



**ST ANDREW'S SCHOOL, TURI, KENYA**

Seeking the Highest since 1931

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# Assistant Head of Adventure

## St Andrew's School, Turi

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If you are someone with experience of delivering high quality and exciting adventure provision for children, then this is a fantastic opportunity for you. Not only will you help grow and deliver our adventure programme, but also live in a beautiful location in the Rift Valley of Kenya.

St Andrew's Turi welcomes applications for this whole-school position, that spans provision for pupils across both the Preparatory School (ages 3-13) and the Senior School (ages 13-18).

The successful candidate will embed and develop outdoor education and adventure across the whole school so that all students benefit from the challenges and opportunities that Adventure provides. We currently have a growing programme that includes expeditions to Mt Longonot, Mt Satima, Mt Elgon, Mt Kenya, Mt Kilimanjaro, the Rwenzoris, Aberdares, Soy Sambu, and Hell's Gate, with plans for an expedition to the Himalayas and an adventure race in Austria. The school also has one of the widest outdoor climbing walls in Kenya, a reservoir with paddle craft, a mountain bike trail, two large forests and several campsites.

The Assistant Head of Adventure will report directly to the Head of Adventure.

St Andrew's School continues to pursue excellence and invests in CPD for its staff, as well as growing the adventure infrastructure and equipment.

If this position excites you then please do apply. We 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 community of highly professional colleagues who delight in guiding our students to seek their highest and students who are committed to improving themselves.

Start date – 1 September 2026





## 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 who desire to embrace new experiences and challenges.

## Knowledge and Experience

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	First Aid at Work qualification, or equivalent	Recognised national or international qualifications in one or more of the following adventure activities – mountaineering, rock-climbing, abseiling, mountain biking, paddle sports, or lifeguarding
	Strong swimmer	Qualifications in Outdoor Education
<b>Knowledge</b>	A clear understanding of, and affinity for, the school's ethos	Knowledge of East African mountain and expedition environments
	A sound understanding of risk assessment and safe practice applicable to adventure activities	Knowledge of current safeguarding and health and safety expectations within schools.
	Understanding of child development and pastoral care in a boarding house environment	Knowledge of expedition logistics and remote camp management
	Understanding of equipment management, maintenance and safety checks.	
<b>Experience</b>	Experience of independently planning and delivering adventure activities for children	Experience of leading multi-day expeditions

	Experience of writing and implementing risk assessments for adventure activities	Relevant experience within an independent school and/or boarding school
	Experience of leading groups of children in outdoor environments.	Ascent of one, or more, major peaks in East Africa.
	Personal experience of trekking or climbing to an altitude greater than 4800m	Experience of high ropes, bush-craft/Scouts or navigation instruction.

## Skills and Attributes

The successful candidate should have:

- Experience in the outstanding delivery of adventure provision
- A sense of purpose, the highest standards of personal integrity, someone who seeks the highest in all they do
- A strong personal empathy with the School's Christian ethos
- A professional demeanor that is supportive, encouraging, compassionate and inclusive
- Impressive personal presence and presentation
- High literate and numerate skills, excellent in the use of IT and with 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
- 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:

- Promoting the Christian ethos of the school
- Establishing and developing a culture of excellence
- Ensuring delivery of excellent adventure provision

Specific responsibilities of the role are to:

- Organise and lead pupils in any adventure activities as directed, both on and off site, as well as developing new activities;
- Organise and lead adventurous offsite expeditions as directed, both within Kenya and internationally. This involves leading the staff team and students with responsibility for the overall safety of all, as well as for all finances and logistics;
- Act as a 'Quartermaster', cataloguing, maintaining, repairing and logging the use of all of the Adventure equipment;
- Help ensure that all activities are properly resourced and that the school has the requisite SOPs, risk assessments, training, expertise and equipment to undertake these activities safely;
- Support and help develop staff wanting to take part in or organise adventurous activities, and be actively involved in activities such as Scouts and Turi Award, as needed;
- Help train up and develop the capabilities of staff and Y12 Adventure Instructors leading pupils in Adventure;
- Help maintain the Adventure accident and 'near misses' log and make recommendations from it;
- Carry out administrative and organisational tasks as directed by the Head of Adventure;
- Support and encourage the School's Christian ethos;
- Give reports and information on Adventure as required;
- Attend meetings as required and supports the smooth running of the school as appropriate;
- Support the Head of Adventure and the Directors of Co-Curricular, as needed.

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.

The school received an excellent report following the most recent ISI inspection in October 25. The report can be found on the school website. 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

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There is a generous overall remuneration package as detailed below:

- **Salary:** The successful applicant will receive a salary of KSh214,325/month (gross).
- **Accommodation:** Suitable rent-free accommodation or a house allowance 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.
- **Medical care:** All members of staff and their families (below 18 years) 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.
- **Meals:** All meals 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

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The role is full-time, resident on-site, and requires work in evenings and weekends and in the school holidays as necessary for expeditions where they may run into the holidays.

The school has three terms per year, each one between 10-13 weeks. A school year is, on average, 34 weeks. School adventure expeditions are sometimes run into the holiday period.

The successful candidate can still deliver non-school contracted adventure, or other, work during holiday periods.

### Safeguarding

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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 Safeguarding and Child Protection Policy and Guidelines. The successful applicant will be required to undergo all checks relevant to post.



## Application Procedure

If you would like to discuss the role before applying, please contact the Senior School Head's PA, Ms Roberta Mulli, to arrange a phone call with the Head of Adventure, Mr Peter Price-Thomas Tel: +254 (0) 20 2025709 • Email: [execassistantsenior@turimail.co.ke](mailto:execassistantsenior@turimail.co.ke)

Applications should be submitted via Bamboo or the school website: [St. Andrews Turi Career Opportunities - St. Andrews Turi \(standrewsturi.com\)](http://St.AndrewsTuriCareerOpportunities-St.AndrewsTuri(standrewsturi.com))

Applications must include: (1) a completed application form (2) 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:** 1700hrs (EAT) Thursday 21 May 2026
- **Preliminary interviews:** w/c Monday 1 June 2026  
These will be online.
- **Final Interviews** on call.
- **Start Date:** 1 September 2026.

