

Leadership Search



Head of College
Mahindra United World
College of India
Pune, India

Application Deadline: November 9, 2022
Start Date: July 2023

Desired Qualities and Qualifications

UWC Mahindra College is part of the global United World College (UWC) movement that makes education a force to unite people, nations, and cultures for peace and a sustainable future.

The Head of College (HOC) is the Chief Executive of UWC Mahindra College and directs the management of the college through the Heads' Committee in compliance with agreed accreditation standards, the requirements of the International Baccalaureate and the philosophy, policies, processes, and practices of the UWC Movement, as formulated and required by the Board of Governors. The HOC reports to the Board of Governors.

Education & Learning

- Overseeing the education of students and their overall development in accordance with specialized teaching standards
- Supervising and facilitating the yearly student admission process through the Guidance & Admissions Office
- Formulating strategic plans and policies, while aligning with the MUWCI Board
- Approving the yearly academic curriculum and calendar
- Chairing and facilitating disciplinary hearings for any student violations of the MUWCI Code of Conduct
- Ensuring the completion of the CIS re-accreditation process of the school
- Being a fully residential school, student safeguarding and well-being is a primary responsibility
- Extending the possibility of adopting the newer programmes being developed by the IB Office

Health & Well-being

- Being accountable for on & off campus security, safety, health, and well-being of all associated personnel and visitors

Campus Infrastructure & Services

- Overseeing and approving the recruitment of faculty and staff
- Defining the student, faculty, and staff assessment parameters and overseeing the evaluation process for yearly performance tracking
- Guiding the professional development process of staff and faculty members
- Overseeing and approving all campus infrastructure plans and ensuring their deployment within pre-defined sustainability guidelines
- Overseeing and approving sustainability campaigns that drive environmental awareness and conservation efforts at the college campus along with the surrounding community
- Allocating housing on campus

Financial well-being of UWC

- Creating and implementing the Annual Strategic Plan for MUWCI with guidelines & timelines
- Overseeing and approving all financial planning, budgetary, annual income target, and operational cost optimization decisions for the college, including finalizing the annual fee policy in consultation with the PTA.
- Liaising with the Finance Committee formed by the MUWCI Board, to share details of financial records and statutory compliances adhered to
- Monitoring compliance with all statutory laws

Advancement

- Overseeing and supporting the process of student placement basis priority colleges identified by individual students
- Overseeing and approving all fundraising & marketing campaigns
- Overseeing all alumni activation activities and engaging alumni directly for fund-raising and faculty recruitment efforts
- Ensuring the quality of the Summer Outreach programs held on campus
- Engaging with external stakeholders like the IB Foundation Office, National Committees, external examination partners, UWC International Office, other UWC colleges, parents, surrounding community members, off-campus project partners, etc.

Community outreach program (Akshara)

- Supporting students, faculty, and staff to engage with surrounding community members by giving them access to educational opportunities and personal support

Salary & Benefits

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

Application instructions are found on the final page of this announcement.



The School

Mahindra United World College India (MUWCI) is an international, pre-university residential college for 16–19-year-olds who have chosen to live and study in an intentional community where the faculty deliver a holistic and experiential education programme in line with the mission of the UWC movement. MUWCI is one of 18 UWCs worldwide, set on a lush 175-acre biodiversity reserve outside Pune, India. MUWCI was the 8th institution to become a UWC member. MUWCI opened its doors on November 28, 1997, furthering the UWC mission to unite people, nations, and cultures for peace and a sustainable future. The inaugural class comprised 91 students from around the world.

Mission and Vision

UWC makes education a force to unite people, nations, and cultures for peace and a sustainable future. Our educational vision is framed by the UWC Educational Model, which places deliberate diversity at its core. Our students live and learn in a diverse community where they are challenged to be engaged and motivated so that they can reach their potential and become agents of change, fostering peace and sustainability in the world.



Accreditation

MUWCI has been accredited by the Council of International Schools (CIS) and is currently undergoing the re-accreditation process, following the 5-year cycle. MUWCI is also a member of the International Baccalaureate Organization.

Governance

MUWCI is governed by an independent charitable trust, having independent Governing Board members. The Governing Board actively interacts with and supports the HOC in strategic matters.



Curriculum

Founded in 1968, the International Baccalaureate Diploma Programme is a challenging and internationally renowned two-year pre-university programme for students aged 16 to 19. It provides students with the tools to think independently and critically engage with their academics and the world around them, creating a better world through education. To earn an IB Diploma, each student must complete six subjects (three at the higher level (HL) and three at the standard level (SL); an independent, self-directed research paper; a course on the Theory of Knowledge; and participate in activities that embody the UWC CAS Programme.

Academic Calendar

The school year extends from the middle of August to late May and is comprised of two terms.



The Academic Program

IB Diploma Programme

IBDP students choose a course from each of the following six subject areas:

1. Studies in Language and Literature
2. Language Acquisition
3. Individuals and Societies
4. Sciences
5. Mathematics
6. The Arts (instead of a course in the arts, students can opt to study another science, individuals, and societies, or a language acquisition subject)



Students generally study three subjects at the standard level and three subjects at a higher level. At a higher level, they are expected to demonstrate a greater body of knowledge, understanding, and skills. Subjects may vary between UWC schools, often reflecting their geographic location and focus areas. Students must select one subject from each of the Groups 1 to 5. Group 6 subjects are optional, and an additional subject from Groups 1 to 5 can be taken in the place of a Group 6 Arts subject. Students are highly encouraged to take a Group 6 subject, as the school believes that Arts allows students to develop an appreciation of aesthetics and that all disciplines — including future engineers or economists — can use the lessons learned in an academic approach to art to excel in their careers and their wider lives.

Learning Support

Classrooms consist of students with varying cultural understandings and language proficiencies. While some may see these differences as impediments, MUWCI understands that they are, in fact, strengths. The primary language of instruction is English, but many students come from backgrounds where they speak another language natively. First-year students who require extra help in English are invited to be part of a 10-day Language Immersion Programme held two weeks before the start of the academic year that helps them get acquainted with hearing English and being comfortable on campus before Orientation Week. Students with learning or physical difficulties are encouraged to inform the school of these and contact the Learning Support Coordinator when they are on campus. All students are encouraged to monitor their progress and proactively approach the support office if they need guidance.

In addition, each academic department organises a weekly peer tutoring group to help students who are having trouble grasping concepts or need extra help with their homework. Since a student's mental health can affect their academic performance (and vice versa), the Learning Support Office works closely with the Counsellor and Advisors to maintain a comprehensive overview of students' performance and well-being.

Arts, Athletics, & After School Activities

UWC Mahindra College offers an immense variety of co-curricular activities through its own Creativity, Activity, Service (CAS) programme, referred to as the "Triveni" programme. Creativity is an integral part of learning at MUWCI. The college offers multiple avenues to exercise its creative muscle through performance (music, dance, and theatre) and writing. Community Service on campus and beyond happens through participation in Triveni projects, as well as by working with the Akshara



Program and local community initiatives in the valley. These include working with local schools, entrepreneurship programs, organic farming collectives, and non-governmental organizations.

Besides regular sports such as basketball and football, the geographical location of the campus fosters an ideal setting for outdoor activities like hiking, cycling, and fire service. Many students also participate in physically challenging outings during Travel Week and the inter-house sporting season known as MUWCIlympics. Activity at MUWCI takes many forms, be it intensive individual sports, team-based physical recreation, dancing, martial arts, yoga, or workout and physical fitness. With up to 20 activities students can pick from, sports and physical activities bring the community together, bolster physical and mental well-being, and teach people to be team players.



The Community

Members of the MUWCI learning community strive to adhere to the Seven Principles underpinning the United World College International Movement. Diversity, intercultural understanding, healthy lifestyles, community interaction, environmental sustainability, taking personal initiative, and supporting students to fulfil their potential are all shared values across the movement and ones the community at MUWCI wishes to uphold. Our diverse faculty and student population enrich the learning of our community with the diversity they bring in terms of language, culture, and traditions, and all of us who live on campus engage with the local community in the villages which surround our beautiful campus, in the Mulshi Valley.



Students

MUWCI has around 80+ nationalities represented on campus, including students from internally displaced, refugee, or stateless backgrounds. Students are active in most decision-making processes that affect campus life, such as envisioning and executing resource management initiatives on campus and in neighbouring villages. Extensive student involvement also results in student projects that turn into long-upheld traditions, such as the Community Fund and the annual Theatre Season. At MUWCI, students not only benefit from a diverse classroom with peers from over 70 countries but also from the linguistic and cultural diversity of the surrounding valley and India at large.

Faculty

The faculty and staff at MUWCI are committed to helping our students reach their potential and do good in the world. Faculty members live in the wadas with students and act as advisors, wada parents, and friends. They come from a range of professional backgrounds, from cinematographers to chemical researchers, and around fourteen different countries, including Spain, Italy, USA, Kenya, Netherlands, and the UK,



Student Wellbeing

Students live in a stimulating environment with a challenging curriculum, cultural diversity, and myriad opportunities. At MUWCI, they must make new friends and steer personal growth while balancing academic requirements. Their personal, social, and mental well-being are thus keys to a valuable college experience. There are multiple resources to help students cope with challenges, including students' advisors, wada parents, peer support groups, on-campus counsellors, and local psychologist and psychiatrist support. Students can approach any or all of them for help at any time. All first-year students take a personal, social, and health education course to help cultivate compassionate, respectful relationships with others and themselves. We have a full-time counsellor on campus who is available for every student and a visiting clinical psychologist who students can talk to.



Diversity, Equity, Inclusion, and Justice

Creating an inclusive, equitable and intentionally diverse community is at the heart of the UWC experience. Young people from all corners of the world and from different social, cultural, and ethnic backgrounds live and study side by side. Together they learn to listen to varying perspectives and understand diverse points of view while forming lifelong friendships along the way. The Anti-Racism, Diversity, Equity, and Inclusion (ARDEI) Committee aims to be a voice

for the concerns of UWC community members when it comes to issues related to these. It is there to support UWC entities, including UWC schools and colleges, UWC national committees, and UWC short courses to appropriately respond to and act on these issues, including how they receive and respond to reports on experiences of racism or prejudice. The ARDEI Committee also seeks to make UWC's work in the field of anti-racism, diversity, equity, and inclusion more representative of, accessible for, and transparent to those who experience or witness these issues firsthand, including students, alumni, volunteers, staff members or short course participants.



The Campus

Facilities & Premises

The MUWCI campus is residential, and there are numerous facilities for students to pursue their academic and recreational goals, from academic buildings and sports facilities to social spaces and medical amenities. Students live together in five boarding areas known as “wadas” (the local term for “courtyard”). The campus also offers many informal locations for gathering and hiking, and several areas are well-known among students for their gorgeous vistas of the valley during sunset.

Academic facilities include classrooms in the Academic Quarter, a science lab, a digital lab, a library, an art space overlooking the valley, specialized facilities for theatre and music practice, and a large sporting ground for rugby, football, basketball, and cricket. The Social Centre offers a gym, swimming pool, games and lounge area, and a deli café. Students take meals thrice a day in the large dining room, Cafeteria.

Sustainability Education

Living in a sustainable world is the aim, and the goal is to develop on-campus programs and projects to bring the community closer to this goal. From organic farms and solar panels to watershed restoration projects, MUWCI is building a sustainable ecosystem to live in. Conservation efforts have turned the campus’s landscape bloom from a single mango tree at inception to a blanket of 10,000 green trees two decades later. The campus, located in the heart of the Sahyadri Hills, is a hotspot of bio-diversity, which UNESCO declared a world heritage site in 2012.

Living in Pune

MUWCI is located in the Mulshi region of Maharashtra, approximately 40km away from Pune, Maharashtra's second-largest city. Pune is a vibrant city that is a major education hub. On weekend day trips, students can visit Pune's museums, gardens, shops, or restaurants and experience young, urban India. Pune is well-connected to the rest of India through its airport, major railway network, and national highway.



Follow the Mahindra United World College of India to Learn More



Fast Facts

Year Established	1997
Accreditation Agency	Council of International Schools (CIS)
School type	International Baccalaureate
Language of Instruction	English
Total Enrollment	240
Student Nationalities	70 +
Student Age Range	15-18
Student-to-Faculty Ratio	8:1
Number of Faculty	30
Faculty Nationalities	Spain, Italy, USA, Kenya, Netherlands, UK, Germany, Columbia, Philippines, Vietnam, Australia, Morocco, Iran, and India.
Tuition (2022-2023) and currency	USD 33,500 (overseas students); INR 22,50,000 (Indian Nationals)
Number of Board Trustees	12
Average Class Size	10-18

Application Instructions

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for the Mahindra United World College of India | Head of College 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 by **November 9, 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: [Mahindra United World College of India | Head of College Search](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). *
To apply in EDUrecruit, click here: [Mahindra United World College of India | Head of College Search](#)

*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 the American School Federation of Guadalajara (ASFG) 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 the 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](#).