provide a world-class education for our students. St Andrew's staff are characterised by the highest professional standards, and they form a vibrant and industrious community, integral to the culture of excellent professional development within the context of a full boarding school.



ROLES AND RESPONSIBILITIES OF ALL TEACHING STAFF AT ST ANDREW'S SCHOOL

St Andrew's School is a boarding School which welcomes Day pupils. The nature of a St Andrew's education is that it is broad and encompasses the full range of human development; Mind, Heart, Body and Soul.

It is a requirement that all teaching staff are directly involved in all areas of School life for following reasons:

1. Teaching staff are role models for the pupils. Pupils have to embrace a broad education and staff must model this behaviour;
2. Pupils live in School and are engaged with School life at all times, they respect staff who demonstrate a similar level of commitment to their own;
3. The School places a high value on teamwork. A shared commitment is essential to the effective working of the School;
4. The School is operational at all times during the term and staff must be flexible in order to respond to changes of circumstances including boarding arrangements. The boarding nature of the School means that certain working practices take place that are not found in every School. These affect all teaching staff.

Amongst these (but not excluding others) are the

following:

1. Running activities on a Saturday or Sunday throughout term time, every alternate weekend;
2. Social, academic or spiritual duties in the evenings;
3. Activities or games coaching from 1500-1700 on weekdays;
4. Subject, tutor, leadership meetings which take place at various times of the day, including early mornings;
5. VISO weekends occur once every half term. Staff are required on duty for both days of that weekend.

This level of commitment is common to major boarding Schools and the staff who work in them do so because they are attracted to the opportunities that such a high degree of vocational commitment conveys.

Despite all of the above, please rest assured that as a school we value family time and make every effort to ensure you are able to balance family life with work commitments.

The Rising Phoenix (the staff club) is a community hub and involvement within it is a collegial and social opportunity.

TERMS AND CONDITIONS

Remuneration

There is a generous overall remuneration package as detailed below

- Salary: The successful applicant will be placed on the Teaching Mentor salary scale.
- Accommodation: Suitable rent-free accommodation within the boarding house will be provided as a taxable benefit.
- Medical Care: A comprehensive medical insurance scheme will be provided for the successful candidate.

- Meals: These are provided during term time as a taxable benefit

- Facilities: Extensive sports facilities are open to use by staff.

Hours of Work and Holiday Entitlement

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





Application Procedure

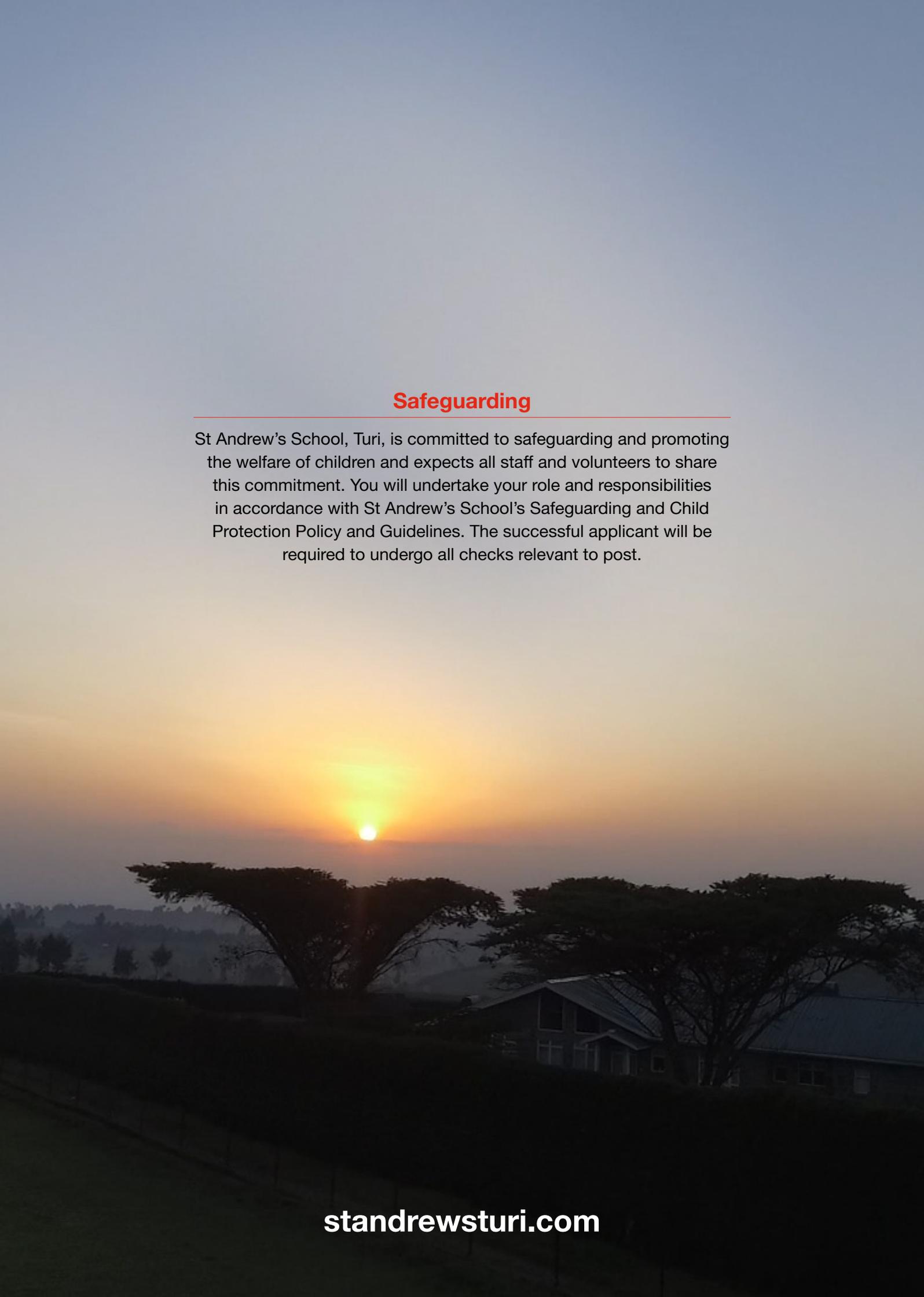
To find out more please contact the Head of HR, Mrs Maurine Roseline Arwa.

Tel: +254 (0) 111053090 • Email: HeadofHR@turimail.co.ke

Applications should be submitted via the school website [St. Andrews Turi Career Opportunities - St. Andrews Turi \(standrewsturi.com\)](https://standrewsturi.com) and include: a completed application form, and a brief covering letter.

[Application forms](#) are available on the [School website](#).

- Closing date for applications: **Monday 16th March 2026**
- Online interviews for long-listed candidates: As suitable applications are received
- Notification of shortlisted candidates: **Wednesday 18th March 2026**
- Final Interviews (St Andrew's): **Monday 23rd March 2026 – on site**
- Start Date: **Sunday 17th April 2026**

The background of the page is a scenic photograph of a sunset. The sun is a bright, glowing orb positioned in the center of the frame, just above the horizon. The sky transitions from a deep blue at the top to a warm orange and yellow near the sun. In the foreground, there are silhouettes of large, spreading trees and the roofs of several buildings, likely part of a school campus. The overall atmosphere is peaceful and serene.

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