



# Head of Education and Academy, Egypt

JOB ID NO. E0003

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**Role Details:** Head of Education and Academy, Badya, Egypt, Full-Time, on-site.

**New Role / Replacement Role:** New Role

**Role Type:**

Exec	Senior Leader	Manager	Individual Contributor	Support
	X			

**Business Unit or Function:** Right to Dream, Egypt

**Reporting To:** Managing Director, Right to Dream Egypt

**Number of Direct Reports:** TBD

**Location:** Palm Hills, Badya, Egypt

**Salary Range:** Competitive/Negotiable

**Start Date:** As soon as possible

**Relocation Available?** Yes

**Role Objectives:**

The Head of Education & Academy in Egypt is an exciting opportunity to shape the future of hundreds of talented North African young people over the next 5 years. The role will lead the holistic growth and development of the academic, pastoral and character development pathways from inception through to world-class outcomes.

**Role Tasks:**

- Create, grow, and nourish a world-class educational and pastoral culture for staff and students, supporting and liaising with the Managing Director.
- Build and launch the academic pathway for the first generation of Right to Dream Egypt students in 2022/23.

- Create, build, review and iterate a world class academic, character, and pastoral strategy designed to achieve best-in-the-world educational and life outcomes for students.
- Lead, manage, and support the Pastoral department head and oversight of parental and community relations.
- Develop excellent, supportive and productive relationships with colleagues in the Football department and across the other locations in the Right to Dream Group.
- Lead, manage and support all teaching, Purpose, Pastoral and Character development staff.
- Create, build, and grow exceptional professional development opportunities for teaching and pastoral staff.
- Manage all educational, Character, Pastoral, and Purpose budgets.
- Lead and develop all student holistic development and graduation pathways.
- Grow, manage and performance review all student holistic development and graduation pathways.
- Manage all educational partnerships and identify and grow of new opportunities.
- Support the Right to Dream educational and pastoral requirements in the USA educational pathway through liaison with RTD USA Board and our US partner schools.

### **Candidate Overview:**

As the successful candidate, you will be an exceptional role model and leader, and able to promote at all times the coaching, teaching and learning philosophy of Right to Dream, which emphasizes hard work, maximum effort, self-discipline, integrity and honesty. You will have 10+ years of leading in an exemplary educational institution. You will naturally promote Right to Dream's Character Development Programme and support the implementation of the seven-character traits – self-discipline, passion, integrity, initiative, social intelligence, give back and winning – in all aspects of academy life, whilst modelling those behaviors yourself always. You value and insist on a positive and supportive learning environment through which promotes the fostering of critical thinking, decision-making and independent study skills, and you support the development of life-long learning skills. Respect for, and celebration of, the individual differences in personalities, abilities and religious or cultural backgrounds of all students, staff and visitors, is something important to you. A belief in diversity as a strength is at your core.

You encourage all your team to help pupils to achieve their true potential during their time at the Right to Dream Academy. You are adept at developing learning materials and activities that encourage knowledge and appreciation of the cultures and history of Egypt and the rest of Africa and encourage pupils to re-invest their knowledge in their own communities. In person, you are present, attentive, an excellent listener and communicator, and punctual for all meetings and other responsibilities. You set high standards for teaching and pastoral staff and expect accountability from members of staff accountable to these values at all times. You demonstrate and insist upon high standards, embodied through care and respect for the facilities and surroundings of the Right to Dream Academy in Egypt, behaving at all times in a manner that ensures the safety of all students, staff and visitors.

### **Qualifications & Experience:**

(Hiring manager to insert bullet points of required, then desirable qualifications and experience)

#### **Required Experience:**

- 10+ years in leadership within a reputed educational institution.
- A proven track record of delivering world class educational and life outcomes.

- 10+ years of growing and nurturing brilliant and supportive working cultures.
- Strong reputation as an educator and leader.
- Legal right to work in Egypt.
- Written and spoken fluency in Arabic.

**Desirable Experience:**

- Strong reputation as a thought-leader in the education space.
- Masters Level education or above.

**Competencies Required: Thought Leadership**

LEADERSHIP AND MANAGEMENT COMPETENCIES	FACTORS	Head of Education
Strategy factor:	Champion change and innovation	✓
	Create customer loyalty	✓
	Promote a global perspective	✓
	Problem solving	✓
	Analyse issues	✓
Judgment factor:	Use sound judgment	✓
	Think strategically	✓
	Make timely decisions	✓
	Political savvy	✓
	Apply technical / functional expertise	✓
Business knowledge factor:	Use financial acumen	✓
	Manage technology	✓
	Promote RTD 'citizenship'	✓
	Establish plans	✓
Planning and execution factor:	Manage and improve processes	✓
	Drive execution	✓
	Manage change	✓

### Competencies Required: Results Leadership

LEADERSHIP AND MANAGEMENT COMPETENCIES	FACTORS	APPLICATION TO SENIOR LEADER
Motivation and courage factor:	Drive for results	✓
	Lead courageously	✓
	Rock the boat' for positive change	✓
	Being willing to stand alone / be unpopular	✓
	Resilience	✓
	Willingness to show vulnerability	✓

### Competencies Required: People Leadership

LEADERSHIP AND MANAGEMENT COMPETENCIES	FACTORS	APPLICATION TO SENIOR LEADER
Leadership factor:	Influence others	✓
	Build talent pools	✓
	Build effective teams	✓
	Coach and develop people	✓
	Engage and inspire people	✓
	Foster collaboration	✓
	Direct others	✓
Interpersonal factor:	Build quality relationships	✓
	Manage conflict	✓

	Leverage individual and cultural diversity	✓
	Approachability / openness	✓
	Negotiating	✓
Communication factor:	Foster open communication	✓
	Speak with impact	✓
	Disallow gossip and information silos	✓
	Listen to others and invite input	✓
	Write effectively	✓
	Willingness to challenge	✓

### Competencies Required: Self-Leadership

LEADERSHIP AND MANAGEMENT COMPETENCIES	FACTORS	APPLICATION TO SENIOR LEADER
Self-management factor:	Inspire trust	✓
	Demonstrate adaptability	✓
	Practice self-development	✓
	Manage boss relationships / authority	✓
	Dealing with ambiguity	✓
	Composure	✓
	Work-life balance	✓

## Competencies Required: Cultural Leadership

LEADERSHIP AND MANAGEMENT COMPETENCIES	FACTORS	APPLICATION TO SENIOR LEADER
Management factor:	Set standards and drive accountabilities	✓
	Ensure capability and capacity match plans	✓
	Build the reputation and story	✓
	Clarity of vision and purpose	✓
	Energy and wellbeing of staff	✓
	Living the principles and values	✓
	Spirit of contribution	✓
	Bringing the manifesto to life	✓