



# CHENGELO SCHOOL

AS A WITNESS TO THE LIGHT

## Person Specification

### Head of Secondary School – Chengelo School

**Location:** Mkushi, Central Province, Zambia

**Reports to:** Principal

**Role Type:** Full-time, Fixed Term

### Essential Criteria:

#### Professional and Academic Qualifications:

1. **Teaching Qualification:** Recognised degree and graduate teaching qualification.
2. **Postgraduate Qualification:** Postgraduate qualification in education, leadership or management.

#### Experience:

1. **Teaching Experience:** significant teaching experience, including in a secondary school setting and in a boarding school setting.
2. **Senior Leadership Experience:** proven experience in a senior leadership role with a track record of raising educational standards, for example as a Deputy Head, Assistant Head or Head of Department.
3. **Staff management and Development:** Experience in managing teams, leading staff development, and performance management.
4. **Financial and Operational Leadership:** Experience in budgeting, resource allocation, and financial management in an educational context.
5. **Christian Leadership, Pastoral Care and Pupil Well-being:** Experience in Christian Leadership with involvement in discipleship and development of children and young people. Demonstrable commitment to safeguarding and promoting the welfare of children and young people.
6. **Curriculum Development:** Experience in curriculum design and implementation in a secondary education system.

#### Christian Faith and Values:

1. **Strong Personal Faith:** A mature and active Christian faith with a committed relationship with Jesus Christ, demonstrated through personal life, ministry and vocation.
2. **Biblical Understanding:** a strong understanding of the Bible and Christian doctrine, and able to apply Biblical principles to leadership.
3. **Evangelistic Heart:** A passion for discipleship with a desire to raise up the next generation of Christian leaders who will impact their communities and the world.
4. **Commitment to Prayer and Worship:** Regular personal commitment to prayer, worship and spiritual growth, and able to cultivate an environment of prayer and worship in the organisation's culture.
5. **Living Christian Values:** Demonstrates Christian values in all aspects of personal and professional life, including humility, compassion and service to others.

### **Leadership and Management Skills:**

1. **Leadership:** Strong leadership and management skills with the ability to inspire, motivate and support staff and students.
2. **Strategic Vision and Thinking:** A clear vision for secondary education in a Christian, international, holistic context and an ability to drive improvement, proactively addressing challenges and finding solutions, and effectively managing change.
3. **Collaboration and Team Building:** Ability to motivate and develop a diverse team, and create a collaborative and inclusive working environment.
4. **Effective Communication:** Excellent verbal and written communication skills, with the ability to engage effectively with the Principal, staff, students, parents, governors, and external stakeholders, effectively sharing information while also listening and responding to feedback.

### **Personal Attributes:**

1. **Integrity and Accountability:** A high level of personal and professional integrity, with a strong commitment to transparency and accountability.
2. **Resilient and Relational:** Ability to work under pressure and remain calm and focused in challenging situations; with strong interpersonal skills and the ability to foster a supportive working environment.
3. **Passion for Education and Discipleship:** A strong commitment to providing high quality education, while fostering the growth of young people in both their faith and leadership potential, nurturing the abilities of each pupil across all age groups.
4. **Commitment to Holistic Education:** A passion for outdoor learning and experiential education, valuing the role of outdoor activities in holistic pupil development.

### **Desirable Criteria:**

1. **International perspective and Cross-Cultural Experience:** Experience working in multicultural or international school communities and with staff and pupils from diverse cultural backgrounds.
2. **Teacher Training:** Experience of teacher training and development, including curriculum design and development, pedagogical skills, mentoring, and evaluation and assessment skills.
3. **Experiential Learning:** Experience in experiential learning in outdoor education programmes, including residential trips, expeditions, and activities that complement academic learning.
4. **Digital Learning:** knowledge and experience of digital learning tools and their integration into the curriculum.
5. **Community Engagement:** Demonstrated ability to build positive relationships with local and wider school communities, promoting collaboration.
6. **Innovative Teaching Practices:** Experience introducing or implementing innovative teaching and learning methods, particularly those that integrate outdoor education and experiential learning.

### **Working Conditions:**

**Hours:** Full time with flexibility required for evenings, weekends and travel as needed.

**Salary:** Commensurate with experience, plus benefits package.

**Start Date:** June 2025.