

Leadership Search



CAMBRIDGE ACADEMY

Head of School Cambridge Academy Ethiopia *Addis Ababa, Ethiopia*

Application Deadline: December 21, 2022
Start Date: August 1, 2023

The Position

Overview

The Head of School at Cambridge Academy Ethiopia is the highest responsible leader of the School. The Person assigned to this position is responsible to ensure academic excellence of the institution along with the holistic development of our students including morally grounded disciplined lifestyle.

This position is also responsible in maintaining and attaining growing financial life of the institution. To attain these outcomes this position is expected to recruit, train, motivate and develop the human resource department of the School.

Finally ensuring safety and comfort of our school community by maintaining and upkeeping the ensure school facility including buildings and the School's outdoor environment. In short, this position is the highest authoritative position in the School responsible for academic excellence, student discipline, financial well-being of the School, strong human resource management, strong safety measurements for the school community, maintaining school facility and growing the School's relationship and strategic network locally nationally and internationally.

Reports

The Head of School reports to the advisory board of the School and to the school owner.

Duties & Responsibilities

- Ensuring academic quality and excellence
- Instilling a strong moral and disciplined lifestyle in the life of our students
- Human resource management from recruiting, to training, motivating, supervision, and long-term retention
- Growing number of students since the School has the capacity to serve over 2000 students
- Management of financial resources of the School
- Supervising the well-being of the school facility by focusing on safety and comfort of the school community
- Developing strong relationships with schools and institutions of learning for experience exchange and institutional growth
- Dedication to customer service with particular focus on parent relations

Skills, Experience, & Attributes Sought

- Strong relationship and network building skills
- Strong customer service skills and dedication to customer satisfaction
- Strong business and finance leadership capacity and proven experience
- Dedication to academic excellence and producing students with the highest level of college admission
- Deep commitment to student safety and security of the school community

- Dedication to highest level and quality of resource management including facilities and environmental management of the School
- Committed to the work of recruiting high quality teachers and teaching assistants to assure highest level of academic excellence and staff development
- Sense of ownership in the School and commitment to work closely with the school board and school owner.

Academic & Professional Qualifications

- Minimum of master's degree, preferably PhD in Educational Leadership
- Minimum of five years' experience as a Head of School or Executive Director
- Certification required

Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

Application instructions found on the final page of this announcement.



The School

History

Cambridge Academy Ethiopia (CAE) received its international school license from the Ministry of Education of the Federal Democratic Republic of Ethiopia in the summer of 2020. At the end of August 2020, the School opened its doors with its first 300 students. This initial opening success depended on the newly developed infrastructure of the School which served as a clear evidence to the preparation of the School and the school commitment to educational excellence prior to its opening

The Rev. Dr. Gemechis Desta Buba is the founder and owner of the School. Dr. Gemechis was born in Addis Ababa, Ethiopia, and was raised in western Ethiopia while it was still under the communist regime. After receiving the opportunity to attend an American missionary-run boarding school in Dembi Dollo, Dr. Gemechis was profoundly transformed, and the experience made him a believer in the value and significant impact of education on human life. In 2019, Dr. Gemechis and his wife, Nassisse Baro, purchased the land that holds the CAE campus, impassioned by the opportunities they saw in Ethiopia. Construction on CAE was completed in 2020, and CAE received its international private school license from the federal government of Ethiopia soon after. Currently, the School is preparing to open its doors for the third year with more than 700 students.

In a short time the School was accredited by Pearson to be and to give education as a Pearson accredited school by following the British National Curriculum. Cambridge Academy Ethiopia welcomes teachers and students from around the world. Cambridge Academy aims and works to become one of the largest and most successful International schools in this rapidly growing city of Addis Ababa.

Mission, Vision, & Core Value Statement

CAE's primary mission is to produce transformative global leaders. To this end, the School single-handedly focuses on cultivating future leaders for various sectors of society.

CAE's vision and goal are to graduate mentally, spiritually, and holistically developed individuals who will be the future leaders of Africa and the rest of the world. At the center of all this, we try to nurture values of human interdependence and strong self-confidence grounded on critical thinking and positive reflection on others and the natural environment we live in.





The Academic Program

Accreditation

Cambridge Academy Ethiopia is accredited by Pearson.

Curriculum

Cambridge Academy Ethiopia (CAE) is committed to developing accreditation relationships that support the School in being a world-class learning institution.

Cambridge Academy Ethiopia is licensed by the Ministry of Education here in Ethiopia to operate as a British curriculum international school. Like most international schools across the world, CAE offers the [National Curriculum for England](#). This is well renowned across the world as a highly effective, broad, and balanced curriculum. The School provides learning that is aligned to this curriculum from the age of 5. Up to the age of 5 years, the School follows the [UK Early Years Foundation Stage](#). This is why CAE calls its Early Years program FS1 and FS2.



The National Curriculum for England provides a range of learning outcomes and expectations that are developmental and age-related. The teachers plan lessons that are aligned to these outcomes, seeking to ensure all children are working at, or above, their expected level. Students are assessed against the standards aligned to their age.

Administration & Governance

Cambridge Academy Ethiopia (CAE) has a five (5) member Board of Trustees who are responsible for the School's success. It delegates responsibility for the day-to-day running of the School to the Principal. Still, it is responsible for setting the vision and strategic direction of the School and ensuring that the education provided is of the highest quality.

The current Board of Trustees for CAE comprises a group of local and international experts. Rev. Dr. Gemechis Desta Buba serves as the president and chairman of the board.



Learning Support

The School supports students with special and unique educational needs, including students identified as Gifted and Talented. Assessments are used to identify gifted and talented students from the ages of 4-18, in addition to recommendations made by teaching staff.

Technology

Cambridge Academy Ethiopia strongly believes in technology-based education. IT classes are offered both at the primary and secondary levels. All students are given Chromebooks to engage in 21st-century learning. Recently, CAE Year Six

students were ranked number one in Africa and nine in the world in a global coding competition.

Extracurricular Activities

Cambridge Academy Ethiopia (CAE) strongly believes that education happens in and out of classrooms. Extracurricular activities strengthen and promote student development through art, music, and competitive sports. The multimedia center offers tv and music production equipment that encourages students to use their communication skills to market their ideas and impact the world. Students engage in humanitarian work, philanthropic activities, and international travel.

Academic Calendar

CAE is in attendance from August to June and is broken up into three terms.





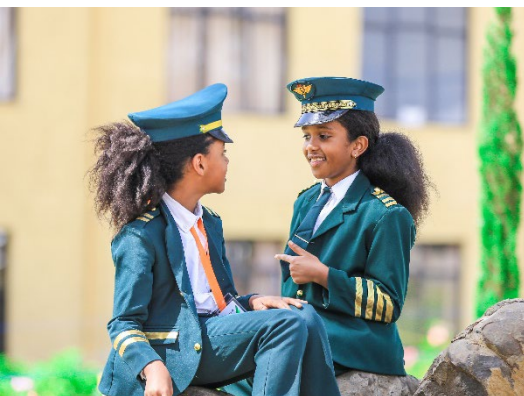
The Faculty

Faculty

Currently, there are 94 teaching staff at the School. At the primary level, 61 primary school teachers and teacher assistants are available. And at the secondary level total of 32 teachers. In addition, the School has more than 100 support staff working as administrators, finance department workers, admission department workers, human resources, drivers, gardeners, cleaners, and security guards. Together, more than 200 workers are working within the compound of the school.



Grade Level Overviews



Early Years

The Early Years follows an adapted version of the *Foundation Stage* curriculum. Learning is play-based and child-centred, providing stimulating opportunities to explore, question, experiment, and enjoy.

The curriculum gives students access to a broad range of knowledge and builds skills that provide the proper foundation for solid future progress through school and life. Young learners develop a positive self-concept, socialization, and readiness skills through exploration, and constructive and creative play. Integral to this balance is an ethos that respects each child as an individual and values every child's effort, interests, and purposes as instrumental to successful learning.



Students in *Foundation Stage* receive Amharic /Afan Oromo lessons where they are introduced to everyday words and phrases through play, song, rhyme, and pictures.

Primary School



In years 1 to 6, the educational programme is based on the National Curriculum for England, adapted, and enhanced to the international context. As students enter Year 1, they are introduced to discrete subjects (English, Maths, Science, etc.), forming the foundation for their learning. Teachers are responsible for academic progress and pastoral care of the students in their class and serve as the primary liaisons for parents.

When learners leave Key Stage 2, they demonstrate an understanding of the curriculum subjects and how they relate to the real world.

Students will transition to the next phase with an internationally benchmarked assessment profile that outlines their progress and academic attainment. Subjects studied in Primary: Mathematics, English, Science, Information Technology, Amharic or Afan Oromo, French, Humanities, Art, Music, Physical Education, and Learn Together.

Middle School

When students enter Year 7, they have a form tutor and specialist subject teachers. Students are taught in mixed ability groups for some subjects but in ability sets for others, such as mathematics, science, English, and Amharic /Afan Oromo. Even within ability-grouped classes, teachers differentiate instruction, resources, or materials to match work students' different needs.



Having specialist rooms enables teachers to create lively, discipline-focused learning environments. All classrooms have access to interactive whiteboards, computers, relevant artifacts, posters, and resources about the subjects.

Within Key Stage 3, students develop more in-depth explorations that empower them to make decisions and connections to the real world. There is a greater focus on independent learning, enquiry, and developing the learners' disposition.

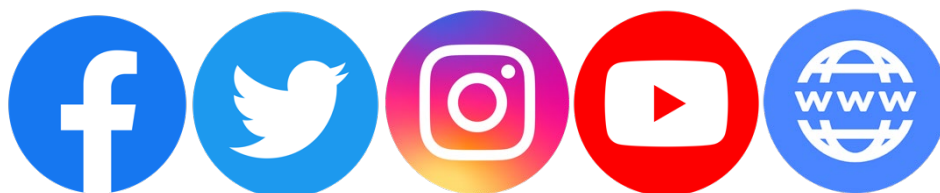
High School



Cambridge Academy Ethiopia offers an iGCSE programme accredited by Pearson Edexcel. Curriculum option choices at the end of Key Stage 3 (Year 9) and at the end of Key Stage 4 (Year 11) offer a breadth and balance of arts, sciences, languages, and humanities and cater to university and national equivalency requirements. Students are expected to study all three sciences (Biology, Chemistry, and Physics) at iGCSE. A student must leave Cambridge Academy Ethiopia with all the necessary attributes, qualities, and qualifications to further their opportunities in life. This supports the School's vision of

preparing confident students, not only for Ethiopian society but also for an increasingly competitive international context. At Key Stage 4, all learners are expected to work independently to ensure they have the depth and breadth of subject knowledge required for their examinations. Group and research tasks supplement class work.

Follow Cambridge Academy Ethiopia to Learn More





The Campus

Facilities & Premises

Cambridge Academy is one of the biggest schools in the country, with almost 35,000 m² or 3 1/2 hectares. The three most significant buildings on this land serve as primary, middle, and high schools.

The School owns a soccer field, basketball court, indoor gym, and bike room. The School also offers male and female locker rooms with eight showers in each locker. CAE hosts a primary and secondary library, science laboratory, offices, and staff relaxation lounge. The buildings hold 150 classrooms, including a school for the nursery.

Cambridge Academy is also procuring a plot of land next to the School to build a more extensive indoor gym, outdoor swimming pool, and grounds for ten apartments to serve as a housing quarter for our expatriate teachers.



Application Instructions

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for Cambridge Academy Ethiopia | Head of School search. She will be assisted by members of the ISS Leadership Search Team.

Interested candidates should apply through the ISS EDUrecruit portal, where you will be prompted to submit the following confidential materials: [December 21, 2022](#)

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile from the last seven years, including one from your current post

Candidates New to ISS EDUrecruit, register for an account to apply for this position using this [link](#). *
To apply in EDUrecruit, click here: [Cambridge Academy Ethiopia | Head of School](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). *
To apply in EDUrecruit, click here: [Cambridge Academy of Ethiopia | Head of School](#)

*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. *

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and Cambridge Academy Ethiopia (CAE) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact execsearch@iss.edu.

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened. International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided, and we also reserve the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. You can read more about our commitments [here](#).