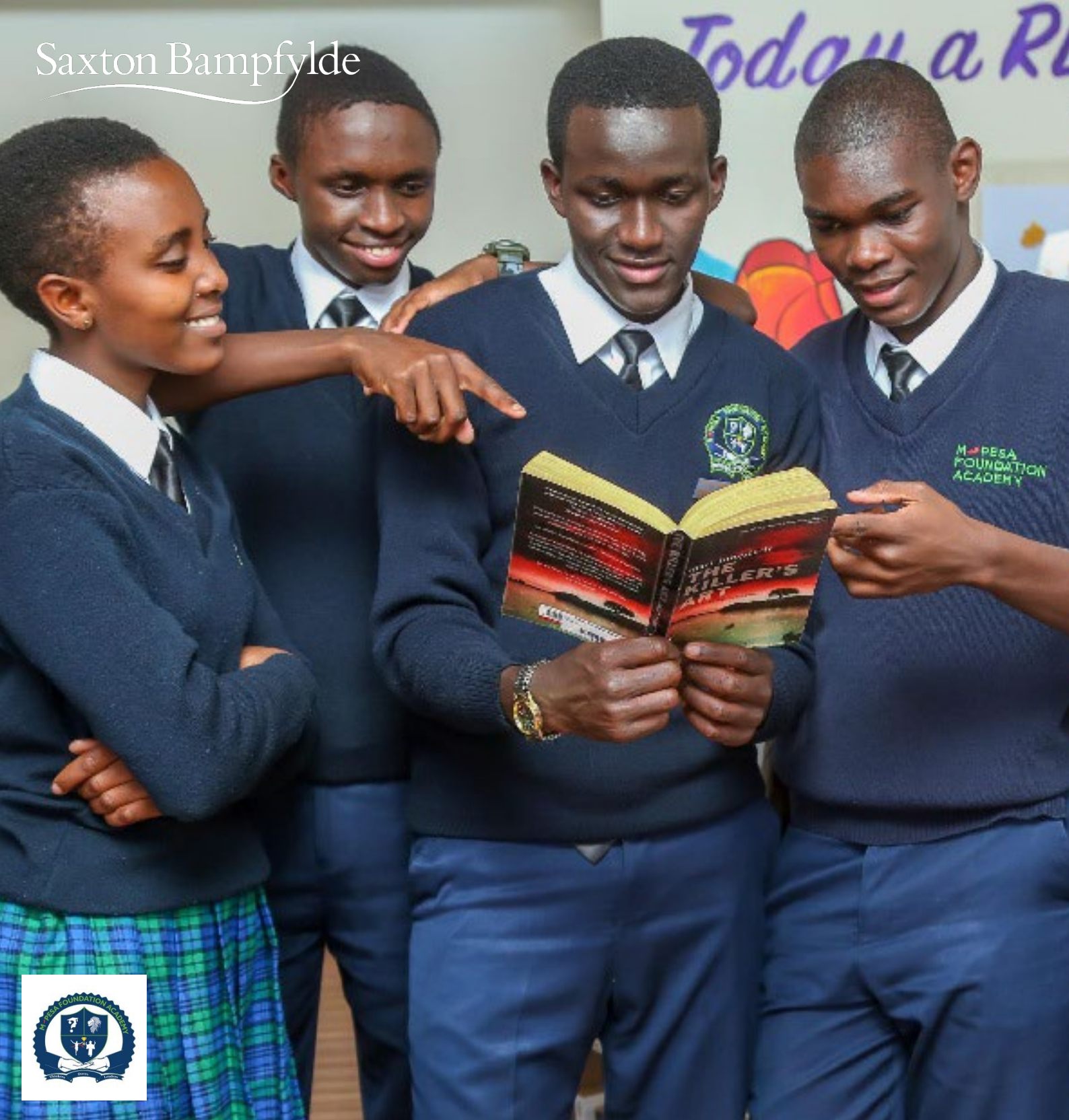


Saxton Bampfylde



M-PESA Foundation Academy

Appointment of Executive Head of School

March 2023

Reference : FBIDA

An introduction

The M-PESA Foundation Academy is a cutting-edge co-educational residential high school which aims to nurture future leaders of Kenya and Africa. The Academy is an institution of genuine transformation, where children from the most humble and challenging backgrounds learn that through determination, dedication, and a commitment to gaining knowledge, they can create their destinies and influence the future of others. We develop holistic learners who delve not just into academics but also into technology, sports, outdoor pursuits, community service and the Arts.

The Academy is an International Baccalaureate World School offering the Middle Years Programme (MYP) and the Diploma Programme (IBDP). In addition, the Academy's Uongozi Centre runs a post-graduation programme that seeks to mentor and support Academy graduates for university and college life both locally and abroad.

The appointed candidate should be able to assume duties from 1st August 2023, or as soon as possible thereafter. The post commands a generous and competitive salary which will reflect the importance of the role.

For more information visit www.mpesafoundationacademy.ac.ke



What Drives Us

Driven by leadership, entrepreneurship, technology and innovation, the Academy serves talented but economically disadvantaged students with demonstrated leadership potential. The Academy emphasizes the holistic development of all our learners, not just academics but also technology, sports, arts, outdoor pursuits, and community service.

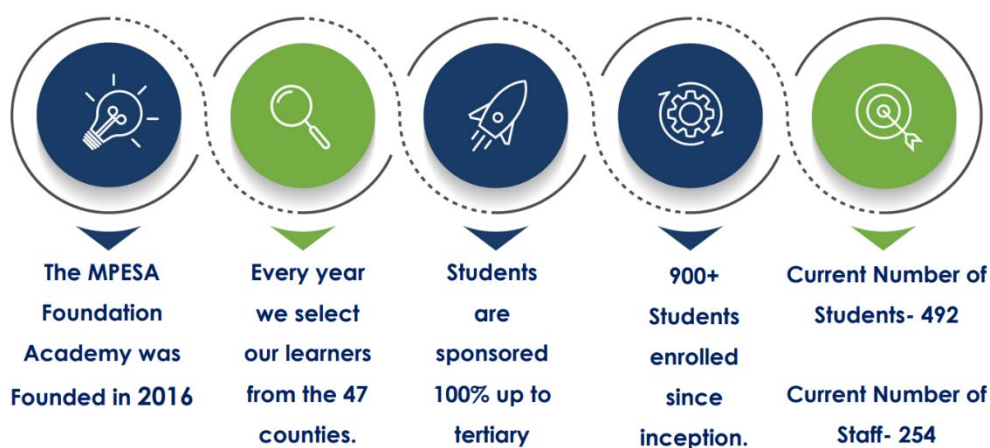
Our Curriculum

We offer the International Baccalaureate curriculum that develops lifelong learners who make a difference. It encourages critical thinking, problem-solving, and learner-driven knowledge acquisition while opening them up to cultural awareness through learning a second language, a prerequisite for all IB learners. As an authorised IB world school, the Academy provides Middle Year Programmes (MYP) and the Diploma Programme (IBDP).

Student Leadership Program

This program is focused on developing leaders who can prompt a positive change through transformative learning by ensuring the Student leaders are ethical and inclusive fostering collaboration and service. To attain this milestone the students are given the opportunity to take up leadership roles within campus to nurture their potential. The Head boy and Head girl are the highest office holders and are supported by three deputies in Student life, Academics and co-curriculum. Each year group has a representative, which then forms an executive Council which oversees the operations of other leaders. The objective is to have a Student led institution by inculcating responsibility among the students and the student leaders.

OUR STORY- IN A NUTSHELL



The role

Profile

The Executive Head of the School should be someone who has exemplary academic credentials, is an outstanding leader, and is a school administrator with a deeply rooted understanding of holistic education and leadership development. He/ she must have a genuine passion for nurturing deserving young students within a world-class facility. He/she should be a person who has achieved a position of stature in his/her present occupation. More specifically, the ideal candidate would have the following profile.

Subject matter Expert (Teaching and Learning)

- A strong passion for education;
- Previous experience as an international school Head or Principal;
- Leadership and management skills focusing on the future development of the school and the successful implementation of the school's mission and strategic imperatives;
- Monitoring programs for college guidance, college admissions, and student scholarships;
- Experience leading a school in sub-Saharan Africa, preferably be familiar with local, regional and international secondary and tertiary education systems and practices;
- Empathy and appreciation for the Kenyan culture as well as the necessary integrity to work closely with the Board and the Academy's various stakeholders;
- Strong financial acumen, including Planning, Budgeting, Revenue & Cost Management;
- Strong organizational, human resource and management skills;
- High moral standards, someone who will be a role model that will inspire both staff and students towards a values-driven life and leadership approach;
- Education: A Master's degree, ideally in educational leadership or equivalent;
- A deep knowledge and understanding of the International Baccalaureate (IB) program, ideally including MYP and DP;
- Previous experience with the IB school accreditation process will be highly preferred.

Leadership and Strategy

- Previous experience in sustainability projects such as; Fundraising on a global scale and experience in cost optimization;
- Experience in partnerships and scholarship acquisition for both high school and tertiary education;
- Previous experience in developing, implementing and monitoring strategy;
- Practical experience in nurturing student innovation and entrepreneurship projects/programs;
- Experience in the use of technology to create the best learning outcomes and operational excellence.

Financial Management Skills

- The EHOs shall be responsible for the financial health of the Academy by overseeing the Academy's fiscal activity, including budgeting, reporting, and auditing;
- Establish the OPEX and CAPEX budget for the board's review and approval;
- Experience in Enterprise Risk governance processes.

People Management skills

- Establishing and submitting for Board review/approval organizational structure and succession plans to ensure smooth succession of both the Academic and Administrative leadership;
- Oversees the employee compensation plans;
- Champion the development of a strong value-driven Academy culture and overall vision;
- The ability to effectively work with and support others as part of a team, both within and across functions, building and maintaining positive relationships at all levels with cultural sensitivity, showing respect & effectively working with diversity;
- The ability to energize individuals and groups toward the need for change. This includes constructively challenging the way things are done and leading change initiatives in a manner that is consistent with the vision and the strategic objectives of the Academy;
- Ability to learn from past experiences, take on new challenges, and make decisions under uncertainty;
- Someone who exhibits empathy, relationship management, self-awareness, and social awareness.

Communication

- Implements MFA strategy as approved by the Board;
- Keeps the Board informed of all strategic matters relating to the Board through reports at Board meetings and immediate communication following major school events or happenings;
- Submitting academic reports on at least a quarterly basis to the Board indicating the health of the students' academic performance.
- Makes recommendations to the Board for their approval of budgets;
- Seeks direction from the Board on new academic and operational initiatives;
- Assists the Board Chair in setting Board and Committee meeting agendas and discussion topics;
- Jointly with the Board, sets annual goals for his/her performance; provides input and self-evaluation for the Board to use in his/her evaluation.

Competencies

- Strategic Leadership - creates and achieves a desired future state (vision) of the Academy;
- Facilitate Change – champions the implementation and acceptance of change within the Academy;
- Collaborative leadership style- capable of developing and promoting strong teams;
- Strong organizational and proven problem-solving skills- Works systematically and logically to resolve problems, address opportunities, or manage the situation at hand;
- Open minded, with the ability to promote intercultural understanding and international mindedness;
- Deep commitment to learning and inclusion;
- Proven ability to communicate effectively and generate trust with a school community;
- Highly ethical with a commitment to "integrity.";
- Agile and comfortable with a dynamic operating environment;
- Ability to represent the school in local and international circles and to communicate diplomatically and clearly with all constituents.



Terms of appointment

Salary: Attractive. To be discussed with the successful candidate.

Contract duration – 5-year term subject to work permit renewal.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to **M-PESA Foundation Academy** on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **FBIDA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 7th April 2023**.

KCSIE online checks

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Saxton Bampfylde

An aerial photograph of a large residential campus. The buildings are arranged in a grid-like pattern, featuring white facades and prominent red-tiled roofs. A central courtyard with green lawns and a winding path is visible. The surrounding area is lush with greenery and trees.

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