



# GAMBIA ACADEMY

## HEAD OF ACADEMY RECRUITMENT PACK

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### 1. INTRODUCTION

The Gambia Academy is seeking an exceptional, mission-driven **Head of Academy** to lead one of Africa's most innovative and transformative educational institutions. This role requires a visionary school leader — someone who can build systems, guide teams, uphold excellence, and drive an educational mission that extends far beyond the walls of a single school.

The Academy stands at the forefront of a movement to rebuild and decolonise African education, restoring cultural identity while equipping young Africans with the skills, confidence, and leadership needed to build their nations from within.

If you are driven by purpose, committed to excellence, and ready to contribute to long-term change, this position offers a rare opportunity to shape history.

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### 2. ABOUT THE GAMBIA ACADEMY

Founded in 2015 by Dr. Sona Jobarteh, the Gambia Academy is a pioneering institution dedicated to transforming education in Africa.

Our model combines:

- Academic depth
- Practical and technical disciplines essential for nation-building
- African cultural grounding and identity

We have been building a new curriculum from the ground up — one that prepares students not only to succeed academically, but to think critically, innovate, create businesses, develop industries, and build Africa's future from within.

The Academy is becoming a recognised model, with partnerships including the ITC, Goethe Foundation, UNICEF, Silicon Valley Film Festival, Sunu Reew Medical Mission, Gambia's ministry of Tourism and Culture, and Zakat Foundation.

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### 3. ROLE OVERVIEW

The **Head of Academy** is responsible for the daily operational, academic, administrative, and cultural leadership of the school.

They will ensure that:

- Staff are well-supported, accountable, and aligned with the Academy's ethos
- Students are safe, motivated, and progressing
- Academic standards remain high
- Systems run efficiently and sustainably
- Parents are actively engaged
- Curriculum implementation is monitored, evaluated, and improved
- The Academy continues advancing toward its long-term vision

This role requires a leader who can balance firmness with empathy, discipline with innovation, and high standards with cultural sensitivity.

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### 4. KEY RESPONSIBILITIES

#### Academic Leadership

- Oversee implementation of the Academy's unique curriculum
- Monitor teaching quality, adherence to lesson plans, and classroom standards
- Run systems for assessment, testing, and academic progress tracking
- Identify gaps in teaching or curriculum implementation
- Support continuous teacher development

## **Student Welfare & Development**

- Oversee attendance, punctuality, discipline, and behavioural systems
- Support students' emotional and social needs
- Monitor senior students' career goals and progression
- Ensure lunchtime routines, safety procedures, and pastoral care are consistent

## **Staff Leadership**

- Manage teachers, assistants, and administrative staff
- Conduct evaluations and performance reviews
- Guide staff accountability and uphold the Academy's ethos of excellence
- Lead staff meetings and professional development sessions

## **Administration & Operations**

- Oversee daily accounting, expenditure logs, and operational budgets
- Ensure efficient record-keeping, databases, and information systems
- Maintain up-to-date registers, reports, and communication logs
- Manage school-wide schedules, calendars, and planning activities

## **Parent & Community Engagement**

- Strengthen systems of communication with parents
- Maintain healthy relationships with local communities
- Create initiatives that deepen parent involvement in student development

## **Cultural Understanding & Sensitivity**

- Navigate cultural dynamics with respect and awareness
- Build trust and authority among students, staff, and families
- Ideally bring lived experience within African contexts

## 5. CANDIDATE PROFILE

We are seeking someone who is:

### Essential

- Highly organised and system-oriented
- Strong in administration
- Strong computer literacy (Google Workspace, Sheets, digital logs, etc.)
- Experienced in school leadership or senior education management
- Skilled in staff supervision and student discipline
- Comfortable managing both academic and non-academic operations
- Emotionally intelligent, culturally sensitive, and adaptable
- Committed to long-term impact (minimum 2-year contract)

### Desirable

- Background in living and working in Africa
- Experience working in rural African contexts
- Passionate about African development and educational reform

The ideal candidate must believe in the Academy's mission — not just as a job, but as a calling.

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## 6. LIVING AND LEADING AT THE ACADEMY

This is a full-time, on-site leadership role based at the Gambia Academy's rural campus in The Gambia. The Academy operates off-grid, powered by our own solar energy system and well water — a setup that offers an experience many find grounding, sustainable, and deeply connected to the environment. For those familiar with life in Africa, this rhythm will feel natural; for others, it can be an enriching shift towards simplicity, resilience, and community.

Candidates should be prepared for the practical realities of working in a developing context, where adaptability, creativity, and problem-solving are essential. You will join a team deeply committed to cultural grounding, and the transformation of African education.

The role is residential and best suited to individuals eager to immerse themselves in the daily life of the Academy — working closely with teachers, students and parents. A willingness to embrace local culture, contribute to shared responsibilities, and adapt to communal rhythm of rural Gambian life is essential to success in this position.

## 7. COMPENSATION & BENEFITS

This is a full-time, residential leadership position based on the Academy campus in The Gambia. The role includes a comprehensive benefits package designed to support both your professional commitment and your wellbeing.

### What We Offer

- On-site accommodation provided year-round
- Three daily meals and unlimited drinking water
- Annual international flight support of up to £800
- A competitive salary, determined according to experience, qualifications, and regional economic context
- Full access to Academy facilities, including workspaces and administrative support
- Immersion in a supportive, community-centred campus environment

### Compensation Approach

Because candidates may come from diverse backgrounds — local, continental, or international — final compensation is:

- benchmarked to experience in school leadership,
- aligned with regional contexts,
- and structured to ensure internal equity across the Academy.

This approach ensures fairness while enabling us to attract strong, mission-driven leaders who are committed to long-term impact.

### Impact

- Work directly with Dr. Sona Jobarteh
- Lead a model of education poised to scale across Africa
- Contribute to a historic transformation of African education

### Contract Length

Minimum **2 years**, with renewal potential.

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## 8. WHY JOIN US?

Joining the Gambia Academy means becoming part of something far bigger than a job. It is an opportunity to:

- Contribute to a historic transformation in African education
- Build a system capable of scaling across nations
- Help rewrite the narrative of how African children learn and see themselves
- Leave a legacy that impacts generations

This is not simply school leadership — it is **nation-building through education**.

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## 9. APPLICATION PROCESS

To apply, please visit [www.gambiaacademy.org](http://www.gambiaacademy.org) and complete the Application Form under the recruitment section on the home page.

### Deadline:

Application deadline January 31<sup>st</sup>, 2026.

Shortlisted candidates will be invited for virtual interviews with the Director and leadership team.