ST ANDREW'S SCHOOL, TURI, KENYA

Seeking the Highest since 1931

Head of Boys' Games

St Andrew's Senior School, Turi

As Head of St Andrew's Turi, I welcome applications for this important position within our school. If you are someone with experience of delivering high quality and exciting provision for able and talented students, then it is my hope that I can interest you in a wonderful opportunity to not only contribute to our fantastic school, but also to tempt you to consider living in a beautiful location in the Rift Valley of Kenya.

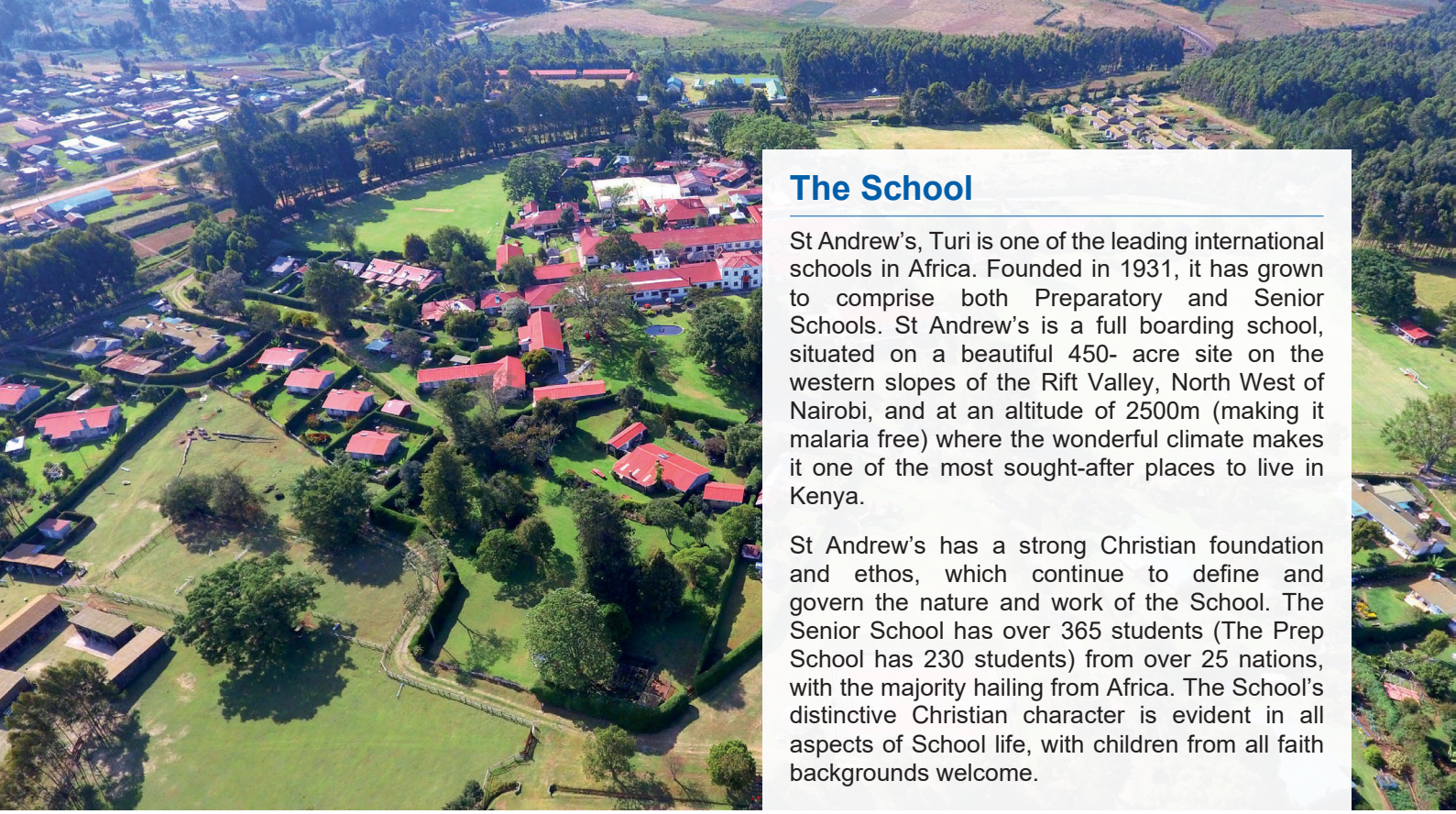
The Head of Boys' Games is not only responsible for delivering outstanding academic and sporting provision, but also has the privilege of working in a highly effective and competent department, including Head of Sport, Head of Girls' Games and a team of Graduate Assistants, many of whom have or continue to represent Kenya in various sports.

St Andrew's School has a rich and successful sporting tradition and the successful candidate will be expected to continue that legacy. The school has embarked on a development project to expand the current school gym, build a new short course swimming pool, flagship basketball court and new tennis court provision. In addition, St Andrew's has recently been used as the official training camp for both the Kenyan and Ugandan international rugby teams. This is a relationship that will be expected to be cultivated and expanded.

I am looking for an ambitious leader, with proven classroom experience in delivering outstanding academic PE provision, along with a passion for leading and developing our extensive sporting opportunities, both during the week and at weekends.

Major sports in each term are Football, Hockey, Athletics, Basketball and Rugby for the boys, and Netball, Hockey, Athletics, Basketball and Football for the girls. However, sports such as swimming, tennis, cricket, cross country, golf, touch rugby, badminton, table tennis and squash are also offered throughout the year.

If this position excites you, apply, and I look forward to hearing from you and ask that you bring your passion, energy and innovative ideas that could contribute to our school community. In return, we will offer a warm and committed staffroom of highly professional colleagues who delight in guiding our students to seek their highest and students who are committed to improving themselves. We will offer you a home in a safe, beautiful and rural situation within Kenya – a country that demands to be explored – with easy access to countryside, wildlife, culture and the Indian Ocean.



The School

St Andrew's, Turi is one of the leading international schools in Africa. Founded in 1931, it has grown to comprise both Preparatory and Senior Schools. St Andrew's is a full boarding school, situated on a beautiful 450- acre site on the western slopes of the Rift Valley, North West of Nairobi, and at an altitude of 2500m (making it malaria free) where the wonderful climate makes it one of the most sought-after places to live in Kenya.

St Andrew's has a strong Christian foundation and ethos, which continue to define and govern the nature and work of the School. The Senior School has over 365 students (The Prep School has 230 students) from over 25 nations, with the majority hailing from Africa. The School's distinctive Christian character is evident in all aspects of School life, with children from all faith backgrounds welcome.

Person Specification

Working at St Andrew's, Turi, is an exciting and dynamic experience. Our desire is to recruit committed and resourceful staff, who are looking to develop their skills and leadership capacities and embrace new experiences and challenges.

Knowledge and Experience

	ESSENTIAL	DESIRABLE
Qualifications	A good degree and relevant teaching experience (minimum 2 years due to VISA requirements) in Academic PE	Coaching qualifications
	A teaching qualification	
Knowledge	A clear understanding of and affinity for the school's ethos	Recent experience and knowledge of sport management
	An understanding of effective leadership and management in relation to sports provision	
Experience	Evidence of good management which incorporates detailed planning, successful implementation and effective monitoring and evaluation strategies	Relevant experience in an independent school context
	Proven ability to lead and motivate teams and individuals	Relevant experience of working in a boarding school

Skills and Attributes

The successful candidate will have:

- Purpose, the highest standards of personal integrity, someone who seeks the highest in all they do
- A passion for sport
- A strong personal empathy with the School's Christian ethos
- Supportive, encouraging, compassionate and inclusive professional demeanor
- Impressive personal presence and presentation
- Above average literacy, numeracy and IT skills, and a keen eye for detail
- 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
- 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

Responsibilities

The overarching responsibilities of the role include:

- Establishing and developing a culture of excellence
- Ensuring the reputation and delivery of sporting excellence at the Senior School
- Developing and improving the overall quality of sporting provision
- Facilitating the integration of the sporting programme within the broader scope of the Senior School
- Leading and managing the sports department
- Promoting the Christian ethos of the school

Beyond the above, we want staff who are committed to allowing students to thrive; first-class communicators; 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.

We are an active member of HMC, the Society of Heads, COBIS, KAIS and Round Square.

Our mission is to be the leading international school in Africa, transforming the hearts, minds, bodies and souls of tomorrow's leaders. Students in the Senior School are prepared for iGCSE and A-level exams and move on to top universities in the UK, United States, Canada, and many other parts of the world.

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.

Terms and Conditions

Remuneration

There is a generous overall remuneration package as detailed below:

- **Salary:** The successful applicant will receive a salary commensurate with their experience and qualifications
- **Accommodation:** Suitable rent-free accommodation on site will be provided as a taxable benefit. Domestic and gardening help is arranged by the School, but paid for, at local rates, by the applicant.
- **School fees (where applicable):** There is a 100% fee remission for up to 3 staff children throughout the School; which is a taxable benefit. Places are subject to the School's normal entry requirements. Two thirds of the tax due will be covered by an extra allowance.
- **Medical care:** All members of staff, their spouses and up to 3 dependents below 18 or in full time education at St Andrew's, Turi, are covered under a comprehensive insurance scheme.
- **Pension:** The School operates a defined contribution pension scheme in which the employer and employee each contribute 6% of the monthly salary. For employees leaving Kenya at the end of their contract, the full value of the contributions, plus accumulated interest, can be withdrawn from the scheme.
- **Relocation:**
  - **Staff joining from outside Kenya -** Outward and return flights for the applicant, and for his/her spouse and dependent children [up to the age of 18].
  - **All staff -** a freight allowance, at the beginning and end of the contract period, totaling a month's gross salary, is paid for by the School on the production of relevant receipts.
- **Meals:** These are provided during term time as a taxable benefit.
- **Facilities:** Extensive recreational facilities are open to use by staff and their families. The onsite Phoenix Club, serving a wide range of food and beverages, acts as a wonderful social hub for the staff community and their families throughout the year.

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 will be expected to take a full and active part in the boarding provision of the school.

Safeguarding

St Andrew's School, Turi, is committed to safeguarding and promoting the welfare of students 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 Safe-guarding and Child Protection Policy and Guidelines. The successful applicant will be required to undergo all checks relevant to post.

Application Procedure

To find out more please contact the Senior School Head's PA, Ms Roberta Mulli, to arrange a phone call with Mr Ben Pennington, Senior School Headmaster.

Tel: +254 (0) 20 2025709 • Email: execassistantsenior@turimail.co.ke

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

If your application is successful, we will contact you within three working days of the closing date.

Early applications are encouraged.

- **Closing date for applications:** 0800hrs (EAT) Monday 24 March 2026
- **Interviews:** w/c Monday 24 March 2026
- **Start Date:** 1 September 2026