

JOB DESCRIPTION

Principal – Girls’ Boarding School, Homosha (Ethiopia)

Overview

[Pharo Foundation](#) (“the Foundation”) is a pioneering, mission-driven organisation working to build a vibrant, productive, and self-reliant Africa. Founded and fully funded by Pharo Management, an emerging markets hedge fund, the Foundation represents a new model of philanthropic capitalism: a private endowment using its own capital to design, fund, and operate development programmes with private-sector discipline and long-term commitment.

Over the next decade, the Foundation’s ambition is to deliver lasting impact across three interdependent missions:

1. Empowering the next generation through affordable, high-quality education.
2. Solving water scarcity by building and operating sustainable water infrastructure.
3. Driving economic productivity by unlocking jobs, investment, and innovation through both non-profit and for-profit ventures.

The Foundation operates in Ethiopia, Somaliland, Kenya, and Rwanda, employing more than 750 people. It combines a not-for-profit engine, Pharo Development, with a for-profit engine, Pharo Ventures, which builds and operates sustainable businesses to create jobs and advance economic self-reliance.

About Pharo Schools

Pharo Schools is a pan-African network of Schools that exists to expand opportunity through high-quality, affordable, and equitable education across Africa. We are building a network of high-impact, future-focused schools that deliver excellent learning outcomes, nurture character and wellbeing, and empower young people to shape prosperous futures for themselves and their communities. Rooted in the Foundation’s mission to “*enable Africa to thrive*”, Pharo Schools operates with a deep commitment to equity, dignity, and access. Our schools prioritise strong teaching, enriched learning environments, and holistic development, ensuring that every child, regardless of background, can succeed at school, thrive in life, and transition confidently to further education and meaningful livelihoods. Pharo Schools currently serves +- 5000 students across Kenya, Somaliland, Ethiopia and Rwanda.

Pharo School Homosha is a leading girls’ boarding school in Benishangul-Gumuz, Ethiopia, offering fully-funded secondary education (Grades 9–12). We follow the Ethiopian National Curriculum, enriched with international best practices. With small class sizes, modern facilities, and a dedicated team, we foster academic excellence, English proficiency, and life skills that empower girls for future success.

Role Purpose

The Principal is the **instructional, cultural, and operational leader** of the school, responsible for building and sustaining a high-performing girls' boarding school that delivers exceptional academic outcomes, a safe and nurturing residential environment, and transformative life opportunities for every student.

This leader will drive excellence in secondary teaching and learning, ensuring rigorous, college- and career-ready instruction, strong subject mastery, and advanced literacy, numeracy, and critical thinking across all disciplines. They will cultivate a disciplined, joyful, and values-driven school culture where girls are empowered to achieve at high levels, lead with confidence, and graduate prepared to access top post-secondary pathways and shape their futures.

As the most senior leader on campus, the Principal is accountable for developing outstanding teachers and staff, building systems that enable consistency and scale, and using data to continuously improve student outcomes and school performance.

The role requires a resilient, mission-driven leader who can build and lead in a remote context, partnering effectively with staff, students, families, and community stakeholders to champion girls' education and expand opportunity in the region.

Role Title: Principal

Location: Homosha, Benishangul-Gumuz Region, Ethiopia

Reports to: Head of Education, Ethiopia

Key Responsibilities**Instructional Leadership**

- Lead the implementation of the school's curriculum, pedagogy, and assessment practices.
- Ensure strong foundations in literacy, numeracy, and core subjects.
- Drive evidence-based teaching and learning, classroom observation, coaching, and feedback.
- Promote the integration of digital, visual, and AI literacies in teaching practices.
- Use data and analysis to monitor student progress and support continuous improvement.
- Ensure teachers receive regular, high-quality professional development.

Boarding School Leadership & Pastoral Care

- Establish and maintain a safe, nurturing, and disciplined environment for girls in boarding.
- Oversee boarding operations, routines, student wellbeing, safeguarding, and pastoral systems.
- Build strong relationships with students and lead initiatives for girls' empowerment, leadership, and wellbeing.
- Ensure students' physical, emotional, and psychological needs are met.

School Operations & Administration

- Oversee all daily operations, including timetabling, discipline structures, attendance, logistics, and school routines.
- Ensure compliance with school policies, safeguarding standards, health and safety regulations, and reporting mechanisms.

- Manage school resources efficiently—budget, assets, teaching materials, and facilities.
- Lead risk assessments and crisis/emergency management plans.
- Oversee accurate data management and use of School Information Systems (SIS).

Staff Management & Professional Culture

- Recruit, onboard, and develop high-quality teaching and support staff.
- Build a collaborative and professional staff culture rooted in excellence, accountability, and continuous improvement.
- Creating systems and structures for exceptional coaching and development of all teammates.
- Conduct performance reviews, provide feedback, and manage staff performance.
- Ensure staff understand and uphold child protection, professional ethics, and school values.

Community, Parent, and Stakeholder Engagement

- Build strong relationships with parents, elders, community leaders, and local government.
- Communicate school goals, child protection expectations, and student progress clearly.
- Represent the school externally and cultivate a positive reputation.
- Engage families to support girls' education, attendance, and post-secondary transitions.

Strategic Planning & School Improvement

- Translate the organisation's vision into actionable school development plans.
- Lead priority-setting, monitoring, and reporting on school performance.
- Introduce innovation and continuous improvement initiatives aligned with the school's strategy.
- Contribute to system-level learning and harmonisation across the wider school network.

Required Qualifications & Experience

- Master's degree in education, education leadership or related field
- Minimum 7–10 years of teaching experience, with at least 3–5 years in a school
- Experience in boarding school management strongly preferred.
- Demonstrated experience or willingness to work in rural, low-resource, or remote contexts.
- Proven track record of improving teaching quality, learning outcomes, and school culture.
- Experience coaching teachers and leading professional development.
- Strong operational and administrative competence.

Key Competencies

Leadership & Vision

- Ability to inspire and mobilise others toward a shared mission.
- Excellent decision-making and judgement.

Instructional Competence

- Deep understanding of the curriculum field, pedagogy, assessment, and whole child development.

Boarding & Safeguarding

- Strong safeguarding mindset and knowledge of adolescent girls' wellbeing needs.

People Leadership and Management



- Fair, consistent, empathetic, and able to hold staff accountable.

Community Engagement

- High degree of cultural intelligence and respectful relationship-building.

Resilience & Adaptability

- Ability to thrive in remote, resource-constrained environments.

Communication

- Strong written and verbal communication skills; ability to represent the school confidently.

Technology & Data Literacy

- Comfortable using digital tools, systems, and dashboards for planning and monitoring.

Personal Attributes

- Mission aligned
- Integrity, professionalism, and high moral character.
- Deep commitment to girls' education and empowerment.
- Culturally respectful, humble, and collaborative.
- Passion for continuous learning, innovation, and educational excellence.
- High emotional intelligence and calmness under pressure.
- Self-reflective

How to Apply

- Pharo Foundation is committed to diversity and inclusion. We strongly encourage applications from qualified **local and international female candidates**.
- For this role, we are running a search with our partners at London Moore and Associates Consulting (LMAC). If you are interested in this position, kindly complete this [Google form](#). For queries, you can contact LMAC directly at executivesearch@londonmooreconsulting.com.
- Should we believe your CV has the needed experience and expertise to be successful in this role, LMAC will reach out to you directly for a phone interview.
- Should you be successful in our phone interview, LMAC may request that you complete a performance task or share a portfolio of past work.
- A small, select group of applicants will be recommended by London Moore and Associates Consulting for a final interview with the Pharo Foundations' Senior Leadership Team.

Pharo Foundation is an equal opportunity employer committed to promoting diversity, inclusion, and gender equality in all its practices. We encourage applications from qualified individuals regardless of race, gender, religion, or background