

## Leadership Search



Principal  
Waterford Kamhlaba  
United World College of  
Southern Africa  
*Mbabane, Eswatini*

Application Deadline: September 23, 2022  
Start Date: July/August 2023





# WELCOME

What's the most valuable thing about an education? It's not a certificate or a degree. It's knowing that we *can*. Knowing that dreams can be achieved, no matter where you start or come from. Knowing that peace can be forged, no matter how far apart you are. Knowing that solutions can be found, no matter how daunting the problem may be.

Our shared world faces real challenges. Inequality. Climate change. Movements that divide us. Intolerance. And in Africa, we have the youngest population in the world, with almost 60% below age 25. To address these problems, we need to be united, committed, focused—and prepared.

That's why Waterford Kamhlaba UWCSA and the United World College movement exist. Not to give students all the answers, but to give them the skills and confidence to seek solutions and to be positive change makers, in both Africa and the world.

Are you up for the challenge? Will you be our champion? We warmly welcome your interest in joining us.

The Community of Waterford Kamhlaba UWCSA

# WHO WE ARE

Waterford was founded in 1963 in order to provide multiracial education in opposition to the bigotry and injustice of apartheid. Starting with just 16 boys, the school grew rapidly and attracted the children of some of South Africa's best-known activists, including Nelson and Winnie Mandela, Walter and Albertina Sisulu, and Leah and Archbishop Desmond Tutu.

In 1981, Waterford became the fourth school within the United World College movement, which now comprises 18 institutions around the globe. As a United World College, we believe strongly in the power of education as a force to unite people, nations and cultures for peace and a sustainable future. We place a high value on "deliberate diversity", including economic diversity. Currently, 26% of our students receive financial assistance and we are dedicated to raising this number to 40%.

Waterford offers both the Cambridge IGCSE qualification and the International Baccalaureate Diploma Programme. More than 95% of our IB diploma graduates go on to tertiary education, with most receiving scholarships to attend universities in North America, Africa and Europe. We have roughly 7,000 alumni.

Engaging with, serving and learning from our broader community is a critical part of our students' educational development. We believe strongly in holistic education and embrace learning both in and outside the classroom.

## Our home countries



📍 63 student nationalities, 21 staff nationalities

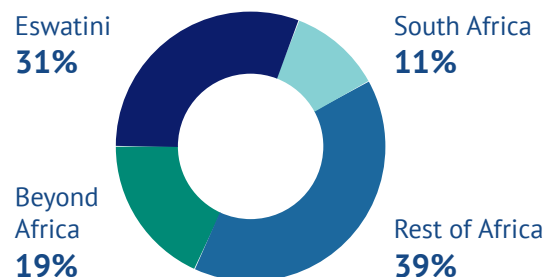
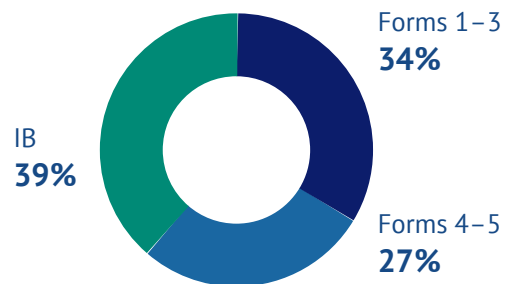


# KAMHLABA

In 1967, His Majesty King Sobhuza II, Ingwenyama of Eswatini, visited Waterford and, reflecting on the school, gave it its second name, proclaiming, "We are all of the earth, which does not see differences of colour, religion or race. We are *kamhlaba*—all of one world." The spirit of *kamhlaba* is part of our DNA, interwoven in all we do.



## Student demographics



# POSITION DESCRIPTION

- Job title:** Principal
- Location:** Mbabane, Eswatini (formerly Swaziland), with international travel
- Reporting to:** Governing Council
- Summary:** The Principal is responsible for the leadership and day-to-day management of the College. The Principal implements the decisions of the Governing Council, contributes to the College's strategy, and vigorously supports and promotes the College's mission and values.

## PERSON SPECIFICATION

We recognise that many paths may lead a person to be an outstanding Principal and will consider candidates from a variety of backgrounds. Given our geographic, educational and cultural context, we expect that the successful candidate will meet a number of the following criteria:

- Successful leadership roles within educational institutions, preferably international secondary schools
- Significant experience living or working in Africa
- Demonstrated cultural awareness and an ability to work with people of a variety of backgrounds
- Sound knowledge of financial management and processes
- Familiarity with current educational theory, practice and trends
- Experience with programmes to support the mental and physical health of students and staff
- Sincere commitment to the mission and values of the UWC Movement

# CORE RESPONSIBILITIES

## Leadership

- Provide collaborative, inspirational leadership to the College's students, faculty, staff and other stakeholders
- Foster and enhance a sense of shared purpose, community and values
- Embrace challenges the College may face and guide efforts to address them
- Represent the College at UWC meetings, with alumni, donors, government and other external constituents

## Academic Excellence and Opportunity

- Ensure continued excellence in education at all levels of the College
- Expand access for talented students regardless of their financial means

## Safety and Wellbeing

- Collaborate with senior administrators and staff to promote and support the physical and mental health, wellbeing and safety of all students and staff
- Ensure robust extracurricular options to enable students' personal growth and development

## Management

- Drive the implementation of the College's new five-year strategic plan
- Lead the College's financial performance and health
- Ensure the efficient operation of the College
- Promote an environment that allows all staff and students to perform at their best

## Fundraising and Communication

- Actively support fundraising efforts to enhance the College's scholarship programme, facilities and strategic projects
- Provide clear, timely information to all stakeholders

- To view a video about the UWC movement, click [here](#).

- Visit the Waterford Kamhlaba UWCSA [here](#).





  
PHOENIX FUND  
**ONE  
FAMILY**

## Application Instructions

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Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for Waterford Kamhlaba UWCSA | Principal 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 [September 23, 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: [Waterford Kamhlaba UWCSA | Principal](#)

**Candidates Already Registered with ISS EDUrecruit**, log into your account [here](#). \*  
To apply in EDUrecruit, click here: [Waterford Kamhlaba UWCSA | Principal](#)

\*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. \*

**We request the resume and cover letter you upload to your candidate profile  
DO NOT include your photo.**

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and United World College of Southern Africa (UWCSA) 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](mailto: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](#).