

Managing Director, Pharo Schools

Nairobi, Kenya

Overview

Pharo Foundation is a mission-driven, impact-oriented organisation dedicated to fostering a vibrant, productive, and self-reliant Africa. Our efforts focus on education, water, and productivity, with education being our primary investment area.

Education is at the heart of our strategy and a significant share of our funding is allocated to the education mission. We believe that quality education is the cornerstone of sustainable development and societal transformation. Therefore, we are deeply committed to providing high-quality, affordable education that empowers students to become productive citizens in a rapidly changing world. Our investment in education is not just financial, it's a commitment to unlocking potential and creating opportunities for the next generation.

Pharo Schools is a network of 7 educational institutions with over 4,000 enrolled students, established by Pharo Foundation, operating across Somaliland, Ethiopia, Kenya, Rwanda and potentially other countries in East Africa. At Pharo Schools we believe in equity and access in education and believe in impacting the education eco-system through multiple avenues. We have the willingness to make the impact where it is needed most and operate across multiple countries in the Horn of Africa. We have a diverse portfolio of schools that span from a fully funded all girls boarding high school in rural Ethiopia to a 2,000 student low cost primary school in Nairobi, the vibrant capital of Kenya. Our schools are designed to be centres of excellence, fostering environments where students can thrive academically and personally. With a clear and secure capital allocation for the next decade, Pharo Schools is poised for significant growth and impact.

Opportunity

We are seeking an experienced, dynamic and visionary leader to serve as the Managing Director of Pharo Schools. This role is akin to serving as the Chief Executive Officer of Pharo Schools, responsible for steering the vision, strategic direction, operational excellence, and expansion of our school network.

This is a critical position in our organisation, which requires a high calibre individual with:

- A strategic mindset that will be able to create a dynamic lasting model for Pharo Schools, build alignment across current schools in the network and create the foundation for new schools to thrive.
- A track record to take a vision and build systems, structures and accountability measures to ensure the vision is realised and implemented.
- Expertise in talent development, people management systems and culture building.
- Expertise in practices of teaching and learning, curriculum and assessment and data driven decision making.
- Experience in Eastern Africa.
- A proven track record in the education sector to drive results and growth.

This role is a member of the Senior Leadership Team and will work closely with the Executive Team and the Board of Trustees.

Key Relationships

Role:	Managing Director, Pharo Schools
Location:	Nairobi, Kenya
Reporting to:	Chief Operating Officer
Direct Reports:	Global Education Team
Functional management:	Country Heads of Education School Principals

Key responsibilities

- **Refining the Vision and Model of Pharo Schools:** Further refine the vision and model of Pharo Schools to make the network's unique offering in the education sector clear.
- **Creation of Network Aligned Systems and Structures:** Build systems and structures to support the Pharo model of education and ensure that it is used with consistency and fidelity across Pharo Schools.
- **Strategic Growth:** Develop and implement a growth strategy to expand our school portfolio from 7 to over 15 schools, increasing student enrollment from 4,000 to 25,000 over the next 10 years.
- **Brand Leadership:** Enhance the Pharo Schools brand, positioning it as a leader in affordable, quality education in the Horn of Africa.
- **Operational Excellence:** Oversee school operations, instilling a culture of excellence, ensuring each institution meets the highest standards and consistently delivers on their brand promise.
- **Educational Innovation:** Lead partnership and investment strategy into EdTech and other innovative education frameworks. The aim is to massively scale the impact and become a trailblazer in the education landscape in Africa. Pharo Foundation is aiming to educate 200,000 students annually by 2035 through impactful and scalable approaches to complement the impact of Pharo Schools.
- **Talent Strategy:** The quality of education and the brand of a school are only as good as the teachers in the classroom and the principals leading the schools. Therefore, the candidate will develop and implement a talent strategy to develop a world-class and uniform teaching force. This will include talent recruitment, hiring, onboarding and continuous professional development.
- **Professional Development Strategy:** Lead in the professional development strategy and execution for all Pharo Schools teammates.
- **Partnership Development:** Develop and manage strategic partnerships to support our ambitious educational goals.
- **Leadership and Management:** Provide leadership to a diverse, multi-country team, and manage the Global Education team to drive investment projects and academic excellence.
- **Compliance:** Oversee compliance of the School Portfolio with regulatory requirements and internal quality and safeguarding standards.

Successful Candidate Profile

We are looking for a leader who embodies our values and is committed to our mission. Attributes of our ideal candidate:

- **Value Aligned:** Committed to *excellence, innovation* and *integrity, passionate* to deliver results, driven by *impact* and a teamplayer who fosters *collaboration*.
- **Strategic Vision:** Proven experience in developing and executing growth strategies in the education sector.
- **Operational Expertise:** A strong track record of driving academic excellence and managing school operations.
- **Innovative Mindset:** Experience with educational technologies and innovative approaches to learning.
- **Financial Acumen:** Experienced in developing and managing budgets across multiple entities and driving financial sustainability.
- **Leadership Skills:** Exceptional ability to lead diverse teams across multiple countries and cultures. Expertise in growing and developing teammates.
- **Stakeholder Engagement:** Experience in building and maintaining strategic partnerships and engaging with governance bodies.
- **Cultural Sensitivity:** An appreciation for the cultural contexts of the Horn of Africa.
- **Credentials and Experience:**
 - Former career in education / as an educator
 - Business acumen either through experience or academia / MBA
 - Proven track record to deliver results, drive growth and lead by example.

Application Procedure

- Due to the senior nature of this position we are running an executive search with our partners at London Moore and Associates Consulting (LMAC). If you are interested in this position, kindly share your CV with the LMAC search team at executivesearch@londonmooreconsulting.com. Adding the Job Title to the Subject Line of the email.
- Should we believe your CV has the required experience and expertise to be successful in this role we will reach out to you directly for a telephone interview.
- Should you be successful in our telephone interview we will request you to complete a performance task and submit portfolio materials.
- A small, select group of applicants will be recommended by LMAC for a final interview with Pharo Foundations Senior Leadership Team.