



CHENGELO SCHOOL

AS A WITNESS TO THE LIGHT

Person Specification

Principal – Chengelo School (Primary, Secondary & Ndubaluba Outdoor Education Centre)

Location: Mkushi, Central Province, Zambia

Reports to: Board of Governors

Role Type: Full-time, Fixed Term

Essential Criteria:

Professional and Academic Qualifications:

1. **Teaching Qualification:** Recognised graduate teaching qualification, or equivalent degree for work in an educational setting.
2. **Leadership Qualification:** Postgraduate qualification such as a master's degree in education, educational leadership or educational administration.

Experience:

1. **Senior Leadership Experience:** Significant experience in a senior leadership role in education, preferably as a Headteacher/Principal or in a similar capacity.
2. **Financial and Operational Leadership:** Experience in managing budgets and resource allocation, strategic planning, staffing, governance and operational oversight in a school environment.
3. **Staff development:** Experience in staff recruitment, professional development, and performance management.
4. **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.
5. **Curriculum Development:** Experience in curriculum design and implementation across both primary and secondary education systems, including a background in experiential learning.

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. **Visionary Leadership:** Ability to articulate and communicate a clear, inspiring vision for the future of the school, motivating staff, pupils and stakeholders to align with and commit to the strategic plan, fostering a strong sense of community across the primary, secondary, and outdoor education settings.
2. **Strategic Thinking:** Strong skills in critical thinking and decision-making, with the ability to assess how strategic objectives can be achieved and how plans might need to be adapted to emerging challenges or opportunities.

3. **Collaboration and Team Building:** Proven ability to lead motivate and develop a team, able to foster collaboration across diverse settings and ensure stakeholders feel involved and valued.
4. **Resilience and Adaptability:** Ability to manage multiple priorities and adapt to changing circumstances.
5. **Effective Communication:** Excellent verbal and written communication skills, with the ability to engage effectively with staff, pupils, parents, governors, and external stakeholders, effectively sharing vision and goals while also listening and responding to feedback.
6. **Delegation and Empowerment:** Delegating responsibilities to the right people and trusting them to take ownership of tasks.

Personal Attributes:

1. **Integrity and Accountability:** A high level of personal and professional integrity, with a strong commitment to transparency and accountability.
2. **Relational and Empathetic:** Strong interpersonal skills with the ability to understand and address the needs of pupils, staff, and parents, fostering a supportive and inclusive culture.
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. **Outdoor Education Management:** Experience in managing or overseeing an outdoor education programme, including residential trips, expeditions, and activities that complement academic learning.
2. **International Perspective and Cross-Cultural Experience:** Experience working in multicultural or international school communities and with staff and pupils from diverse cultural backgrounds.
3. **Experience in Public Relations:** Experience representing an organisation or cause in public forums, building public awareness and support.
4. **Community Engagement:** Demonstrated ability to build positive relationships with local and wider school communities, promoting collaboration.
5. **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.