KENT COLLEGE
WEST CAIRO

KC

Head of College

The Way to Educational Excellence

KENT COLLEGE
WEST CAIRO

01 Information for Candidates

AN EXCEPTIONAL LEADERSHIP OPPORTUNITY

Kent College West Cairo is one of the most ambitious new schools in Egypt. This is an exceptional opportunity to lead the school at a critical moment in its development.

OUR FOUNDATIONS AND AMBITION

Kent College West Cairo was founded in 2022 as a partnership between Sagah Investments and Kent College Canterbury. Its ambition is to become one of the leading international schools in Egypt. The school is located in dynamic and fast-developing West Cairo but is grounded in the educational philosophy, pastoral approach and values that have shaped Kent College Canterbury for 140 years.

ACADEMIC EXCELLENCE AND HOLISTIC EDUCATION

The school is committed to high academic standards and outcomes and to being an authentic reflection of Kent College's values and ethos and its inclusive approach. This means a genuinely holistic education, a commitment to each child thriving, a focus on student wellbeing, and a broad view of preparing students for a rapidly changing world. Kent College West Cairo's developing culture reflects its pride in its Egyptian context and its commitment to the values, behaviours and attitudes that characterise Kent College Canterbury.

CURRICULUM, FACILITIES AND PARTNERSHIP

The school follows the UK curriculum and has impressive facilities, including a Senior School building and sports centre that opened in September 2026. The two partners in the school work extremely closely, and the Head will operate in a tight-knit team with the Chairman and CEO and the Executive Director of Operations, while maintaining close contact with the Head and International Director of Kent College in the UK.

GROWING OUR SCHOOL COMMUNITY

Kent College West Cairo is within the O West residential development, one of Cairo's most significant new developments. That development will continue to be an important catchment, but as the school expands towards its capacity of 1,500 students, it will need to draw in students from neighbouring areas. Growing the student numbers will be an important priority for the new Head.

THE LEADER WE SEEK

The position will suit an experienced senior leader who can align with and be visionary in delivering the ambition of the owners and Kent College. They should be able to inspire students, families and staff, be dedicated to high academic standards in a healthy and inclusive school culture, committed to effective parental engagement, and enthusiastic about building a strong external profile to support the school's growth.

AN AMBITIOUS AND SUPPORTIVE PARTNERSHIP

The ambition to make Kent College West Cairo one of the leading international schools in Egypt and the supportive working relationship of the two partners make this a magnificent opportunity for the right candidate.

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02
The School

OUR DEVELOPMENT AND FUTURE GROWTH

Kent College West Cairo has entered its fifth year of operation and in the last two years especially, it has built the foundations for its future growth and success. Located in fast-developing West Cairo, its immediate catchment is the O West development, but it aims to be a school for Egyptian and expatriate students that reaches beyond O West to other residential areas. Its initial focus has been on the establishment of the Junior School, and it now has 300 students from Years 2 to 6. It has very recently opened its impressive new Senior School building, together with excellent sports facilities. The first students will sit for IGCSEs in 2027 and for A-levels in 2029. At capacity, it will have 1,500 students.

THE KENT COLLEGE EDUCATIONAL PHILOSOPHY

The relationship with Kent College Canterbury is a defining one for Kent College West Cairo. The school is intended to deliver the same educational philosophy, pastoral approach and values that have characterised Kent College Canterbury for more than 140 years. This means bringing together the strengths of a British independent-school education and its embrace of intellectual, physical and social development, with the distinctive cultural setting of Cairo, and the critical thinking and future readiness associated with a modern international school education. Academic expectations are high, but equal importance is attached to pastoral care, character development, enrichment and service. Through a strong emphasis on enquiry, communication and creativity, the school aims not only to prepare students for examination success, but to develop confident, resilient, curious, compassionate and outward-looking young people who are equipped to flourish in a rapidly changing world.

AN INCLUSIVE SCHOOL COMMUNITY

Kent College West Cairo also reflects the inclusive approach that is at the heart of Kent College Canterbury. Inclusivity extends across all areas of school life, with support available for students with a wide range of needs, abilities and interests.

BUILDING ON STRONG FOUNDATIONS

Kent College West Cairo retains the energy and sense of opportunity of a start-up environment whilst benefitting from the support, heritage and quality assurance of a highly-regarded British independent school. The new Head will be expected to retain this spirit, while building the student numbers, maximising the use of the school's excellent facilities, creating a distinctive identity in the increasingly competitive Cairo market, and creating a vision for how the school can become one of the leading international schools in Egypt.

VALUES AND CULTURE

Kent College West Cairo is shaped by the values that are at the heart of Kent College Canterbury:

- Respect
- Acting justly
- Ambition
- Humility
- Openness
- Kindness
- Resilience
- Curiosity

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Kent College West Cairo

VALUES IN EVERYDAY SCHOOL LIFE

These are not only aspirational; they are intended to inform everyday interactions and decision-making across the school community. The school is intentionally warm, inclusive and family-oriented and it will be an important priority for the new Head to retain this character as the school grows. Relationships lie at the heart of the school, and considerable importance is attached to creating an environment in which every student feels known, supported and valued.

PERSONALISED LEARNING AND WELLBEING

Academic excellence is expected, but it is pursued within a culture that places equal emphasis on wellbeing, belonging and personal growth. Teachers are encouraged to understand their students' strengths, interests and aspirations, and to provide both challenge and support. Kent College Canterbury's emphasis on personalised learning is also fundamental to Kent College West Cairo's approach.

DEVELOPING GLOBAL CITIZENS

As an international school situated in Egypt yet deeply connected to the UK school's traditions, Kent College West Cairo seeks to develop students who are confident in their own identity whilst being open-minded and respectful of others. The school's aspiration is to nurture principled and compassionate global citizens who are prepared to contribute positively to their communities, both locally and internationally. An important motivation for the owners is to ensure that there are future leaders across all sectors of Egyptian society and the economy who have had access to such an education.

PASTORAL SUPPORT AND INCLUSION
KNOWING AND SUPPORTING EVERY STUDENT

Kent College West Cairo places considerable emphasis on ensuring that students are known as individuals and are supported to thrive both academically and personally. This depends on strong relationships between staff, students and families. The school seeks to create an environment in which students feel secure, supported and able to take intellectual and personal risks.

A STRONG SENSE OF BELONGING

Pastoral care is at the heart of the school; it is not an additional programme. The aim is that every student should feel they belong and have found their second home.

REMOVING BARRIERS TO LEARNING

Inclusion is a significant priority. Kent College West Cairo seeks to provide every child with access to a broad and balanced education, recognising that students arrive with different strengths, needs and aspirations. The school supports learners across a range of abilities and is committed to removing barriers to learning wherever possible. By promoting respect and social equality, the school supports every student to grow and learn in a positive and empowering environment.

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Kent College West Cairo

CO-CURRICULAR LIFE
EDUCATION BEYOND THE CLASSROOM

Central to Kent College West Cairo is the conviction that education extends beyond the classroom and should provide students with opportunities to develop interests, talents and leadership skills. The school's co-curricular programme is very much a reflection of Kent College Canterbury's holistic approach, where participation in sport, the arts, service and wider enrichment activities is seen as central to the personal development of each student.

PARTICIPATION, TEAMWORK AND LEADERSHIP

Students benefit from specialist facilities for sport, performing arts and STEAM. The school's location supports access to additional external facilities and resources. A house system and inter-house activities and events encourage participation, teamwork, a strong sense of identity, and relationships across year groups, as well as the development of leadership skills.

CAMPUS AND FACILITIES
A CAMPUS BUILT FOR GROWTH

Kent College West Cairo occupies a substantial purpose-built campus. When fully developed, the campus will accommodate 1,500 students and include more than 70 classrooms plus science laboratories, libraries, performing arts spaces, collaborative learning areas and extensive facilities for sport and physical education. An impressive new Senior School building and a new sports centre have just opened in September 2026. The new building accommodates a state-of-the-art library, STEAM hub, music rooms and art and food tech spaces.

SPACES FOR LEARNING AND WELLBEING

The physical environment of the campus reflects Kent College West Cairo's educational philosophy. Learning spaces have been designed to encourage collaboration, creativity and enquiry, while the wider campus provides opportunities for both formal and informal learning. The facilities support the school's commitment to wellbeing, community and holistic development.

GOVERNANCE AND LEADERSHIP
GOVERNANCE AND ACCOUNTABILITY

Kent College West Cairo's governance structure reflects the partnership between Kent College Canterbury and Sagah Investments. The two partners come together in the Board of Governors, but both partners are actively involved in governance and leadership beyond formal Board meetings. The Head reports to the Chairman and CEO, Mr Shady Eshra, and is accountable to the Board.

EDUCATIONAL SUPPORT AND QUALITY ASSURANCE

Kent College Canterbury takes seriously its responsibilities for oversight, educational support and quality assurance as a way of ensuring that its values and educational and wellbeing standards are authentically represented in the Kent College West Cairo. Kent College Canterbury also provides access to expertise, professional development and strategic support. As the Cairo school grows, it is anticipated that this collaboration and engagement will become more two-way.

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Kent College West Cairo

OUR CANTERBURY LEADERSHIP PARTNERSHIP

Kent College Canterbury's involvement is led by the Head, Mr Mark Turnbull, and International Director, Mr Gerard MacMahon, who both serve as governors of Kent College West Cairo. Gerard is an experienced international leader and his work alongside the current College Head, Mr Robin Silk, has been a crucial part of the school's progress over the last two years; he has visited the school regularly in that period. The Head will have a fortnightly meeting with Kent College Canterbury, alongside the CEO and Executive Director of Operations, but is likely to have regular contact between these scheduled calls.

COMPLEMENTARY LEADERSHIP RESPONSIBILITIES

In the school, the Head works closely with the CEO and the Executive Director of Operations, Ms Engie Abdel Gawad. There is a clear delineation of the two roles. The Head oversees all academic, educational and safeguarding responsibilities and shapes the school culture. The Executive Director of Operations is responsible for the administration, finance and related operational areas. The partnership between the two is vital to the school's success.

WORKING TOGETHER EVERY DAY

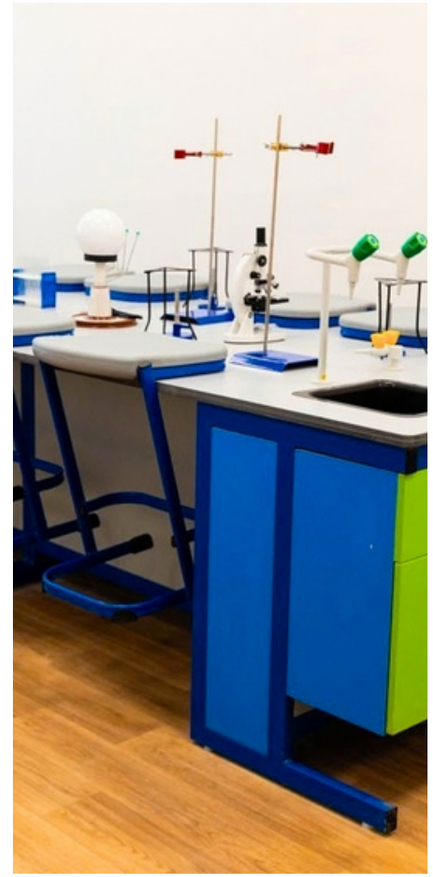
The two leaders support and challenge each other: the Head attends the regular administration meeting, while the Executive Director of Operations attends the weekly Senior Leadership meetings. They are in frequent contact on a daily basis; their relationship is crucial to the effective functioning of the school.

AUTONOMY AND DELEGATED AUTHORITY

The sections above describe the governance and advisory infrastructure that should support, and challenge, the Head. The governors of Kent College West Cairo, and its owners, wish to stress that the Head will have autonomy in their role, with clear delegated authority over the educational leadership of the school and, of course, the associated accountability.

THE SCHOOL LEADERSHIP TEAM

The Leadership Team is led by the Head and currently comprises the Head of Early Years, Head of Junior School, Head of Senior School, the Academic Coordinator and the Executive Director of Operations. As the school grows, the Head will need to keep under review the composition of this team to ensure it remains fit for purpose.



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03
Kent College Canterbury

A HERITAGE OF EXCELLENCE

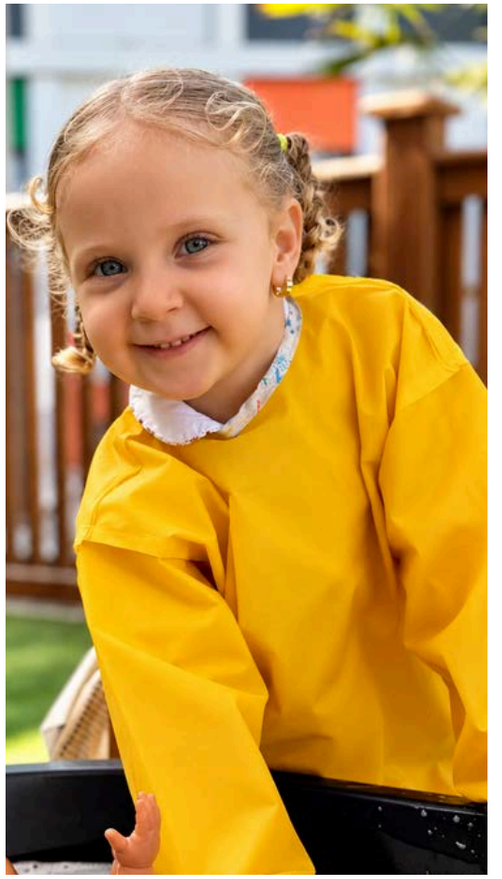
Kent College Canterbury was founded in 1885 and has long been recognised as a leading UK independent school. Located on the outskirts of the beautiful city of Canterbury, Kent College combines a strong tradition of academic achievement with an emphasis on character, creativity, sport and service.

A SHARED VISION AND ETHOS

Guided by the principle "Do all the good you can", Kent College Canterbury seeks to develop young people who are intellectually curious, confident in themselves and conscious of their responsibilities to others. The school's vision is to maintain high educational standards in all academic, cultural and sporting activities, stimulating excitement in learning, and requiring discipline in study whatever the ability of the child. Kent College is an inclusive school and is known for its warm and supportive community ethos.

A GLOBAL EDUCATIONAL PARTNERSHIP

Kent College Canterbury is deeply committed to its partnership in Cairo. It is helping shape the UK school's future as a genuinely global educational community and is intended to provide benefits to students and staff across both schools.



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04
Living in Cairo

LIFE IN EGYPT'S CAPITAL

Cairo is one of the world's great cities: a place where African and Arabian cultures come together. Home to more than 20 million people across its wider metropolitan area, Egypt's capital combines the energy and opportunities of a major international city with a rich cultural heritage: ancient history, global commerce and contemporary culture weave through everyday life.

CULTURE, HISTORY AND HERITAGE

The city is home to extraordinarily rich cultural and historical sites including the Pyramids of Giza and the new Grand Egyptian Museum (7 miles from the school), the many sites of Old Cairo, or the medieval souq; Cairo's architecture led to the description of 'a city of a thousand minarets'. Cairo has long been a centre of political and cultural life in the Middle East, North Africa and the wider Mediterranean, and has a similarly proud academic tradition, including having the second oldest institution of higher learning in the world. Cairo is a mix of liberal and conservative attitudes, adding further to the impression of the city as a vibrant melting pot of cultures.

A SETTING FOR EXPATRIATE FAMILIES

Cairo has become increasingly attractive for expatriate families in recent years, particularly in the western districts where new residential and commercial developments have the space and greenness that contrasts with the bustle and noise of the city. Modern healthcare facilities, shopping centres, restaurants and recreational amenities are all there.

LIVING IN O WEST

Kent College West Cairo is situated in O West one of Egypt's most ambitious new mixed-use developments. O West is a self-contained community that combines residential neighbourhoods, education, retail, leisure and sporting facilities within a carefully planned environment with plenty of green space. Located in 6th October City, close to the Giza Plateau, but well-connected to central Cairo, the development is expected to become one of Greater Cairo's most desirable and family-friendly districts. Kent College West Cairo occupies a prominent position within this expanding community. The Head lives in O West, as do many of the school's staff. Further information about the development is available here.

TRAVEL AND DISCOVERY

There are plentiful opportunities to travel further afield in Egypt, which is a country of breathtaking geographical diversity. There are ancient sites throughout the country, the Nile for extraordinary ancient river valley settlements and river cruises, the Red Sea coast with a wide variety of leisure activities, most notably diving, and a great variety of deserts and natural landscapes. Cairo International Airport provides excellent connections across the Middle East (3 hours to Dubai), Europe (5.5 hours to London), Africa and beyond. The new Sphinx airport is even closer to the school.

CLIMATE AND SEASONS

The weather in Cairo is hot in the height of summer, and sunny but cooler (as low at 8 degrees) in winter. Rainfall is negligible, mostly falling as brief showers during the winter. The weather throughout the long spring and autumn months is delightful.

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05
The Role

LEADING THE NEXT STAGE OF DEVELOPMENT

This is a fascinating role at a critical time in the development of Kent College West Cairo. Much has been achieved in the last two years to set the school on a secure footing and to enable its further growth, as well as to build an effective relationship between the team in Cairo and Kent College in the UK. The ambition of the owners and of Kent College to be considered among the top five international schools in Egypt is serious and creates a clear direction of travel. To achieve this will require excellent, clear-sighted and imaginative leadership over a sustained period; it will require a Head who is excited by the potential and buys in to that level of ambition.

THE STRENGTH OF OUR PARTNERSHIP

One way to understand Kent College West Cairo's potential is through the lens of the partnership. There is a determination on the part of both partners to make the school a success, with a warm relationship that is underpinned by mutual respect for the interests and expectations of the other. Kent College contributes to this through a quality assurance role and other contractual requirements, but also through regular communication, frequent visits and a consistency of support that should give the new Head confidence about their ability to succeed.

COLLABORATION AND SOUND JUDGEMENT

The school is seeking a Head who recognises the value of this relationship and can understand how support and accountability is balanced within such an environment. The Head will value collaboration. They will also require a mix of organisational and cultural intelligence and diplomatic skills that enables them to understand the nuances of a partnership arrangement, appreciating, for example, when a matter is for one or other partner or for a formal Board discussion.

WORKING AS ONE LEADERSHIP TEAM

Success will also depend on a Head who is committed to working as part of a close-knit team on-the-ground in Cairo. They will need to work collaboratively with the Chairman and CEO and the Executive Director of Operations. In time, the leadership structure may evolve, but during these still early years of growth, this team will be the engine of Kent College West Cairo's development. In particular, the Head and Executive Director of Operations will need to work alongside each other with a high level of trust, recognising their respective areas of responsibility, coming together at crucial points of overlap in areas like admissions and HR, and responding quickly and effectively to challenges and opportunities.

ADMISSIONS, RETENTION AND GROWTH

One important priority for the new Head will be growth. Some growth will result from the gradually increasing population of the O West development. Property sales in the development have been strong, but there has been a lag in that turning into families in permanent occupation. The school cannot in any case rely only on its immediate catchment to move beyond its critical mass and start to scale up towards capacity. The school expects to have over 370 students next year, but now that the Senior School building is complete, there is no reason why growth cannot be accelerated. The new Head will be a key leader of the drive to increase both admissions and student retention. This work is carried out day-to-day by the marketing and admissions teams under the Executive Director of Operations but the Head's support and their vital role engaging existing and potential parents will greatly impact their success.

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The Role

AN OUTWARD-FACING HEAD

The Head will need to be prepared to be outward facing, to be at the forefront of parental engagement, to front admissions initiatives, and to be relentless in becoming known in the near community and wider professional networks. The Head's presence at events and the profile they build will be key to attracting families, expatriate as well as Egyptian. The role will not suit a Head who wants their focus to be purely internal.

TEACHING QUALITY AND ACADEMIC OUTCOMES

However, there will be a critical internal job to do. Under Robin Silk's leadership, major steps have been taken to strengthen the quality of educational provision. This will need to continue through a culture of continuous improvement and a constant focus on standards of teaching and learning. The school's first examinations results will be vital in cementing its reputation. The first IGCSE results will be in the summer of 2027, and the new Head will understand that building on successes at 16 and ensuring strong outcomes for the first A level students in 2029 will help to develop the school's academic reputation. The Head should be adept at using data to drive performance, but at the same time have experience that gives them confidence in their own judgements. Kent College West Cairo also wants to become known for the quality of its staff and as a good, safe and happy place to work. This will rely on the Head's effectiveness in the continued recruitment, professional development and retention of excellent teachers.

INSPECTION AND SENIOR SCHOOL DEVELOPMENT

Kent College West Cairo's first BSO inspection will be later in the current academic year, which will provide some important signposts and objectives for the incoming Head. As is often the case in a new and growing school, primary provision is already developing well. The new Head will need to focus, at least initially, on the Senior School, building year-by-year, and working with the leadership team to develop the level of provision as the numbers grow and to deliver excellent first results.

CULTURE, VALUES AND WELLBEING

The culture of the school will be a further priority. There is a clear commitment that this should be a British independent school and specifically a Kent College. The school must be sensitive to and respectful of its cultural context. However, this commitment – and what will make the school stand out in the market – will require a genuinely holistic approach, Kent College's values becoming a reality in the school, and behaviours and standards that are associated with British independent education. It will also require student and staff wellbeing to be at the heart of the school, including international standards of safeguarding.

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05
The Role

DEVELOPING LEADERSHIP CAPACITY

The successful candidate will have the experience, personality and skills to deliver on these priorities. They will work with their senior leadership team in doing so. At the moment, the size of the school cannot justify a further layer of leaders, but as the school grows it will become a priority to develop effective middle leadership to share responsibility for achieving the school's objectives.

EMBRACING LIFE AND WORK IN EGYPT

The new Head will also be excited about working in Egypt. They will see the advantage of being part of a growing market for international schools, and in a school that is seeking to become recognised as one of the leading schools in that market. They will be intrigued by Egypt's extraordinary history, its present-day culture and its evolving strategic position within regional and global politics.

EXPERIENCE, ADAPTABILITY AND CREDIBILITY

This role will suit an experienced and ambitious leader prepared to be open-minded about the opportunities, who can be visionary yet perfectly happy to get down into the detail when necessary, and who is committed to working within a team. The successful candidate should be able to demonstrate how they have been flexible and adaptable in their previous roles, potentially by having succeeded in different organisational models. They should be enthusiastic about juggling the internal and external aspects of the role, and with the track record to demonstrate this. And they should be highly credible and able to inspire students, colleagues and families. Candidates should know how to balance cultural adaptability and curiosity with leading and embodying a genuinely holistic, British education.

A PIVOTAL LEADERSHIP OPPORTUNITY

Kent College West Cairo is at a pivotal point. It is ready to start moving decisively beyond its start-up phase. For a candidate who is excited by the potential and who can understand how to deliver on the ambitions, this will be a truly outstanding opportunity.

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06
Job Description

KEY RESPONSIBILITIES

Key responsibilities of the role include:

STRATEGIC LEADERSHIP

- Recognise and celebrate strengths as an inclusive school.
- Keep pupil wellbeing at the heart of decision-making.
- Develop effective staffing structures.
- Deliver the full breadth of the curriculum within budget requirements.
- Maintain oversight of policies, procedures and regulatory compliance.
- Establish the Senior School in its new facilities and ensure that high-quality sixth form provision is developed.
- Lead the next phase of the school's strategic development and growth in alignment with the Board's vision.
- Develop and deliver a clear strategic plan with measurable outcomes.
- Drive continuous improvement across all aspects of school performance.
- Lead innovation while preserving the school's core values and distinctive character.
- Set clear objectives for the senior leadership team, including a high-quality annual development plan and linked, measurable KPIs for school leaders.

ACADEMIC RESPONSIBILITIES

- Raise academic standards and achieve strong results in public examinations, demonstrating pupil progress and value added, particularly at IGCSE and A level.
- Develop and embed an inspiring educational vision.
- Oversee curriculum and co-curricular provision.
- Foster a culture of continual improvement in teaching and learning.
- Develop digital competences in pupils.

FINANCIAL AND OPERATIONAL LEADERSHIP

- Lead the school within agreed financial parameters, ensuring long-term sustainability.
- Work closely with the Board on budgeting, capital investment and resource planning.
- Monitor key performance indicators including enrolment, retention, staffing and financial performance.
- Ensure effective risk management and business continuity planning.

KENT COLLEGE
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06
Job Description

ADMISSIONS

- Support marketing and student recruitment strategies, sharing accountability for achieving agreed enrolment and retention targets.
- Achieve sustainable growth in enrolment, meeting both admissions and retention targets.

COMMUNITYNS

- Engage with staff, parents, community groups and local businesses.
- Assure student wellbeing through outstanding pastoral care.

EXTERNAL RELATIONS

- Represent the school with regulators, educational organisations, universities and prospective families.
- Enhance the school's reputation within the Cairo educational market.
- Develop strategic partnerships that enrich educational opportunities for students.
- Ensure the school is ready for external inspection and accreditation and successfully lead those processes.

RELATIONSHIP WITH KENT COLLEGE CANTERBURY

- Act as the principal ambassador for the Kent College ethos and values in Egypt.
- Build and sustain a strong and productive partnership with Kent College Canterbury.
- Ensure the educational experience reflects the standards and expectations associated with the Kent College brand.
- Work collaboratively with colleagues in Canterbury to share best practice and strategic priorities.

LEADING PEOPLE

- Recruit, develop and retain an outstanding leadership team.
- Promote a culture of high expectations and professional development.

CULTURE AND VALUES

- Foster an inclusive, ambitious and values-led culture.
- Create an environment in which pupils and staff can flourish.
- Champion safeguarding and wellbeing as core leadership priorities.

ACCOUNTABILITY AND GOVERNANCE

- The Head reports to the CEO and is accountable to the Board of Governors.
- The Head meets with the school governors, including the Head and the International Director of Kent College Canterbury, every two weeks for a strategy meeting.

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07 Person Specification

QUALIFICATIONS

Essential	Desirable
Academically well-qualified graduate	Master's degree

LEADERSHIP EXPERIENCE

Essential	Desirable
Record of success as a school leader within the British educational system.	Proven headship experience in an international school setting, preferably a British curriculum school.
Successful experience as a Head, Principal, Deputy Head or equivalent senior leader.	
Experience leading school growth or substantial organisational change or school improvement.	Experience of opening, growing or significantly expanding an international school
Track record of raising standards and improving outcomes.	
Experience working with governors, trustees or boards.	

HEADSHIP EXPERIENCE AND POTENTIAL

Ideally, weseek proveninternationalheadship experience. However, we are happy to consider other strong leaders from reputable schools, who can demonstrate exceptional headship potential.

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07 Person Specification

PROFESSIONAL KNOWLEDGE

Essential	Desirable
Deep understanding of British education and inspection frameworks.	Understanding of the educational landscape in the Middle East or North Africa.
Excellent knowledge of curriculum development, assessment and teaching and learning.	Experience of BSO, COBIS or comparable international accreditation frameworks.
Strong understanding of safeguarding and pupil wellbeing.	

ESSENTIAL QUALITIES: LEADERSHIP COMPETENCIES

- Strategic thinker with a clear educational philosophy.
- Ability to inspire confidence and communicate a compelling
- Strong interpersonal and relationship-building skills.
- Cultural sensitivity and adaptability.
- High levels of resilience, judgement and integrity.
- Commercial awareness and understanding of parent-facing education markets.
- Evidence of successful team development and talent management.

ESSENTIAL QUALITIES: PERSONAL CHARACTERISTICS

- Visible and approachable leader.
- Warmth, humility and emotional intelligence.
- Commitment to service, community and the holistic development of young people.
- Capacity to thrive in a dynamic and entrepreneurial environment.
- Willingness to embrace life in Egypt and engage fully with the school community.

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07 Person Specification

OUR SAFEGUARDING COMMITMENT

Kent College West Cairo is committed to safeguarding and promoting the wellbeing of all our students, and we expect all staff to share this commitment. We follow safer recruitment practices according to international standards. All applicants must be willing to undergo child protection screening, including checks with past employers and international child protection authorities.

Safeguarding in the Selection Process

Safeguarding-related questions and discussion will form a part of each stage of the appointments process.

STAFF RESPONSIBILITIES

All staff are required to support the school's child protection and safeguarding commitments by complying with relevant policies, promoting student welfare, and promptly reporting concerns to Designated Safeguarding Lead(s).

FURTHER SAFEGUARDING INFORMATION

Details about the school's safeguarding provision can be found here.

SAFEGUARDING REVIEW AND ACTION PLAN

A full review of the school's safeguarding practice and culture was carried out by the International Director in June 2026. The leadership team has agreed a detailed and comprehensive 49-point action plan, all of which will be completed by the end of 2026.

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09 Remuneration

SALARY AND PERFORMANCE BONUS

The Head will be offered a competitive salary, with a significant bonus entitlement based on agreed, measurable and objective success criteria.

ADDITIONAL BENEFITS

Additional benefits will include high-quality accommodation in the O West development, car with driver (for school-related use), medical insurance, return flights home once per year, education for up to two children.

CONTRACT AND LONG-TERM COMMITMENT

The school intends to issue a four- or five-year renewable contract, which is indicative of the desire to appoint a Head who is ready to make a commitment of at least that duration and preferably longer.

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10
How to Apply

THE RECRUITMENT PARTNER

This recruitment process is being managed by RSAcademics on behalf of Kent College West Cairo. Unless indicated otherwise, all communication about the appointment will be via RSAcademics.

YOUR RECRUITMENT CONTACTS

Two members of the RSAcademics team are primarily engaged in this process:

- Keith Clark, Head of International Leadership Appointments: keithclark@rsacademics.com
- Jean Sullivan, Head of International Search: jeansullivan@rsacademics.com

A CONFIDENTIAL INITIAL DISCUSSION

Interested candidates are invited to contact Jean Sullivan for an initial confidential discussion, including a copy of your CV/résumé.

APPLICATION DEADLINE

Closing date for Applications: Monday 26 October 2026 at 10:00 (UK) / 13:00 (Egypt).

EARLY APPLICATIONS ENCOURAGED

However, applications will be processed on receipt and early applications are encouraged. Kent College West Cairo and RSAcademics reserve the right to make an appointment ahead of the stated deadline

WHERE TO APPLY

Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position.

YOUR APPLICATION DOCUMENTS

To apply, candidates should complete an application form and submit it electronically to RSAcademics, together with a letter of application, data-sharing consent form and CV/résumé. Please make sure your letter, addressed to Mr Shady Eshra, Chairman and CEO, Kent College West Cairo, is tailored to this role; an application letter that is largely generic is discouraged and may lead to your application not being considered.

APPLICATION SUPPORT

Should you have any queries relating to uploading your application documents, please contact Alison Hooper, International Appointments Coordinator:
applications@rsacademics.com / +44 (0) 204 6269 791

THE SELECTION PROCESS

- All applications will be acknowledged by email. If you have not received acknowledgement within two working days, please contact RSAcademics by telephone (+44 (0) 204 6269 791).
- Preliminary interviews (by video call with RSAcademics colleagues) will take place in the weeks commencing Monday 12, 19 and 26 October.
- Longlist interviews will take place in the week commencing Monday 9 November 2026. Depending on the location of candidates, these interview will take place in person at Kent College Canterbury, UK or by video,
- Final interviews will take place at Kent College West Cairo in the week commencing Sunday 22 November 2026.
- RSAcademics will collect references for candidates invited to attend the final stage. No referees will be contacted until RSAcademics has received your express permission to do so.

KENT COLLEGE
WEST CAIRO

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ABOUT RSACADEMICS

RSAcademics is a global executive search and consultancy firm working exclusively with schools. For more than 20 years, we've supported governors and leaders at pivotal moments – whether they are appointing senior staff or making complex strategic decisions. What makes us distinctive is the depth of firsthand experience in schools across our team – as heads, governors, bursars and senior professionals – combined with specialist expertise in areas such as strategy, research, marketing and finance. This blend is continually enriched by our ongoing consultancy and appointments work with schools worldwide, so our advice is always current, practical and evidence led. Please visit www.rsacademics.com for more information.