

Senior Teacher – The Pharo School Homosha, Ethiopia

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo Ventures. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results, and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland, and is now expanding operations in Rwanda and Kenya. The key strategic pillars for the philanthropic side of the Foundation are education, health, water, and agriculture.

The Pharo School Homosha is currently one of our largest education projects in Africa. Assosa is the capital city of BGRS has an airport with daily flights. We are 45 minutes’ drive away from Assosa in a safe and peaceful location of Benishangul-Gumuz Regional State. Extending over 3.4 hectares, the school has a modern fully-fledged campus with a 240 girls’ boarding capacity, aiming to offer the best educational and boarding opportunities to bright and driven girls from across the region.

We follow the Ethiopian National Curriculum with aspects of international best practices. Our focus on female education is in recognition of the challenges in accessing education, which prevents many from unlocking their full potential. This shapes the School’s vision of achieving all round academic and personal development of girls to reach their highest potential and become future leaders and role models. We are affiliated with, UK Assessment Providers, International Safer Internet Day as well as offer the STEM programme as a part of our after-school enrichment programme.

At Pharo School Homosha, we believe that our students should receive a broad, balanced and student-centered education. This will develop an effective combination of creativity, confidence and courtesy, which will equip our young as global citizens to cope with the demands of life in the 21st century, wherever they may live in the world. Teachers at Pharo School Homosha treat all students consistently, with respect and consideration, and show concern for their development.

We pride ourselves in having a diverse and experienced school leadership team. We have hired UK-qualified teachers with over 20 years of teaching experience in the UK and International Schools across

the globe. Our team of dedicated staff from all over Ethiopia bring their wealth of experience to our students and contribute to the high education standards that we offer at The Pharo School Homosha.

We look forward to sharing an exceptional academic relationship with you, one that will be supportive and successful.

Position Summary

The Senior Teacher will be working under the supervision of the Head of School to provide strategic and instructional leadership, oversight of daily operations, and administration of the Pharo School Homosha. The Senior Teacher is also accountable for the Pharo School Homosha goal to increase access to quality and appropriate boarding school service for girl child education at the highest level. We are looking for a person who is passionate about our work and who will enhance our teaching standards.

Role: Senior Teacher

Location: Homosha Woreda, Benishangul-Gumuz Regional State, Ethiopia.

Reporting to: Head of School, The Pharo School Homosha.

Key Duties and Responsibilities

1. School Development & Management

- Providing strategic leadership for boarding school improvement and development.
- Adhering to legal and educational requirements to ensure students' well-being.
- In place responsive, effective systems and management of staff.
- Ensure a conducive working, learning, health & safety environment for girls.
- Ensure that the school undergoes continuous development through the process of implementing instructional leadership.
- Maintain and comply with regional and national administrative regulations of education policies, standards, guidelines, and checklists.

2. Instructional Leadership.

- Create a shared vision among all school community students, parents and teachers of skillful instruction.
- Enforce ongoing improvement of classroom instruction for all staff through a variety of strategies and approaches.
- Implement a curriculum that is aligned with the expectations of the government and supplementary materials introduced by the Pharo Education Programme.

- Strive to create a conducive learning environment in which all students experience equal treatment and achieve their potential.
- Conduct timely instructional supervision and evaluation of academic staff and ensure proper implementation of the learning-teaching process.

3. School Culture and Behaviour

- Leads the school community in setting high expectations for student achievement, ethical behavior, and a positive mindset.
- Ensure the alignment of students, teachers, and staff around the school's Mission, Vision, and Values.
- Implement data-driven behavior management systems and practices that ensure consistent norms of orderly, respectful behavior throughout the school and preserve the sanctity of teaching and learning in the classroom.

4. Operations, Financial and Resources Management:

- Ensure effective systems and management of the ongoing process of improvement in facilities, fixed assets, students and personnel data management, and Information Technology.
- Maintain and keep accurate, complete, and appropriate records and files reports and ensure data quality management.
- Develop and manage the annual school budget, with input from staff and the programme/ school finance departments.
- Analyse and control expenditures with an understanding of the relationship between school objectives and the budget process, and use cost-benefit analyses for budgetary decisions.
- Ensures the complete collection of fees on time and registration and related issues.
- Ensure the application of proper internal financial controls and management.

5. Student Enrolment and Admissions

- Keep proper documentation of admission processes and related matters.
- Oversee the school admissions process - ensuring compliance with the school's set criteria for admission.

6. Community Relations

- Seek public support for the school's academic and extracurricular programmes and consult with the education coordinator on all public relations activities.
- Maintains effective and strong working relationships with the surrounding school community.
- Serves as an ambassador and advocate for the school's mission, representing the school at local events.

Qualifications Requirements

- Minimum Bachelor's Degree in the subject teaching area or Bachelor's degree with a teaching qualification. Having a Master's degree (preferably in Education or Leadership) would be an added advantage.
- Successful teaching and leadership experience preferably in an International or a high-standard private school in Ethiopia or abroad.
- Proficient in Word, PowerPoint, Excel, Email usage, Google Suite, etc.
- Familiar with STEM and Inquiry-Based Learning.
- Applicants must demonstrate proof of eligibility to work in Ethiopia.
- Experience working in a boarding school would be an added advantage.
- Commitment to schools improvement and raising achievement.
- Ability to motivate and inspire colleagues.
- Effective communication skills to connect successfully with students, staff, parents, and the wider community.
- Fluent in English and can competently conduct all classroom instruction in English.
- Talent to think creatively, imaginatively, anticipating and solving problems.
- Understands using Formative Assessments data to improve teaching and learning.
- Willing to offer after-school enrichment activities and support students after hours and on weekends.
- Active team player and problem solver with a good sense of humour.
- Willingness to offer and participate in inset training.
- Preference will be given to teachers who can offer multiple subjects.
- Fluent in English and can competently conduct all classroom instruction in English.
- This role requires a limited teaching responsibility. ***(Please specify what subject you are willing to teach).***

Personal Attributes

- Strong passion for and commitment to girls' education.
- A role model across the school in terms of punctuality, attendance, positive engagement, and professional relations among staff.
- Positive disposition to involve the whole school community and take people forward together.
- Great attention to detail and a flexible approach to work.
- High level of commitment and self-motivation.
- High professional and ethical standards.
- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Structured and process-oriented.
- Excellent time management skills with the ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.

- Willing to challenge the status quo and add value by introducing positive change.
- Excellent communicator and comfortable working in a team environment.
- Demonstrate the ability of strong communication skills in English verbally and in writing.

Compensation and Benefits

- Competitive and commensurate with qualifications and experience.
- Fully furnished accommodation and meals (while school is in session).
- Health & Life insurance, provident fund, and pension as per the Ethiopian laws.
- A variety of opportunities for training.
- Very safe, caring, positive, and family-oriented work environment.

Child Safeguarding

The Pharo School Homosha is committed to safeguarding and promoting the welfare of students and young people and expects all staff to share this commitment. For this reason, identity, security, and medical checks will be required from the successful applicant.

Application Procedure

Review of complete applications will be on a rolling basis. In the event that we identify an outstanding early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact shortlisted candidates. A link will be shared with all shortlisted candidates to complete an online English test in order to assess proficiency in the language.

Please send the information listed below, as a single PDF file, to the following email address: administration@pharoschools.org. Please indicate “**Senior Teacher, Pharo School Homosha**” in the email subject line.

1. A detailed CV and Covering Letter. State in your cover letter where you heard about this position e.g. through our website, jobs board, etc.
2. A 1,000-word essay on the below:
 - a) What teaching and leadership experience have you gained that makes you the most qualified candidate for the role?
3. A one-page list of five professional references with current addresses, phone numbers, and email contacts.
4. Copies of your qualifications.
5. Your current or last benefit package and expected benefit package for this position.