

Candidate Information Brochure



ST ANDREW'S SCHOOL, TURI, KENYA

Seeking the Highest since 1931

Head of Sport

St Andrew's Preparatory School, Turi

1 SEPTEMBER 2026 START



THE SCHOOL

St Andrew's, Turi is one of the most prominent international schools in Kenya and has an outstanding reputation throughout Africa. Founded as a Preparatory School for the children of expatriates in 1931, it has grown to comprise of a Preparatory and Senior School as well as a College and welcomes children of over 25 nationalities, the majority of whom are now African.

The School is a vibrant, demanding and supportive community which encourages pupils and staff to seek their highest at all times.

It is fully coeducational and boarding, teaches the British curriculum and sends pupils to universities in the UK, America, Australia and many other parts of the world. Specifically at the Prep School, the British curriculum is taught from EYFS to Year 8. The majority of students move from the Prep School to the Senior School, though a small number also go on to leading Independent schools elsewhere in the world.

St Andrew's has a strong Christian foundation and ethos, which define and govern the nature and work of the School today. While children from all faith backgrounds are welcome, the School's Christian character is clearly evident in its underlying educational philosophy and practice.



APPLICATIONS WELCOME

HEAD OF SPORT FOR THE PREP SCHOOL

St Andrew's, Turi is seeking a passionate, inspiring and strategic Head of Sport to provide visionary leadership for sport across the School. The role will drive forward Turi's ambition to be a leading school in Africa, uphold its Christian ethos, shape long-term strategic direction for sport, ensure excellence in provision and facilities, and contribute at a senior level to whole-school and co-curricular leadership.

Vision

Seeking the highest for every individual with Christ as our guide.

Mission

To be the leading international School in Africa, transforming the Hearts, Minds, Bodies and Souls of tomorrow's leaders.



MESSAGE FROM THE DIRECTOR, MR GEERT SIMONS, FOLLOWING THE OCTOBER 2025 ISI INSPECTION:

We are delighted with the outcome. The inspectors confirmed that St Andrew's meets **all BSO Standards across every area of school life**. They repeatedly commended the excellence and quality they observed: strong leadership and governance, high academic expectations, an inspiring curriculum, impressive co-curricular breadth, warm and effective boarding provision, and a culture of respect, compassion and ambition among our pupils. They spoke highly of the spiritual, pastoral and moral education that underpins daily life at Turi, and of the confidence, curiosity and resilience they saw in our students.

The report also acknowledges the strength of our safeguarding culture and the professionalism of our staff. It highlights how well our pupils are cared for, known, challenged and supported. These affirmations reflect the hard work of every colleague in every part of the school, and the trust placed in us every day.





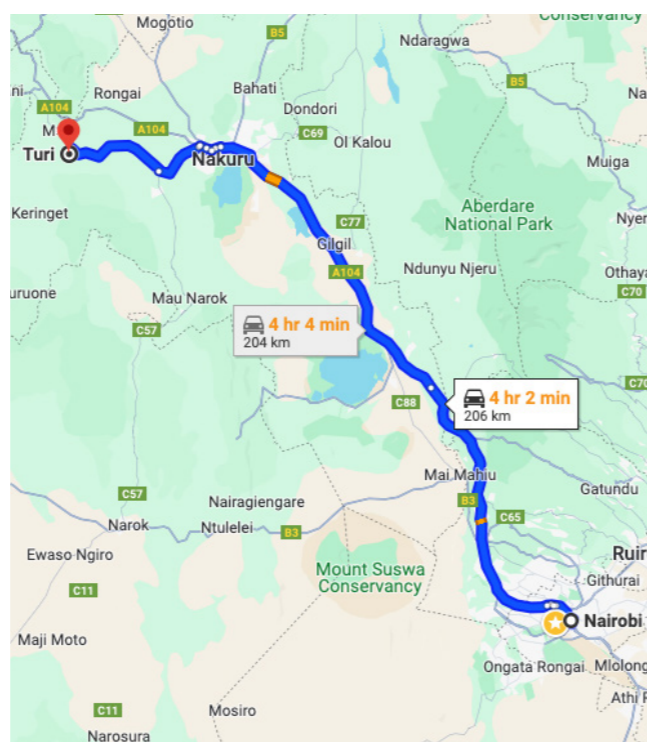
The School is situated on a beautiful 450-acre site on the western slopes of the Rift Valley some 200km NW of Nairobi. All members of staff are housed on the campus in School accommodation and enjoy significant domestic help. Near the Equator and at 2600m, the climate is temperate. It is malaria free.

Co-curricular provision both within the Prep School and as a Whole School is strong. The Prep School enjoys an excellent reputation in Kenya, and in particular on the IAPS circuit, for its co-curricular contributions. Over the past few years, the Prep School has been National Champions in Athletics, Hockey, Football, Netball, Rugby and Rugby 7s.

We are also hosts of the IAPS Orchestral Weekend, the major musical event of the schools' calendar, and have a superb standing in the choral realm.



With parks like the Nakuru National Park and the Maasai Mara as well as perfect beaches and stunning mountains, Kenya offers a rich natural and cultural experience.



THE ROLE

The post-holder will play a key role in fostering a vibrant sporting culture that inspires participation, teamwork, resilience and a lifelong love of physical activity.

This role includes shaping a forward-thinking sports programme, overseeing pupil participation and performance, leading and supporting coaching staff, coordinating fixtures and sporting events, developing enrichment and competitive opportunities, and contributing to whole-school strategic priorities. Reporting to the Director of Co-curricular, the Head of Sport will be responsible for the strategic leadership and effective management of the School's sports programme and facilities.

This position is suited to a high-calibre professional who combines strong leadership skills with relevant experience in sport, education, and coaching. In return, we offer an exciting and dynamic working environment, mentoring and leadership development, happy and enthusiastic pupils, suitable on-site accommodation, and a strong sense of community. It is also a wonderful opportunity not only to contribute to a fantastic school, but to consider living in the beautiful Rift Valley of Kenya.

It is essential that the appointee is a committed Christian who actively supports the School's Christian character and ethos.

KEY RESPONSIBILITIES

The overarching responsibilities of the role include:

- Supporting and promoting the Christian ethos of the school.
- Driving forward the vision and mission of Turi to become the leading school in Africa
- Ensuring the reputation and delivery of sporting excellence
- Overseeing the development and implementation of sporting facilities and training
- Facilitating the integration of sport in the Senior and Preparatory Schools
- Playing an effective part in the Co-curricular Leadership Team (CCLT)
- Line-managing the Assistant Head of Sport and leading a team of talented coaches
- Coordination of tours and fixtures to other schools, with a particular focus on the safe logistical execution of overnight tours in Nairobi which involve accommodation and guardians being booked for pupils and accommodation sought for staff

KEY DUTIES

The principal duties of the Head of Sport are to:

Sport

- Oversee the running of all sporting events, both internal and external
- Liaise and consult with Heads of Sport from District K IAPS schools
- Produce the fixtures list for each term
- Oversee the prompt production and distribution of team lists
- Liaise with the Catering Manager and School supervisor over all catering requirements and estate requirements for sports
- Co-ordinate transport requirements for each term
- Ensure the highest quality of coaching is provided
- Identify talented children and provide effective pathways for their development, such as through the Altiora Peto Programme (APP)
- Facilitate INSETs for all sports staff at the start/end of term in relevant sports.
- Maintain and manage coaching resources
- Keep abreast of all new sporting initiatives within Kenya and internationally
- Oversee the health and safety provision in all areas related to sport
- Organise and collate weekly sports' reports to be read out in the Head's assembly
- Liaise with the Deputy Head (Academic) with regard to end of term and Speech Day awards.
- Be a presence/coach on Sports Tours on weekdays and weekends as required
- Liaising with parents as necessary to keep them informed of sporting arrangements and news

Facilities

- Liaise with grounds staff to ensure excellent facilities, including all pitches and the swimming pool
- Ensure that sports kit and equipment is properly maintained and at correct quantities
- Ensure provision of staff sports kit in line with marketing brand parameters
- Order high-quality and relevant equipment for the department
- Check that all equipment meets safety standards

Whole School

- Liaise closely with the Head of Sport (Senior) over whole School sport provision
- Link closely with the Head of Sport (Senior)

over Sports Scholarship entry and the assessment programme

Management

- Line-managing the Assistant Head of Sport and leading a team of talented coaches
- Attend weekly Co-curricular Leadership Team (CCLT) meeting
- Uphold high standards of professional conduct
- Take an appropriate part in the School's appraisal process

Beyond that, we want staff who are committed to allowing students to thrive; first-class com-

municators; passionate about education and the students they teach; creative and diligent in their planning; and, given life in a full boarding school (in a remote location), are adaptable, energetic and resilient.

Above all, what matters is a commitment to help us provide a world-class education for our students.

St Andrew's staff are characterised by the highest professional standards, and they form a vibrant and industrious community, integral to the culture of excellent professional development within the context of a full boarding school.

KNOWLEDGE AND EXPERIENCE

	ESSENTIAL	DESIRABLE
Qualifications	A degree result of at least 2:1, or equivalent	A higher degree or experience of educational research
	A demonstrable commitment to professional self-development	An additional qualification in educational management or leadership
	A teaching qualification, e.g. PGCE	Coaching qualification/s
Knowledge	A clear understanding of and affinity for the school's ethos	
	Deep expertise in sport and coaching	Knowledge of facility development and long-term strategic planning for sport.
	Knowledge of effective curriculum and programme design in school sport.	Knowledge of sports provision within independent or international school settings.
	A working knowledge of health and safety requirements relating to sports facilities, equipment and training.	An awareness of best practice in high-performance sport and athlete development pathways.
Experience	Experience coaching and delivering high-quality sport to pupils across a range of ages and abilities.	Current Head of Department Experience of teaching KS2, KS3 or KS4
	Experience effectively line-managing, mentoring and developing staff or coaches.	Relevant experience in a Prep School context Relevant experience of working in a boarding school
	Experience planning, delivering and evaluating sports programmes, fixtures, and competitions.	Experience of successfully managing budgets and delivering against objectives
	Proven ability to lead and motivate sports teams in competitive games	Experience of working with high-performance or elite-level sport pathways while maintaining inclusive participation
	Experience contributing to wider school or organisational leadership and strategic planning.	

SKILLS AND ATTRIBUTES

- A strong personal empathy with the School's Christian ethos
- Purposeful, proactive and sound judgement with the highest standards of personal integrity, energy, stamina, resilience, empathy, enthusiasm, and a sense of humour
- Academic curiosity
- Supportive, encouraging, compassionate and inclusive
- Impressive personal presence and presentation
- Literate and numerate, excellent in the use of IT and with a keen eye for detail
- A passion and appreciation for quality literature
- High work standards evidenced by a consistently thorough detailed and organised approach
- The presence, intellect, tact and credibility to represent the School at all levels and to a variety of audiences, both internal and external
- Vision, creativity and imagination combined with the ability to operate at a strategic level
- First class oral and written communication, and presentation skills
- High levels of discretion and confidentiality
- The ability to manage and prioritise a diverse workload, to meet deadlines and to work calmly under pressure

BEYOND THE CLASSROOM

The successful candidate would be expected to contribute to the co-curricular and pastoral life of the School. This includes activities in the evenings and on weekends.

All staff participate in the School's extensive co-curricular activity programme as well as in the boarding houses.

All talents are most welcome and the School has a strong reputation for the standard and participation in its sport and music as well as other co-curricular areas.

Because of our natural environment, applicants with Outdoor Education experience and qualifications would also be welcome.



ROLES AND RESPONSIBILITIES OF ALL TEACHING STAFF AT ST ANDREW'S SCHOOL

St Andrew's School is a boarding School which welcomes Day pupils. The nature of a St Andrew's education is that it is broad and encompasses the full range of human development; Mind, Heart, Body and Soul.

It is a requirement that all teaching staff are directly involved in all areas of School life for following reasons:

1. Teaching staff are role models for the pupils. Pupils have to embrace a broad education and staff must model this behaviour;
2. Pupils live in School and are engaged with School life at all times, they respect staff who demonstrate a similar level of commitment to their own;
3. The School places a high value on teamwork. A shared commitment is essential to the effective working of the School;
4. The School is operational at all times during the term and staff must be flexible in order to respond to changes of circumstances including boarding arrangements. The boarding nature of the School means that certain working practices take place that are not found in every School. These affect all teaching staff.

Amongst these (but not excluding others) are the

following:

1. Running activities on a Saturday or Sunday throughout term time, every alternate weekend;
2. Social, academic or spiritual duties in the evenings;
3. Activities or games coaching from 1500-1700 on weekdays;
4. Subject, tutor, leadership meetings which take place at various times of the day, including early mornings;
5. VISO weekends occur once every half term. Staff are required on duty for both days of that weekend.

This level of commitment is common to major boarding Schools and the staff who work in them do so because they are attracted to the opportunities that such a high degree of vocational commitment conveys.

Despite all of the above, please rest assured that as a school we value family time and make every effort to ensure you are able to balance family life with work commitments.

The Rising Phoenix (the staff club) is a community hub and involvement within it is a collegial and social opportunity.



TERMS AND CONDITIONS

Remuneration

There is a generous overall remuneration package as detailed below (the cost of living in Kenya is lower than in the UK):

- Salary: The successful applicant will be placed on the Head of Sport pay scale
- Accommodation: a partially furnished house is provided free of rent but as a taxable benefit. Domestic and gardening help is arranged by the School, but paid for, at local rates, by the appointee.
- School fees (where applicable): there is a 100% fee remission for staff children throughout the School; places are subject to the School's normal entry requirements. Fee remission is a taxable benefit. The school will pay 2/3 of the taxation on behalf of the appointee while the appointee will be responsible for 1/3 of the same.
- Medical care: all members of staff and their families (dependant children under the age of 18 years) are covered under a comprehensive insurance scheme, which offers worldwide cover (excluding USA and Caribbean); the

costs of insurance are fully covered by the School.

- Pension: the School operates a defined contribution pension scheme in which the employer and employee each contributes 6% of monthly salary. For employees emigrating from Kenya at the end of their contract, the full value of the contributions, plus accumulated interest, can be withdrawn from the scheme.
- Relocation: outward and return flights for the appointee, and for his/ her spouse and dependent children [up to the age of 18] as applicable, together with a freight allowance, at the beginning and end of the contract period, are paid for by the School.
- Meals: these are provided free of charge during term time as a taxable benefit.
- Facilities: extensive sports facilities are open to use by staff and their families.

Hours of work and holiday entitlement

The role is full-time and includes working in the evening and at weekends as required. The successful applicant is expected to take a full and active part in the boarding provision of the school.





Application Procedure

To find out more please contact the Head of HR, Mrs Maurine Roseline Arwa.

Tel: +254 (0) 111 053 090 • Email: HeadofHR@turimail.co.ke

Applications should be submitted via the school website [St. Andrews Turi Career Opportunities - St. Andrews Turi \(standrewsturi.com\)](https://standrewsturi.com) and include: a completed application form, and a brief covering letter.

[Application forms](#) are available on the [School website](#).

- Closing date for applications: **12th February 2026**
- Online interviews: **2nd March 2026**
- Final Interviews (St Andrew's): **9th March 2026**
- Start Date **1st September 2026**

The background of the page is a scenic photograph of a sunset. The sun is a bright, glowing orb positioned in the center of the horizon, casting a warm, golden light across the sky. The sky transitions from a pale yellow near the horizon to a soft, hazy blue at the top. In the foreground, the silhouettes of several large, spreading trees are visible against the bright light. Below the trees, the dark outlines of buildings with gabled roofs can be seen, suggesting a rural or school setting. The overall atmosphere is peaceful and serene.

Safeguarding

St Andrew's School, Turi, is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. You will undertake your role and responsibilities in accordance with St Andrew's School's Safeguarding and Child Protection Policy and Guidelines. The successful applicant will be required to undergo all checks relevant to post.