



Founding Head of School
Haile-Manas Academy
Debre Birhan, Ethiopia

DEADLINE: FRIDAY, OCTOBER 19, 2018*

*Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as ISS and Haile-Manas Academy reserve the right to close the selection process at any time if an ideal candidate is found.

The Opportunity

A search is underway for an exceptional educational leader for a once-in-a-lifetime opportunity to help create and establish a premier, private secondary boarding school for Ethiopia's most promising and motivated students. This school will be a model that will have a transformative impact on Ethiopian education and society.

To view our website, [click here](#)

The School



The Haile-Manas Academy will be a world-class co-educational secondary boarding school for 400 students of promise. Students will be recruited from all regions of Ethiopia and will be admitted without regard to their financial circumstances.

HMA will model innovative, student-centered approaches to teaching and learning with

creative thinking and problem solving at the forefront. This approach to education will stand in contrast to more traditional “chalk and talk” teaching methods that focus on rote memorization of material and limit opportunities for students to develop the skills and the enterprising mindset needed to thrive in the 21st century. In addition, students will be actively engaged in citizenship and leadership projects.

Through an inquiry-based pedagogical approach, hands-on problem solving, and the sustained, shared experiences that a residential setting allows, HMA will build resilient, independent thinkers, purposeful, community-minded individuals, and engaged, enterprising young citizens.

The Haile-Manas Academy expects its graduates will make a significant positive impact on their communities – whether they be local, national or global.

*The Haile-Manas Academy will be a model for what is possible –
we will make an impact.*

The Haile-Manas Academy will be a dynamic educational community, leveraging every possible asset and opportunity to advance education in Ethiopia. HMA will design a program that will be rigorous and data driven, so that the school can systematically share results with others. Project leaders have already established strong connections to local, regional, and national educational and governmental institutions whose representatives will be frequent visitors to HMA.



The plan is to open the school with its first class of 100 freshmen (grade 9 students) in September 2019. The goal is to achieve a full enrollment of 400 students (grades 9-12) in September 2022.

To learn more about Haile-Manas Academy [check out this video](#)

Campus Design & Construction

The Haile-Manas Academy is a project of Ethiopia Education Initiatives (EEI), a US not-for-profit. EEI has engaged Flansburgh Associates, Boston architects with decades of experience building schools around the world, to develop a Master Plan, and engaged Fasil Giorgis, a well-known Ethiopian architect, to translate the Master Plan into a contextually appropriate, state-of-the-art residential campus for 400 students. The campus will feature world class classrooms, science laboratories and a library/design center; arts and athletics facilities; student dormitories; dining facilities, and on-campus faculty housing. Phase One of construction is underway.



Curriculum

As a school for Ethiopian nationals, the starting point will be the demanding Ethiopian national curriculum, which will be delivered through innovative, progressive teaching methods. Haile-Manas Academy will offer that curriculum through carefully designed and contextually appropriate instruction. Additional academic and co-curricular programming will emphasize leadership development and critical thinking and take full advantage of the boarding school setting.

Faculty

Consistent with the intent to create a school that blends the best of Ethiopia and the West, the founding Head of School will be an experienced international educational leader, and the Deputy Head of School will be an experienced Ethiopian educator. Similarly, the teaching staff will be comprised of a mix of Ethiopian nationals and international educators.



Board of Directors

The Founding Head of School will work with and be supported by an exceptionally accomplished Board of Directors and a committed Executive Director.

Ms. Rebecca Haile, Executive Director and Board Member

Lawyer, mother, author, businesswoman, Rebecca Haile is the understated but insistent driving force behind the Haile-Manas Academy. Ethiopian by birth, American by life's circumstances, she is fluent in both English and Amharic. As the Executive Director of EEI, Rebecca is currently overseeing every element of this project, from facilities design to preliminary programmatic decisions to development efforts. She holds a B.A. from Williams College and a J.D. from Harvard Law School.

Mr. Jean Manas, Chairman of the Board

Jean is founder and CEO of Foros, a premier strategic and M&A advisory firm in New York City. He was formerly in senior leadership positions at Deutsche Bank and Goldman, Sachs & Co. He is Chairman, Board of Trustees of Robert College, a leading high school in Istanbul, Turkey that provides a world-class educational experience to Turkey's top high school students. He holds a B.A. from Princeton University (Woodrow Wilson School) and a J.D. from Harvard Law School.

For a complete list of Haile-Manas Academy Board Members [click here](#)

Location

ETHIOPIA

Ethiopia, located in the Horn of Africa, has a rich history as an independent nation that can be traced back to the 8th century BC. Its population comprises a great diversity of peoples, cultures and religions, and it has the most UNESCO World Heritage Sites on the continent, including the towering stone obelisks of Axum and the rock-hewn churches of Lalibela. It is the home of the African Union, and a strong ally of Western nations.



Ethiopia has always held great promise as a regional leader, and currently it is at a tipping point. On the one hand, it is struggling with persistent poverty and the economy remains heavily dependent on agriculture. On the other hand, it has important strengths that are creating major opportunities for advancement. It has a population of 105 million, of which 50% are under the age of 18 – a significant asset that can be leveraged. Its economy has averaged double-digit growth over the past 10 years and is predicted to grow 10.5% in 2018, the fastest pace worldwide. Its dynamic new leadership is open to broad economic and political changes. The government recognizes the need for education reform and has made a commitment to the Haile-Manas Academy as a model school.

Taken together, Ethiopia's current economic, demographic, and political trends and its regional significance and history create ideal conditions for the creation and launching of this special school.

DEBRE BIRHAN

The Academy will be centrally located in Debre Birhan, an important town in the Amhara region of Ethiopia, the country's second most populous region. Just 120 KM and approximately a two hour drive on a safe, well-maintained road from the capital city, Addis Ababa, Debre Birhan has a rapidly growing population of 160,000 and adequate amenities for residents and visitors. It is the home of both Debre Birhan University and Debre Birhan Teacher's College, and at an altitude of 9,300 feet, the town has an enjoyable year-round temperate climate.

Debre Birhan's central Ethiopian location supports HMA's goal of recruiting a national student body. Amhara region officials are very supportive of the school and its mission.

Check out this video to learn more about Ethiopia

Position Overview

Haile-Manas Academy seeks a dynamic and inspirational Founding Head of School to help create and develop a premier, private co-educational secondary boarding school for Ethiopia's most promising and motivated students.

This once-in-a-lifetime opportunity offers the right candidate the chance to hire HMA's founding faculty and to enroll the pioneering first class of 9th graders, to create from the ground up a culture of teaching and learning consistent with core HMA values of academic excellence, critical thinking, resilience and community-mindedness, and to partner with a committed Board of Directors and local and national officials to establish a model school that will have a transformative impact on Ethiopian education and society.

EXPERIENCE & QUALIFICATIONS

- A mission-driven professional who is inspired by this unique opportunity to create a transformative model school in and for Ethiopia
- A minimum of 10 years educational experience, in a range of teaching and leadership roles, preferably in selective independent day, charter or boarding schools
- Experience having led a team, preferably in a stand-alone organization. Experience with startups is a plus
- International experience, preferably in Africa or elsewhere in the developing world
- A demonstrated track record of successful problem-solving, failing and learning from failure, and resilience
- A background in or appreciation for the value of a boarding school education
- Demonstrated ability in the creation of vibrant academic communities
- An experienced practitioner who is a thoughtful listener, an innately fair and humane person of high integrity, and a warm and welcoming presence.

SALARY & BENEFITS

The salary will be competitive and will be commensurate with the qualifications and experience of the successful candidate. Benefits include on-campus housing.



Application Instructions

Effective date: [Early – Mid 2019](#)

Tentative Application Deadline: [Friday, October 19, 2018](#)

ISS Vice President Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Haile-Manas Academy Founding Head of School search. She will be assisted by Ms. Ashley Wotowey and other members of the ISS staff.

The tentative deadline for applications is Friday, October 19, 2018. However, ISS and the Haile-Manas Academy Search Committee reserves the right to conclude the search at any point in the process when a successful candidate is identified.

Please send a formal letter of interest (cover letter) specific to this position no longer than two pages, along with your CV to bpfannl@iss.edu and copy awotowey@iss.edu. You will be contacted by Ashley Wotowey regarding the next steps to follow for consideration.

Applicants are asked to submit their letter of interest and CV as early as possible, as ISS and Haile-Manas Academy reserve the right to close the selection process at any time if an ideal candidate is found.