

Teaching Staff – The Pharo School, Homosha Ethiopia

Company 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 and 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

For the below roles, we are looking for competent and committed teaching staff for our Pharo School Homosha who have full of passion and dedication to teaching. Since the subject teachers are key teaching resources for the school, qualifying candidates are highly expected to discharge their professionalism in order to meet the school's objective to ensure quality education service delivery for students in the area.

Role: Teaching Staff

- **English**
- **Mathematics**
- **Biology**
- **Physics**
- **Chemistry**
- **Economics/Business**
- **History**
- **Amharic**
- **Geography**
- **Civics**
- **ICT**
- **Health Sciences**
- **Agriculture**
- **Arts & Technical Drawing**
- **Music**
- **Mandarin**
- **Primary teacher** (to teach all subjects at a primary level).

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

Required Number: 17

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

Key Duties and Responsibilities

- Follow professional practices consistent with school and system policies working with students, students' records, and colleagues.
- Interact in a professional manner with students, parents, school staff, and school leaders.
- Act in a confidential, ethical, and legal manner and be a role model to students.
- Ensure timely preparation of annual plans, weekly, and daily lesson plans as required by the school policy.
- Motivate students and inspire continuous learning.

- Assign reasonable tasks and homework to students. Be the custodian of the School's calendar.
- Always strive for the best student's learning outcomes.
- Supervise students at recess, lunchtime, study time, and in other assigned areas.
- Prepare materials to reinforce the regular classroom lesson under the Head teacher's direction.
- Strive to develop respect among students, staff, and school leaders.
- Shows courtesy, integrity, and follow-up for all assigned tasks.
- Demonstrate an effort of knowledge, skill, and attitude.
- Maintain confidentiality of students' records.
- Engage actively in the implementation of the school's co-curricular and social support activities.
- Demonstrate an understanding of the community and parental role in the education of children.
- Any other duty as assigned by the supervisor.

Qualifications Requirements

- BA/BSc degree in the subject teaching area or Bachelor's degree in Education with a teaching qualification in English, Mathematics, Chemistry, Physics, Biology, Economics/Business, History, Amharic, Geography, Civics, ICT.
- Have a minimum of 5 years of teaching experience.
- IGCSE/STEM experience is an added advantage.
- Practical teaching experience in an International School or a high-standard private school.
- Excellent computer knowledge with MS Word, MS Excel, PowerPoint, etc.
- Fluent in English and can competently conduct all classroom instruction in English.
- Proficient in Word, Excel, Email usage, Google Suite, internet searching, and willing to learn new computer skills.
- Have experience in Formative Assessment and using data to enhance their teaching and learning.
- Can develop lesson plans, which meet established school and national curriculum models.
- Committed and passionate to teaching and highly motivated towards student development and growth.
- Is willing to offer after-school enrichment activities and support students after hours and on weekends including inset training.

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 “**Teaching Staff, The 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 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.