



Head of Senior School

Candidate Information



APPOINTMENT

This is a wonderful opportunity for an experienced school leader to take on the role of Head of Senior School in an internationally renowned full boarding school in Africa. The position calls for exceptional educational, community, and operational leadership, underpinned by a strong personal value system and a deep commitment to the School's ambitious mission and vision.

St Andrew's School, Turi is one of the leading international schools in Africa and is situated within a beautiful 450-acre estate in the highlands of the Great Rift Valley. Founded in 1931, this Christian, independent boarding school offers an outstanding British curriculum education to boarding pupils aged 5–18 years. St Andrew's comprises two schools: a Prep School of 250 pupils between the ages of 3 and 13 and a Senior School of 370 students between the ages of 13 and 18.

The existing Head of Senior School, Ben Pennington, who has led the Senior School with success and dedication, is leaving to take on the role of Headmaster of Worth School. The new Head of the Senior School should be an educational leader who has the experience and creativity to interpret the School's mission, vision, values and strategy for the Senior School as it moves into the next exciting stage of its development with the three core strategic objectives of academic excellence, operational excellence and sustainability. The Senior School consists of the Main School, leading to IGCSEs in Year 11, and the Sixth Form College, with an A-level curriculum. All parts of the School share the same educational ethos and approach, guided by the mission of 'Seeking the Highest – with

Christ as our Guide.' St Andrew's aims to be genuinely holistic – 'transforming hearts, minds, bodies and souls' – and to be a place of trust and respect for the whole community. The School's students are drawn from across the globe, with the majority hailing from diverse regions of the African continent. It is a truly special place. This is an excellent opportunity for an ambitious, committed and forward-thinking leader to join this unique community of exceptional people within one of the world's most stunning landscapes. St Andrew's, Turi aspires to live its mission in all areas of school life. It seeks continually to ensure that a St Andrew's education will give students the skills they will need to be leaders in the 21st century and is serious in its vision to be the leading international school in Africa.

Built on strong traditional values, St Andrew's, Turi is committed to placing Christ at the centre of all that the School does. The new Head of the Senior School will play a central role, alongside the School's Director-CEO and the Head of the Prep School, in supporting the School to meet its aspirations. The Governors also aspire to look beyond the School's physical boundaries to explore how St Andrew's can make an impact more widely on the global stage, in Kenya and in Africa. The School's values of compassion, integrity and courage are central to all aspects of life, and the Head of the Senior School will be expected

to model these values in all that they do. St Andrew's educational philosophy focuses on creating independent learners, balancing high academic expectations with the aim of producing well-rounded individuals who have the faith, character and personal skills to make a difference. Leadership is an important focus, with the aim of producing the African and global leaders of tomorrow. Students are therefore expected to put as much effort into co-curricular activities as they do academics. A happy, stimulating environment and a strong commitment to pastoral support, grounded in the residential life of the School,

support this aim. Children from all faith backgrounds are welcomed in an atmosphere of Christian love and care, and the School's character is evident in its educational philosophy and practice. The School's priorities are to instil values of trust, respect and integrity and to promote high standards of behaviour and personal responsibility. St Andrew's is committed to teaching its students servant leadership principles and providing opportunities to live these out through service opportunities in the School and wider community.





LOCATION & CAMPUS

St Andrew's, Turi is in a breathtakingly beautiful position overlooking the Great Rift Valley, between Nakuru and Kericho, some 200km northwest of Nairobi. It lies close to the Equator, 2,500m above sea level, favoured with an excellent climate. The campus provides a peaceful, secure and safe learning environment, free from pollution and malaria, allowing its students the fresh air, space and freedom to engage in exciting outdoor activities and adventure. Characterised by a residential-like cluster development on expansive lawns, the School has the feel of a small town that blends into its rural setting of the highlands of the Rift Valley. The School is organised around single- and double-storey houses with stunning views overlooking the rift across to the Aberdares and Mount Kenya.

The Prep and Senior Schools have their own multi-purpose halls, with an additional Drama Studio in the Senior School and a Performing Arts Centre plus recording studio in the Prep School. These serve as venues for most big events. A 600-seat Dining Hall and Social Hub has recently been completed for the Senior School. A state-of-the-art Sports Centre includes a fitness suite and glass-backed squash courts. Other sports facilities include swimming pools, tennis courts, and extensive playing fields. The Management and Estate teams maintain the grounds to an excellent standard and join student-led environmental projects on issues such as recycling, biodiversity and sustainable energy.

Sustainability is crucially important to the School as it aims to become an entirely sustainable campus and close to net-zero impact on the environment. Currently, the School plants some 30,000 trees a year as an offset and is moving to be entirely self-sufficient in its water, power (during the day) and waste management needs.

The Head of Senior School will join the School at a key development point where the existing four boarding houses of the Main Senior School will be replaced by six new houses, allowing for greater pastoral support and brand-new facilities. This is entirely funded from the School's resources without recourse to borrowing. The new boarding houses are scheduled to open in December 2026. This is just the first phase of a broader facilities master plan.

St Andrew's, Turi was founded in 1931 as a prep school by Mr and Mrs Levet and taken on by Peter and Jean Lavers (remembered as Ma and Pa), with an initial enrolment of 15 pupils drawn from the farming community around the nearby town of Molo. Their strong emphasis on Christian love and care has remained central to the ethos of St Andrew's to this day. In 1944, a fire burned

the entire School to the ground, with the exception of the Chapel. The British Government granted permission for Italian prisoners of war to help the Lavers in rebuilding a bigger and better school. The Phoenix crest of St Andrew's, Turi symbolises the new School rising from the ashes of the old; an annual bonfire also commemorates this episode. The Senior School opened in 1988,

and, building on its outstanding academic success, the Sixth Form, St Andrew's College, followed in 2010. The School has grown to be a large and successful family boarding school providing a first-class education to more than 600 students. More than 25 nationalities are now represented, with the majority of students from Kenya, Uganda, Tanzania, Nigeria and Rwanda.





GOVERNANCE & LEADERSHIP

St Andrew's is a non-profit school with an active Board of Governors chaired by Mr Mbuvi Ngunze.

The Governors have done much to support the School, working closely with the School Executive Committee to drive forward its development. The Head of the Senior School can expect to be routinely engaged with the work of the Board. The Director-CEO, Mr Geert Simons, is an experienced international educationalist who has worked most effectively with the Board to continue to modernise, develop and shape the strong vision of this, one of Kenya's leading schools. The Head of the Senior School is a Board appointment and is responsible to the Board through the Director-CEO. The incoming Head of the Senior School can expect his or her relationship with Geert to be supportive and based on regular, open and trusting communication that extends beyond a formal, weekly meeting to strong partnership working as part of the Senior Executive Committee.

The Head of the Senior School, like the Head of the Prep School, has considerable autonomy, responsibility and freedom, as well as support, to run the School on a daily basis without constant interference. The School's Director-CEO, the Heads of the Prep and Senior Schools, the Operations Director, Finance Director, Director of Marketing and Admissions, and the Whole-School Chaplain form the School Executive Committee, which meets weekly to consider whole-school issues as well as matters pertaining to each of the Schools that may benefit from wider consideration. An important strategic goal remains the continued alignment of the Prep and Senior Schools within a unified through-school vision, maintaining their individual strengths and identities. The School Executive Committee is an important means to achieve this, and the relationship between the two Heads is a crucial one for the

School. Within the Senior School, the Head is supported by a Deputy Head Academic, a Deputy Head Pastoral, the Director of Co-Curricular, the Head of Sixth Form College and the Chaplain for the Senior School, and together, they form the Senior School Leadership Team. A broader group of leaders in the Senior School, including Assistant Heads and senior teachers, form the Senior School Management Team to address operational matters. The Head of the Senior School is responsible for the leadership and continuing professional development of a committed and experienced staff body of about 80 teachers and support staff. These staff are split about 70%/30% between Kenyans and expatriates in line with government requirements. A significant number of the latter group come directly from the UK. Quality assurance of teaching and learning is critical to the success of the School and is a key part of the Head of Senior School's role.



THE SENIOR SCHOOL

07

The Senior School quickly developed a reputation for academic excellence following its establishment in 1988. Much of the focus in the Senior School is on maintaining its excellent academic reputation while ensuring that students who leave the School do so as rounded individuals with the personal and social skills to be able to succeed in life and with the School's values of compassion, integrity and courage embedded in their approach to life. The Prep School has implemented its own innovative Year 7 and 8 curriculum that suits the School's ethos and aims. A bespoke curriculum is also offered in Year 9. Progression is based on selection, but, other than in exceptional circumstances, there is a commitment to pupils who are already in the School to leave nobody behind: 90% of pupils in the Prep School progress to the Senior School. Students from outside the School are able to enter in Year 9 and in Year 12. The number of students moving from Year 11 into the Sixth Form College has increased considerably as the vision of leadership developed by the School is clear and transformational. Families who choose St Andrew's do so because they see the value of a British curriculum embedded in a

strong traditional value system, and they want the safe and nurturing environment that a full boarding school offers within a uniquely wonderful setting. The School's academic results are excellent.

The Turi Leadership Award is designed to strengthen and advance the School's mission to build and mould the next generation of leaders of integrity and vision, both globally and in Africa. It is a rigorous two-year university-accredited diploma course undertaken by students in Years 12 and 13. The course is built upon the premise that great leaders are by nature self-reflective, and so there are a number of self-evaluation and self-review activities. There are independent assessment points where each student's performance as a leader is assessed by senior teachers against clear and challenging attainment criteria.

A unique feature of the Leadership programme is that every student in Years 12 and 13 is expected to be involved in community service programmes, many of which are based in the community around the School in the Turi and Molo area. The level

of personal development attained by students taking part in these programmes is remarkable.

At least 90% of leavers gain entry at their university of choice, including some of the top universities and colleges, including Cambridge, Brown, Stanford and Yale. A full list of destinations is on the School's website.

The Senior School maintains a connection to developments in British and international schools through its membership of the Council of British International Schools, HMC, Round Square and the Boarding Schools' Association, as well as the Kenyan Association of International Schools and other regional associations. St Andrews is accredited to COBIS through the Independent Schools Inspectorate (ISI). In its inspection in 2022, the School was given the highest grade in every single category and was found to meet or exceed the regulatory standards for independent day and boarding schools. The full report can be found online. The latest ISI inspection was in October 2025; the official report is expected in December 2025.



ST ANDREW'S COLLEGE

The Sixth Form College is the newest part of St Andrew's, Turi and opened in 2010. It is a distinctive learning and living environment in which students can assume more leadership and personal and social responsibility. The College aims to prepare

students with the skills, knowledge and dynamism not only to succeed in their A-levels but also to thrive at university. The College has dedicated facilities to support these greater levels of responsibility. In Year 13, residential life is organised in

flats with single bedrooms that are intended to give students more freedom and independence. Students and their families are excited by the prospect of progression into the Sixth Form, and the new Head of Senior School will be expected to continue to foster this interest.

LEADERSHIP & ADVENTURE

09

At St Andrew's, Turi, leadership is not confined to classrooms or titles. It is nurtured through challenge, reflection, and real-world experience. The School's location in the heart of Kenya's highlands provides an extraordinary backdrop for developing the courage, resilience, and teamwork that define true leadership. From annual expeditions to climb Mt Kenya

and bi-annual expeditions to the Rwenzoris and Kilimanjaro to whole Year Groups camping under vast African skies, students learn to take initiative, make decisions under pressure, and lead with empathy and integrity. Adventure is both a metaphor and a method: a means of cultivating character, curiosity, and confidence, which we have found is integral to creating resilient students and

leaders. The Head of Senior School, supported by our Head of Adventure and our Y12 Student Adventure Instructors, will play a vital role in sustaining and expanding this distinctive ethos, ensuring that leadership and adventure remain woven through every aspect of school life: in academics, the arts, service, and the great outdoors.





CO-CURRICULAR LIFE

St Andrew's, Turi places a great deal of emphasis on its co-curricular life as a means to create well-rounded individuals able to develop as leaders: this is enshrined in the vision of transforming hearts, minds, bodies and souls. This part of the Senior School's life is supported by membership of the Round Square worldwide association of schools. There are numerous clubs and activities specifically for Senior School students. There are also plentiful opportunities for experiences out of the School, including trips within and outside Kenya, participation nationally and internationally in

the World Scholar's Cup, Round Square conferences and Model UN events, plus international choir/creative tours (most recently to Japan) and the annual 'Gown and Town' trip to either the UK or elsewhere (Canada, Europe, etc.) to introduce students to global universities. Sport plays a central role in the life of St Andrew's, supported by outstanding indoor and outdoor sports facilities – including watersports on the School's own lake. The boarding school environment creates time and space for students to develop their sporting ability and team skills. The Senior School's teams are successful in competitive

sports against other international schools in Kenya and beyond, usually with weekly sports trips. St Andrew's reached the semi-finals of a Youth Football World Cup in Sweden, also winning the 'most sporting team' award. Music and drama are strong throughout the School. Students have the opportunity to study for ABRSM exams in a wide range of musical instruments and for the LAMDA drama exams. Beyond these more formal programmes, the arts are an important part of every student's creative development: there are frequent opportunities to perform in front of an audience or to gain experience backstage.

PASTORAL LIFE & BOARDING

11

St Andrew's is a happy place: it is a school where pastoral support and academic success go hand in hand to ensure that every child achieves their potential. We are proud to be 'Steer Champions' and holders of Gold anti-bullying awards, aiming for Platinum. In both the Prep and the Senior Schools, there is a Deputy Head with specific pastoral responsibility. The aim is to provide for students' social and emotional well-being and create the most supportive environment for them to be able to thrive and gain maximum benefit from their time in the School. Boarding is

organised in age-appropriate single-sex boarding houses with excellent facilities that are located close to each school's other buildings and classrooms. The new boarding houses under construction will provide a smaller environment and even more focused pastoral support. Each boarding house has dedicated houseparents and assistant houseparents. The houseparents are always on call for the students and are also available to parents by email or telephone: students are encouraged to view them as their school 'parents'. Both the Senior and Prep Schools

are members of the Boarding Schools Association. The School takes extremely seriously its duty to safeguard and care for its students. It has a full range of safeguarding and child protection policies, including anti-radicalisation. The Designated Safeguarding Lead (DSL) and deputies have all been trained to a higher level, including in a range of additional aspects such as female genital mutilation. The Governors have also undertaken significant training in safeguarding. The School is an active participant in the Child Protection Advocacy Network (CPAN) in Kenya.





CHRISTIAN LIFE

The School's Christian ethos is the heartbeat of daily life at Turi, shaping a community where every student is valued, nurtured, and encouraged to grow in faith and character. Rooted in the love of Christ, our shared values create a warm and supportive environment in which a truly international community can flourish. Students from diverse cultures and backgrounds are welcomed, celebrated, and united by the Christian principles that guide our life together.

Our Chaplaincy team, comprising a Whole-School Chaplain and dedicated Chaplains for both Prep and Senior Schools, plays a vital role in cultivating this vibrant spiritual life. Many staff members are committed Christians who lead by example, modelling Christ-like character in their teaching, relationships, and leadership. Through Bible studies, assemblies, services, and daily interactions, they intentionally point students towards compassion, integrity, courage and hope.

Christian faith is foundational to who we are and is woven into every aspect of Turi life. Regular chapel services and assemblies draw the whole community together in worship and reflection, while voluntary evening Bible studies and youth group-style activities offer students further opportunities to explore their faith. Prayer and personal reflection are integral to the boarding experience, helping students to develop spiritual rhythms that shape their identity and deepen their walk with Jesus over time.

WIDER COMMUNITY

13

Both within their academic subjects and alongside them in assemblies, classes and activities, students develop an understanding of the law, human rights and environmental issues. They are taught about Kenya's administration, political and legal system, economy and

international relations and also gain familiarity with British and global institutions. St Andrew's recognises its local responsibilities and interdependence with its community. The School works closely with the police, local government and community leaders to develop projects that can have

a positive impact, including, for example, maintaining a regular supply of clean water to the local village from the School's water sources. The School is involved in wider community projects and organisations, and students are encouraged to be active in raising money and helping those less fortunate.



PARENTS

Although most students live far from home, St Andrew's works hard to develop an excellent partnership with parents, who are invited to the School on six weekends each year – a Turi tradition called 'VISO'. These are important times for the whole community and an opportunity

for parents and extended family to take part in sporting events, performances, Chapel services, displays, Speech Day and The Parade Service. It is also a chance to meet teachers and discuss academic and pastoral issues. Parents are invited to stay in nearby hotels or at the School

campsite with their children. Parents are kept informed about educational progress and well-being through half-term grades, consultations and written reports; newsletters, an online parent portal and social media are also used to keep in touch with parents.



LIVING IN TURI

St Andrew's, Turi has a tight-knit staff community with a strong family atmosphere, and the School aims to create a hospitable, warm, sociable and supportive environment for all staff members and their families. More than 100 staff live on-site, many with young families, and benefit from the combination of a safe and secure campus, the facilities and expanse of the estate and the stunning landscape around the School. The Head of the Senior School's four-bedroom house is particularly well located, with views of Mount Kenya. The School's relative isolation means that it will not suit those looking for urban living or easy access to all amenities. For those looking to embrace their new country of residence, this will be a transformative experience. Kenya provides wonderful opportunities for travel at weekends and in school holidays, with magnificent beaches along its coast and abundant options for exploring the breathtaking Rift Valley, Kenya's many National Parks and the life of this part of Africa. The town of Molo is 5km away, a small but vibrant, bustling town, very typical for this part of central Kenya. The nearest city with supermarkets, Nakuru, is a 55-minute drive from the School. In this city, you can also find the stunning Lake Nakuru

National Park. Nairobi is four hours by car. Many members of the St Andrew's community see these opportunities for travel as an antidote to the more insular life of the school community. The School's Rising Phoenix Club and Café is a focal point in the social lives of staff members. Located on one side of the campus, away from students and other school buildings and overlooking the Rift Valley, it is used solely by staff and their families and occasionally by parents. By day, the Café serves coffees, teas, milkshakes and snacks, and there is a children's play area. In the evening, the space becomes a bar serving soft and alcoholic drinks, all available at almost cost price. The bar has a relaxed feel, with a fire, comfortable seating and a music system. There is an adjoining room with a pool table, darts board and television. Food can also be ordered for eating at home. The club opens on Friday and Saturday nights and hosts events such as quiz nights and volleyball competitions. The Chaplaincy team seeks to support the fellowship of the staff community through regular Sunday morning staff 'café-style' church services, Christmas and Easter holiday services, home groups, weekly prayer meetings and smaller informal prayer gatherings and an Alpha course.

The experience of life at Turi for families is no better described than by a former Turi student, who returned to work at the School during a gap year...

My parents worked at Turi, so I attended the Prep School and Senior School...Growing up at Turi was ideal for me because of the immense freedom. The Turi grounds have so much space to run around in, get muddy, climb trees and make dens in the forest. My siblings and I loved going on walks in the forest, trying to search for the Colobus monkeys and going for bike rides around the site. I couldn't have asked for a more enjoyable childhood.

Former Student

Nestled in the hills of the Molo, Rift Valley region, I found a gem. St Andrew's School appealed to me in many ways: I was taken by the beautiful environment, the fresh air and the lovely people. I met students who were so well grounded in their values and Christian ethos; I knew that this was where I wanted to continue my teaching career.

Staff Member

The Head of the Senior School will be responsible to the Director-CEO of St Andrew's, Turi, and through him to the Board of Governors, for the educational and spiritual leadership of the Senior School and its overall success. He or she will be an experienced educator, a person with a clearly articulated educational philosophy, and someone who can combine sensitivity, resilience, creativity and a strong sense of humour. They will have a strong personal Christian faith. The Head of Senior School role represents a special opportunity. The Senior School is in a strong position, with good academic performance balanced against a commitment to create rounded individuals through a genuinely holistic offering. Maintaining the School's academic strength while continuing to deliver a genuinely and distinctively holistic education will be key to the Senior School's development – the balance that informs the School's mission of 'seeking the highest'. Academic outcomes and university destinations demonstrate strength, but work is always needed to maintain this position, and the CPD and training of staff, as well as a laser-like focus on teaching and learning, are of the utmost importance. The new Head must, therefore, be committed to continually raising standards and keenly interested in pedagogical developments, innovation and best practice in the UK and internationally. There are also further opportunities to make use of the School's extraordinary grounds for outdoor and experiential learning. Another dimension of the challenge for the Senior School will be to ensure that sufficient space is given to the social and emotional development of students – for their well-being and as a prerequisite for academic success.

This can be especially important when many family expectations are shaped by academic outcomes, examination results and progression to good universities.

The School's commitment to leaving no student behind is important in this regard. Issues of student development and progress, curriculum development and rigour, and the support that teachers need to aspire to the highest standards of teaching and learning are all core parts of the role.

St Andrew's has considerably less staff turnover than many other international schools, but it will not be a long-term option for some colleagues and their families, and change is keenly felt in such a tight-knit community. While recruitment tends to be very buoyant, the Head will need to be skilled at identifying talented teachers who will be the best fit for the School, their teaching experience and their ability to play a full role in the community. The Head will also need to work hard to retain the best teachers while being prepared to support those who need additional support. In a relatively isolated community such as St Andrew's, challenges will arise, and the Head's commitment to staff well-being is important, as are emotional intelligence and the listening skills to be able to offer support when necessary. A further challenge comes with leading a team comprising approximately 30% international teachers and 70% local Kenyan colleagues with their different cultural and pedagogical traditions; the latter also tend to be the longer serving and therefore provide continuity within the School. The new Head of the Senior School will need to be comfortable with – indeed, attracted by – the

idea of working with and being regularly accountable to an engaged Board of Governors. He or she will feel excited by the idea of working with the Board, the School Executive Committee and the Senior School Leadership Team towards the vision of making St Andrew's, Turi the leading international school in Africa.

This opportunity will require a leader who can inspire confidence from the very outset. An incoming Head will need to be able to quickly inspire confidence, building a clear picture of the School, its culture and its functioning and understanding how to delegate effectively to other members of the Leadership Team. It will be useful for the new Head of the Senior School to have experience of working closely with finance and operations colleagues or, if not, to be able to demonstrate an understanding of and interest in this aspect of the School. St Andrew's, Turi is a remarkable, spiritually nourishing and mutually supportive community in which to live and work. The flip side of this is that it can, at times, feel insular. The Head of the Senior School will be most effective if he or she can find ways to create a separation between school and home life, feel comfortable getting away into near and further-flung parts of Kenya when not on duty, and find their own ways of balancing the sometimes-intense pressures and priorities of a residential school community. The new Head of the Senior School will be a Christian whose faith is at the centre of his or her life. Candidates can expect that during the appointment process, the Governors will wish to explore the extent of their Christian commitment and their understanding of the centrality of God's word to the School's ethos and aims.



JOB DESCRIPTION

The Head of the Senior School is responsible to the Director of St Andrews for the organisation, administration and development of the Senior School. The Head is a member of the School Executive Committee (SEC), which is responsible for the overall direction and development of the School as a whole, and leads the Senior School Leadership and Management Teams. On a day-to-day basis, the Head reports to the Director, but s/he also reports directly to the Board of Governors on all operational matters to do with the Senior School.

The aims of the Head are to:

- Establish the vision and culture of the Senior School within the context of the whole School
- Promote the highest standards of leadership and management at all levels

- Create and encourage a thriving educational community
- Ensure budgetary discipline, robust and effective security, and regulatory and legal compliance, particularly with respect to the safeguarding of children
- Establish and retain a full school roll at the Senior School
- Build an outstanding reputation for the Senior School in Kenya, throughout Africa, and globally

The responsibilities of the Head are:

Strategic

- Create and present strategic vision and goals to the Board of Governors
- Report on the implementation of the above strategic vision and goals to the Board of Governors

- Host Governors' visits, with particular focus on specific areas of strategy.
- Meet regularly with the Director, liaising over the development and implementation of strategic goals and decisions
- Attend School Executive Committee meetings, working closely with the Committee to shape and ensure coherent strategic thinking, advising and discussing major Senior School strategic decisions
- Work closely with the Preparatory School Head to encourage and facilitate the integration of the two Schools, developing shared aims and objectives, curricula, management systems, policies and procedures, thereby enhancing the School's overall educational provision and administration

Leadership & Management

- Chair and lead regular Senior School Leadership (SSLT) meetings, establishing and implementing strategic vision and decision making within the Senior School
- Chair and lead regular Senior School Management Team (SSMT) meetings, establishing and developing excellent management of the School at all levels
- Lead and maintain a regular mentoring programme of the SSLT and SSMT
- Meet regularly with Deputy Head (Academic) and Deputy Head (Pastoral) to ensure implementation of strategic decisions
- Maintain fiscal oversight of Senior School budgets and spending
- Oversee the development and review of all policies and procedures, particularly with respect to regulatory and legal compliance and safeguarding, and in collaboration with the Preparatory School

Admissions and Marketing

- Work with the Director of Admissions to develop outstanding recruitment strategies and processes, ensuring a full and thriving Senior School roll
- Build close and fruitful links with feeder schools and international organisations
- Build an excellent reputation with other secondary schools
- Promote, attend and develop external marketing events
- Submit regular articles to educational and other publications, building and enhancing the Senior School's reputation throughout Africa
- Recruit, appoint and develop Senior School staff, ensuring the highest possible educational standards are met
- Oversee and develop INSET and other CPD activities
- Meet regularly with staff, communicating and embedding Senior and whole-school strategic priorities
- Oversee and develop the Senior School timetable, ensuring excellent academic provision

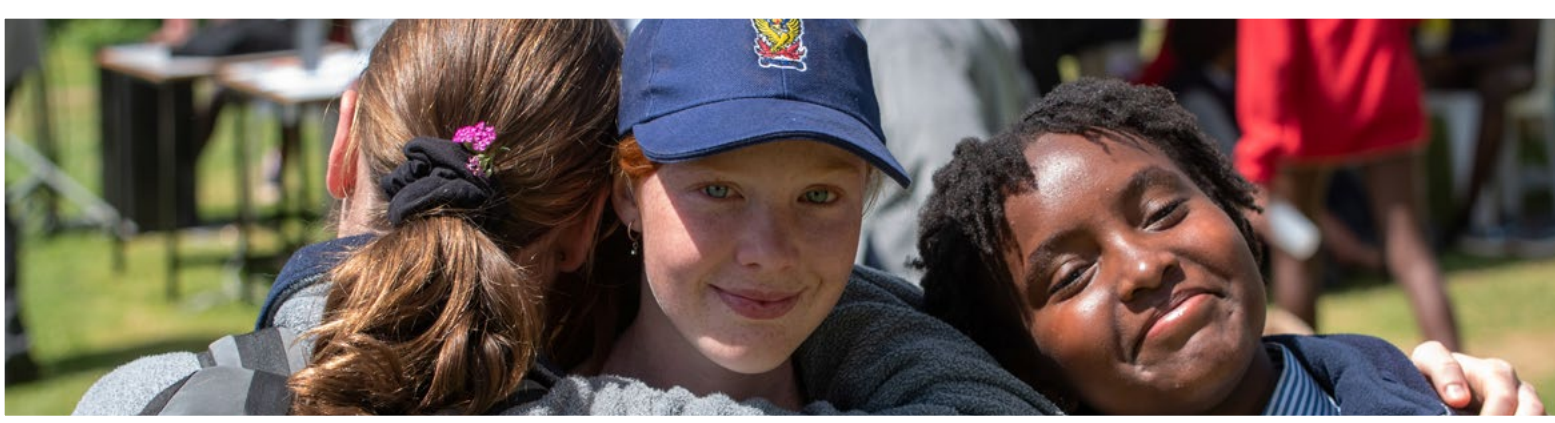
- Oversee and develop the Senior School calendar, ensuring a full and thriving educational programme, in collaboration with the Preparatory School
- Work closely alongside the Chaplain to encourage staff and student welfare and to safeguard and promote the Senior School's Christian character and ethos

External Relations

- Build excellent lines and means of communication with parents, both formal and informal
- Meet with Parent Representatives during every VISO, establishing a close and fruitful partnership
- As required, meet with parents to discuss and reinforce key individual decisions or school policies
- Maintain and exploit membership of Round Square schools and COBIS
- Work with the Development Department to foster alumni relations and encourage philanthropic giving

Experience & Qualifications





PERSON SPECIFICATION

- A collaborator and relationship-builder; approachable, warm and a good listener
 - Educated to university level with an appropriate teaching qualification and may well have graduate/postgraduate qualifications
 - At least five years' leadership experience in a senior school environment
 - Experience of the British curriculum and a strong track record of delivering educational excellence
 - Experience of co-education and boarding and an understanding of and commitment to the busy life of an independent boarding school
 - A strong record of having participated in continuing professional development and training
 - Experience of education within an international and/or multicultural environment
 - Experience of working with an engaged Governing Body (desirable)
- Qualities, Skills & Personality**
- Above all, the successful candidate will be committed to and excited about the mission
- of St Andrew's, Turi – 'Seeking the Highest for Every Individual – with Christ as our Guide' – and the School's Vision, to be Africa's leading international school – 'transforming hearts, minds, bodies and souls.' Beyond this, the successful candidate will be:
- A committed Christian who will uphold and promote the Christian ethos of the School
 - A role model for the School's values of compassion, integrity and courage
 - Deeply culturally sensitive, curious and respectful, eager to learn about Kenya and the nations and cultures represented in the School
 - A dynamic, enthusiastic and effective leader, capable of innovation and initiating and managing change
 - Energetic, determined, adaptable and resilient with a strong sense of humour
 - Someone who keeps in touch with the latest educational thinking in the UK and internationally but who will be discriminating in understanding what will work best in the St Andrew's context
 - Able to deal comfortably with pressure and to maintain balance, including within the context of a tight-knit residential community
- Able to quickly understand the culture and functioning of the Senior School, to identify the priorities and to lead accordingly
 - Able to inspire confidence among all leadership colleagues, teachers and staff
 - An effective delegator, recognising when to delegate and when to get involved
 - Skilled and creative in the recruitment, development and retention of good teachers
 - Able to think strategically, with experience of developing, communicating and implementing a strategic plan
 - Committed to high standards and to continually improving the consistency of educational quality
 - An excellent communicator, orally and in writing, including networking skills and strong and clear reporting skills
 - Able to understand the expectations of parents from different national and cultural contexts
 - Keen to engage with the finance and business management priorities of an independent international school
 - Committed to playing a full part in the residential and community life of the School

Core Competencies

Commitment

- Clear understanding of the role and how it relates to the School's objectives
- Demonstrates dedication and enthusiasm towards the role, stakeholders and the aims of the School
- Represents St Andrew's positively in all he/she does internally and externally
- Seeks and acts upon feedback from both internal and external sources

Working Together, Seeking & Sharing Knowledge

- Acts as a team player and actively supports team objectives

- Shows sensitivity to race and cultural diversity
- Is able to see the wider picture in a whole-school context, which includes the Prep School
- Reliable in delivering own objectives and cooperates to support others
- Shows consideration for the feelings and needs of others and the context within which they work
- Demonstrates an understanding of what makes an effective team, the value of diversity, and the strengths and skills of others

Open & Honest Communication

- Communicates openly and honestly, giving consideration to others' views and feelings and allowing for discussion

- Listens to others and questions when unclear to ensure mutual understanding
- Gives and receives feedback sensitively to create an environment of openness and trust where issues can be discussed constructively

Creating Success

- Focused on meeting objectives on time by ensuring tasks are planned and prioritised
- Prepared to ask for support from colleagues and Governors when required to help meet objectives
- Sets challenging targets that support personal development and is willing to perform above and beyond these when called to do so
- Shows a commitment to creating success through actions, decisions and initiatives





Managing Change

- Willing to take on new tasks and to try new ways of working
- Demonstrates resilience; remains focused through periods of change or challenge
- Demonstrates flexibility and responsiveness and can adapt to changing needs
- Shares information with others and actively seeks information for the benefit of themselves and the School
- Seeks to develop effective and efficient ways of working at individual, team and organisational levels
- Sees mistakes as an opportunity to learn and encourages others to think in the same way

Managing Others

- Ensures that everyone has a clear understanding of their role and how it relates to the School's objectives
- Manages individuals and teams consistently, objectively and fairly
- Carries out constructive performance reviews with staff and encourages all colleagues to continue their professional development
- Encourages staff to think through and make recommendations to improve service, develop ideas and deal with issues
- Creates a positive environment where constructive feedback is part of a culture in which people are valued and able to reach their full potential

Leadership

- Promotes understanding of the aims of the School
- Articulates a clear vision for staff and establishes clear aims and objectives for individuals and teams
- Acts as a role model, inspiring, supporting, motivating and encouraging continual improvement of performance
- Raises awareness and understanding by keeping staff informed
- Values the contribution of others and recognises and celebrates others' achievements
- Demonstrates understanding and tolerance and helps to create a positive and open environment



REMUNERATION

21

There is a generous overall remuneration package as detailed below:

- Salary: commensurate with the seniority of the post and the experience of the successful candidate
- Accommodation: a furnished four-bedroomed house, free of rent (taxable benefit) and rates and including all bills (except electricity)
- Domestic and gardening help is arranged by the School but paid for at local rates by the appointee
- School fees (where applicable): 100% fee remission for up to three staff children throughout the School; places are subject to the School's normal entry requirements. Fee remission is a taxable benefit
- Medical care: a comprehensive insurance scheme, which offers worldwide cover for staff members and their families (excluding the USA and the Caribbean); the costs of insurance are fully covered by the School
- Pension: a defined contribution pension scheme in which the employer and employee each contribute 6% of monthly salary. For employees leaving Kenya at the end of their contract, the full value of the contributions, plus accumulated interest, can be withdrawn from the scheme
- Relocation: outward and return flights for the appointee, spouse and dependant children (up to the age of 18), together with a freight allowance, at the beginning and end of the contract period
- Annual flights to place of residence for the Head and dependants
- Meals: free of charge during term time (taxable benefit)
- Facilities: extensive sports facilities are open to use by staff and their families. The Community Manager arranges an activity programme

Hours of Work and Holiday Entitlement

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

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. The appointee will undertake his/her 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 the post and detailed below.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

APPLICATION PROCESS

This recruitment process is being managed by RSAcademics Ltd on behalf of St Andrew's School, Turi. Unless stated otherwise, all communication about the role and the appointment will be conducted via RSAcademics.

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

- Matthew Bartlett, Senior Advisor:
matthewbartlett@rsacademics.com
- Jean Sullivan, Head of International Search:
jeansullivan@rsacademics.com

Interested candidates are invited to contact Jean Sullivan by email for an initial confidential conversation; please attach a copy of your CV/résumé.

Closing date: Thursday 11th December 10:00am (UK time).

Please note that early applications will be considered as received, and potential candidates may receive an invitation for interview with RSAcademics before the closing date; therefore, early application is encouraged.

You should submit:

- A completed application form
- A completed data-sharing agreement
- A copy of your curriculum vitae/résumé
- A covering letter, preferably of no more than two pages, addressed to Mr M Ngunze, Chair of the Board, St Andrew's School, Turi. The letter should explain the attractions of the role, the relevance of your experience and your educational philosophy, and other information that can demonstrate your alignment with the role. Please make your letter as specific as you can, addressing the role, the St Andrew's, Turi vision and the opportunities presented by the School. A letter that is largely generic may result in your application not being considered.

Applications should be made electronically to RSAcademics. Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position. You

will be taken to an online portal where you will be able to download an application form. Please follow the instructions to complete and submit your application.

Should you have any queries relating to uploading your application documents, please contact:

- Alison Hooper, Project Coordinator:
applications@rsacademics.com /
+44 (0) 204 6269 791.

The recruitment process will proceed as follows:

- When you submit your application, you will receive an automated email from RSAcademics confirming that we have received it. If you have not received the automated email within two working days of submitting your application, please email us at applications@rsacademics.com or contact us by telephone on +44 (0) 204 6269 791
- Selected candidates will be invited to preliminary interviews with RSAcademics colleagues, which will take place by videoconference between 12th and 16th December 2025, with the possibility of some earlier interviews (please see above)
- Video interviews with the Director and members of the St Andrew's, Turi Board will take place on 18th and 19th December 2025. You will be informed on 22nd December 2025 if you will be required for a final interview in Kenya
- Final interviews will take place in Kenya w/c 12th January 2026. Any candidate who knows they will have difficulty travelling then should make this known at the preliminary interview. Please be aware, it may not be possible to adjust times for these interviews due to Visa requirements and because they will involve Board members
- RSAcademics will collect references for candidates invited to attend the final interviews in Kenya. No referees will be contacted until RSAcademics has received your express permission to do so. Independent checks on social media engagement and profiles will also be undertaken at this point

Founded in 2002 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. Please visit www.rsacademics.com for more information.

RSAcademics is committed to promoting diversity and inclusion in schools and to safeguarding and promoting the welfare of children and young people.