



**FRIENDS OF
IBBA GIRLS SCHOOL
SOUTH SUDAN**

HEAD TEACHER FOR IBBA GIRLS BOARDING SCHOOL (IGBS), SOUTH SUDAN

DETAILS

Dates: Apply by letter, with CV and referees by Dec 7 2014

Job start: As soon as possible from Feb 2015 onwards

Location: Ibba County, Western Equatoria State, South Sudan

Contract type: Full Time residential

Contract term: Three years in the first instance, following satisfactory probation.

The Challenge - and the Opportunity of a Lifetime

We are looking for a qualified, committed, inspired and inspiring Head Teacher to help lead, develop and manage the new Ibba Girls Boarding School (IGBS), in Western Equatoria State, South Sudan, from Year 2 onwards - to build on the excellent foundations laid in Year 1 by our Australian volunteers, Paula and Jamie Sgherza, who have been working closely with Betty, Yoane, Nama, Agnes and the rest of the IGBS team to get the school up and running since its opening in March 2014.

Paula and Betty who have been acting as co-heads in Year 1 will both be leaving Ibba at the end of this successful first year. The Trustees and Governors have decided to change the structure from two co-heads to a single post of Head Teacher, and to search worldwide to find the best possible person to take on this exciting role and responsibility to lead IGBS forward over the next phase of its development.

The School

IGBS' long term aim is to provide high quality residential education for 360 girls aged 10 to 18 plus (from Primary Level 4 through to Senior Level 4) from across the whole of Western Equatoria State, and to empower young women with the values, knowledge and skills for leadership in their local communities and in this newest African nation.

IGBS opened to its first 40 ten year old girls in March 2014. An additional intake of 40 girls will start in February 2015, and again in each year for the next 8 years, until the target of 360 students is reached in Feb 2022.

IGBS aims to provide high quality education rooted in Christian values, but open and welcoming to people of all faiths and none.

The Head Teacher

The UK and South Sudan Trustees and Governors for IGBS ideally would like to find an outstanding Head Teacher from South Sudan, Uganda, Kenya or rest of Africa, or from the Diaspora. However, we are also keen to search internationally (including the UK) to find the best possible candidate for this very important job, which aims to combine the best of African and Western approaches to education.

This is a once in a generation opportunity to make a practical difference to the education and life chances of girls in South Sudan, the majority of whom get no schooling beyond the age of 10 - because of traditional and family pressures to help with domestic labour (cooking, fetching water and fire wood) and looking after younger children – and then early pregnancy and marriage (often as young as 14 years).

Expressions of interest in this post are therefore invited by Dec 7 from trained teachers of whatever age or background or country of origin. We are willing to offer a highly competitive salary, food, vehicle, and residential accommodation at the school which has solar powered electricity, running water and satellite internet, However a clear vocation and personal calling to serve and improve girls education in South Sudan are even more important.

The person appointed must be committed to the Christian vision and values which led the Founders and Trustees to set up the school, and to the guiding principles outlined in the job description. Above all the Head Teacher must be able to lead and manage the school in a way which models and inspires high standards of teaching, a love of learning, a sense of safety and security, and a culture of caring for each other and for the wider community. We need a person (whatever their age, background or experience) who can combine positive energy, clear leadership and warm interpersonal skills with a firm commitment to achieving the highest standards of teaching, learning and behaviour throughout the school.

Further details, together with a film and news about the school are available from our website www.ibbagirlsschool.org

Expressions of interest with CV and referees, to be sent by Dec 7 to John Benington J.Benington@warwick.ac.uk (Chair of Trustees, Friends of Ibba Girls School); Hon Pia Philip Michael piaphilip2@yahoo.com (Vice Chair of the South Sudan Trustees for Friends of Ibba Girls School); Commissioner Nagomoro Bridget nagosb@yahoo.com (Chair of IGBS Board of Governors)

FURTHER DETAILS AND JOB DESCRIPTION

We are not prescriptive about the candidate's background or present role. However, we expect that she/he will have experience of teaching and leading and managing particularly at primary school level.

The school is deliberately designed provide for girls aged 10 years upwards (the age at which they traditionally drop out from schooling) and to act as a bridge to take girls from Primary through to Secondary level. The Head Teacher will therefore need to have a good understanding of teaching and pastoral needs at both primary and secondary levels.

It is also important to demonstrate an ability to manage and ensure the delivery of high quality and efficient education, ideally in a boarding school environment. This requires an understanding of the balance between academic and social and pastoral activity.

The Trustees and Governors would prefer the Head to be a qualified and experienced woman teacher from South Sudan or sub-Saharan Africa, but are determined to find the best possible person for the job, so will search worldwide and are therefore open to expressions of interest from experienced teachers from the UK and the West. This opportunity might attract a couple who would be interested to work together in Ibba.

The Role

The person appointed as Head Teacher will work closely with the IGBS Trustees and Board of Governors to:

1. To develop and implement a strategic framework, aims and objectives for the school
2. To develop policies, priorities, outcomes and targets for the achievement of the above strategy, aims and objectives
3. To oversee and approve the budget, and to approve the accounts, in accordance with South Sudanese law. To ensure the financial soundness of the School by putting in place financial controls and procedures.
4. To monitor and evaluate whether and how far the above strategy, aims and objectives are being achieved in practice
5. To review the lessons from experience and what needs to be done to improve school performance
6. To teach a proportion of the curriculum, in order to lead by example, and to model good teaching practice.

Key responsibilities of the head teacher role include:

- Working closely with the Board of Governors to develop and implement a strategic plan and action plan for the school;
- Cultivating within the school a positive understanding and attitude towards the Christian faith and values, while also being open and welcoming and respectful to people of all faiths and none

- Providing and ensuring enthusiastic and effective teaching and learning so that all of the pupils are motivated and inspired to achieve their full potential, with excellent results, and to emerge as capable, confident and caring young women.
- Working with the Board of Governors to ensure the recruitment, retention and continuing professional development of the school teaching and support staff;
- Developing and maintaining the pastoral care of all pupils, and fostering caring personal relationships;
- Managing the school and developing its resources in a cost effective and efficient manner;
- Working with the teaching staff and parents to enhance the performance and reputation of the school;
- Identifying girls with potential in local primary schools for moving on to the Ibba Girls School, and working with the feeder primary schools, parents and the wider community to identify and encourage girls with potential to join the school.
- Ensuring excellent communication and liaison not only within the school but also with the local community in Ibba village and county and more widely in Western Equatoria State and beyond

Person Specification for the Head Teacher

The person appointed will be expected to have the potential to develop

- Effective leadership and management skills
- The drive, energy and enthusiasm to communicate their passion for the school and its values and ethos;

- Evidence of potential for effective strategic planning, performance and financial management;
- The ability to communicate effectively and relate easily to staff, pupils, parents, prospective parents and the school governing committee;
- The ability to teach in a professional and engaged way and to relate to the learning needs of girls in mid primary and secondary classes.
- The ability to motivate and inspire pupils to achieve high standards in both academic and extra-curricular activities;
- Excellent judgement and listening skills, with an ability to empathise with individuals while considering the needs of the community as a whole;
- Personal presence, confidence, visibility and accessibility;
- Understanding of and sympathy with the school's foundation in Christian values, alongside their own personal spiritual commitment;
- A warm personality together with integrity, resilience, robustness and a sense of humour.

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Contract term: Three years in the first instance, following satisfactory probation.

The Post

The Trustees for Ibba Girls' Boarding School is seeking to appoint an outstanding Head teacher to lead and manage this new school in Western Equatoria State, South Sudan. Website:

www.ibbagirlsschool.org

The Location

The School is located on a 73 acre forest site in Ibba village which is situated between Yambio and Maridi in Western Equatorial State. Ibba is about 2.5 hours by road from Yambio, and 45 minutes from Madiri. Ibba also has its own small airstrip which is used for flights by light aircraft (e.g. Mission Aviation Fellowship).

The Age Range

The school will cater for girls from the age of 10 to 18+ (from Primary level 4 to Senior level 4), and started with its first 40 ten year old girls in March 2014. Ibba Girls' School is a purpose built boarding school and over the course of the next 8 years will expand to 360 girls between the ages of 10 and 18 +.

A Community School

The school is constituted under South Sudan law as a Community School and is a formal partnership between the local community, the churches and the Western Equatoria State government. The school will follow the new South Sudan curriculum and will aim to fulfill the potential of girls from all 10 counties of Western Equatoria State.

Good Quality Facilities and Teachers Accommodation

The facilities to teach and accommodate the first 40 girls are built to high standards, and the site includes a solar powered water bore hole, solar electricity and power, and satellite internet. Good quality teachers' accommodation is provided on site.

The Head Teacher will lead the academic development and practical management and operations of the school and will be

responsible for enabling and ensuring high quality learning for the girls.

This is a wonderful opportunity for a committed teacher who is inspired by the challenge of starting up, leading and developing a new girls' school in this developing country, with the opportunity to be innovative and make a real difference.

Responsibilities

As Head Teacher you will be responsible for the day-to-day operation of Ibba School and play a leading role in:

- meeting the learning and pastoral needs of the children in the school
- ensuring the development of the school with community support
- leading school growth and school improvement
- supporting the delivery of high standards in all aspects of the school.

Qualities

You will need to have:

- a personal commitment to the school's core Christian values, and to welcoming and working with people of all faiths and none
- qualified teacher status with a degree as a minimum expectation
- proven success in managing curriculum and school organisation
- a leadership style which emphasizes good communication and team work
- a preparedness to live in at the school and to contribute to the community

Contract

You will be offered a three-year contract in the first instance, with progress through probation. It is hoped that, by mutual agreement, the contract will be extended further, dependent on performance.

The salary is negotiable, and is enhanced to reflect the pioneering nature of the school.

To Apply:

Letters of application including the reasons for applying to Ibba Girls' School together with a full CV, a recent passport-size photograph, and a supporting letter and three references should be sent by e-mail to the following 4 people, by Dec 7:

1. Vice Chair of the Trustees : Hon Pia Philip, Minister for Education, Western Equatoria State: piaphilip2@yahoo.com
2. Chair of the Board of Governors : Commissioner Bridget Nagomoro, Commissioner for Ibba County: nagosb@yahoo.com
3. Chair of the UK charity, Friends of Ibba Girls School : John Benington: J.Benington@warwick.ac.uk

The closing date for applications is Sunday Dec 7 2014.