

KISC EST. 1987

KATHMANDU, NEPAL



**KISC DIRECTOR
RECRUITMENT**

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WELCOME

We are delighted that you want to know more about KISC. We hope that this document will enthuse and inspire you.

HOW COULD WE DESCRIBE KISC?

- KISC is a diverse family, based on the values of love, justice, grace, community and excellence
- KISC is an international Christian school for grades K to 13
- KISC is a teacher training programme called KISC EQUIP (Education Quality Improvement Programme), strengthening and inspiring Nepali schools
- KISC is people, from more than 20 countries, who love Nepal, and long to see God's blessing on the Nepali people
- KISC is families bringing hope and transformation to Nepal by serving in areas such as medicine, construction, anti-trafficking, education, employment and training for the marginalised, discipleship and business, enabled to be here because of the provision of excellent education.



After ten years of service, our Director is leaving KISC at the end of the 2017-18 school year and so we are looking for a new KISC Director to lead us forward; someone with appropriate educational leadership experience and qualifications, who is a committed Christian and who will be passionate about leading KISC into its exciting next stage of development.

If you sense that you may fit this role, then we welcome your interest and application and hope that you will be encouraged as you read more about the work of KISC.



Daniel Munday
Chair of School Management Committee

INTRODUCTION

There is a wind of excitement blowing in Nepal. In this small, landlocked country nestled between China and India, local elections have been held for the first time in 20 years, development is moving forward and hope for a better future is on the rise. Never has there been a better time to be part of what God is doing in this land.



Just as excitement is building in Nepal, excitement is growing in KISC. Our new school site is under construction, there is strong academic performance and an EQUIP Teacher Education College (TEC) is in the planning stages. With the support of our owners, Human Development and Community Services (HDCS), a local NGO, we look forward to being led by a KISC Director who can build on this strong foundation and rise to the new challenges and opportunities that lie ahead.



KISC's Vision is, "To be living witnesses of Christ's love through excellent education". This is the foundation of all we do, and have done since KISC started in 1987. Our core Values are love, grace, community, justice and excellence. These are not just words on a poster, but are constantly explored, developed and encouraged with our students and staff and impact the way we go about our Mission. Our Mission is, "To provide excellent education, primarily for the Christian mission community and Nepali school communities, based on biblical values. Through KISC's international K-13 school and EQUIP teacher training program, students and staff will positively impact their world".





KISC SCHOOL

The history of KISC stretches back over 30 years when a study centre was established to ensure that the families of mission workers did not have to leave Nepal as their children grew older. It was known as Kathmandu International Study Centre, but as it developed into a secondary school, the name became KISC, and that is how it is now widely known. Ten years ago KISC established a primary school, which has gone from strength to strength. The original purpose of enabling mission families to remain in Nepal is still at the heart of what KISC is about, with 80% of KISC's 220 children from such families.



As the school has grown, so has our need for larger and improved facilities. KISC has begun construction on a new school site and is looking forward to moving to its purpose-built facilities during the 2017-2018 school year. The new site will allow for a full range of facilities, including sports areas and space for creativity and play. We are delighted that we will be able to develop a partnership with Somang Academy, a Nepali school which owns the site and is leasing it to KISC on a long-term basis.

Though rich in natural resources, Nepal remains one of the poorest countries in Asia ranking 145/187 on the United Nations' Human Development Index, which measures a country's achievements in terms of health, income and education. With large mountains, including the highest peak in the world, Mt. Everest, Nepal is stunningly beautiful, and yet this mountainous topography makes life tough for many and development work difficult and costly. KISC families make a unique contribution to the lives of some of the poorest and neediest people in Nepal and the KISC School enables such families to thrive here.



KISC ACADEMICS

KISC is a K-13 international school in Nepal with both Middle States Association (MSA, American) and Cambridge International Examinations (CIE, British) accreditations.

We aim to provide education from a Biblical Worldview, which channels our Vision, Mission and Values to produce staff and students that reflect our Community Profile (see page 11).

We deliver an international curriculum that does not focus on one culture or nationality, but prepares students to think globally allowing them to understand their own culture and beliefs while also relating well to others. Through our mutual efforts, we want our students to develop the skills, attitudes, values and spirituality they need to meet successfully the challenges of our rapidly changing world.



We aim for excellent education and strive to ensure the education we deliver is the best that it can be, using research based best practice and external standards and measurements. We will model excellence, recognise excellence and hold each other accountable for excellence.



We believe that the process of learning is as important as actual achievement and therefore encourage a growth mindset in our students, enable self-reflection and self-monitoring of their learning, allowing freedom to express ideas and opinions and to examine these openly and objectively. We strive to provide students with opportunities to develop their gifts and talents through as many aspects of KISC life as possible: academically, socially, spiritually, in sports and the arts.



KISC EQUIP



Born out of a heart to impact Nepal and to be an outward looking community, the KISC Education Quality Improvement Programme (EQUIP) was founded in 2008. KISC EQUIP partners with both rural and urban (community and private) Nepali schools that desire to rise above the many challenges of the current education system in Nepal. The EQUIP aim is to support the achievement of a national education strategy by equipping teachers to implement effectively the National Curriculum of Nepal.

KISC EQUIP works in partnership with Government agencies to provide practical teacher training, parent workshops, leadership development training and more. The Government has recently expressed confidence in KISC's work by inviting KISC EQUIP to help develop and write part of the teacher training programme to be used for training teachers across Nepal. A KISC EQUIP Teacher Education College (TEC) is in the planning stages and will allow EQUIP to provide in-depth accredited training to the future teachers of Nepal.



DIRECTOR POSITION

The role of the KISC Director, like those who have gone before, is to serve; serve God, serve the students and their families, serve the Nepali schools, and serve the teaching, EQUIP and the operations staff. They will serve a Leadership Team (LT) and School Management Committee (SMC) that are able, committed and energetic.

JOB OVERVIEW

The KISC Director will provide overall leadership to KISC; the School, EQUIP and all its functions. They will uphold, share and build commitment to the Mission, Vision and Values of KISC.

They will be responsible for ensuring academic excellence and setting the culture and ethos of the School. They will be responsible for maintaining KISC's CIE and MSA accreditations, its excellent reputation and for following all the KISC policies and working within the Nepali law. They will have the opportunity to establish the new school site, continue to develop EQUIP TEC and ensure the continuation of the family community already established.



The KISC Director will lead KISC in four areas:

EDUCATION

- Providing overall leadership to all teaching staff and being responsible for the quality of teaching and learning across the KISC School
- Developing the strategy and effectiveness of KISC EQUIP
- Shaping pedagogy, curriculum and assessment development in line with a biblical worldview and based on research and best practice in teaching, learning and assessment
- Leading the Academic Leadership Team (ALT) in promoting student achievement and character development, monitoring progress and ensuring continuous improvement.



STRATEGY

- Guiding the strategy of KISC, in the light of changing circumstances (together with the SMC)
- Ensuring KISC has adequate financial, physical and human resources, uses them efficiently and aligns them with School and EQUIP improvement plans
- Bringing vision and demonstrating strategic and systematic thinking and planning
- Implementing change effectively and collaboratively.

RELATIONSHIPS

- Communicating with clarity and impact with staff, students, parents and other stakeholders and developing respectful relationships with them
- Leading and managing the LT and developing their capacity through professional learning and appraisal. Empowering the LT and wisely distributing management, decision making and responsibility for other staff professional development to them
- Promoting KISC as an integral part of HDCS's work in Nepal
- Developing and maintaining good public relationships in and outside the KISC community, in particular with the Nepali Government and in line with the agreements KISC has with them.



CULTURE

- Displaying cross-cultural and contextual sensitivity in decision making
- Modelling the KISC values to the KISC community and other agencies and striving to grow in them
- Being visible and accessible to staff, students, parents and other stakeholders
- Demonstrating international mindedness.

QUALIFICATIONS, EXPERIENCE & SKILLS



ESSENTIAL

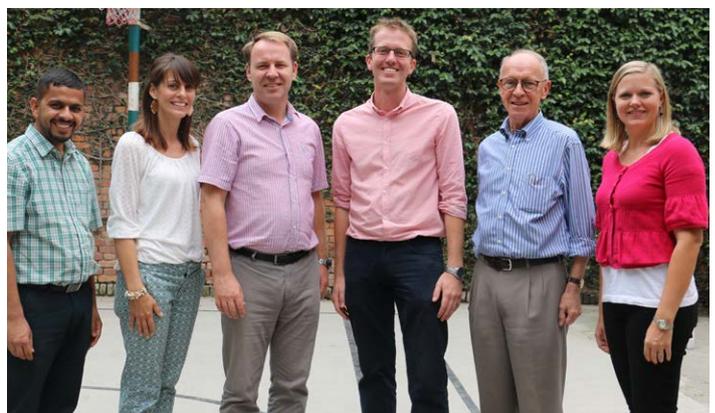
- Professional experience in Education, including leadership and management experience
- Masters Degree or equivalent
- Excellent leadership skills, able to motivate people around a shared vision
- Outstanding English language skills and excellent oral and written communication skills
- Cross-cultural work experience
- Displays Godly wisdom: is flexible, adaptable, humble, patient, persistent and willing to learn
- Skilled team-worker

DESIRED

- Good understanding of international education
- Experience as a school Head / Director / Principal.

COMPETENCES

- **Analysis and Problem Solving:** Breaks down and analyses information effectively. Identifies the causes of problems and proposes realistic and practical solutions to address them
- **Cross-Cultural Awareness:** Understands and appreciates issues from the perspective of other cultures and countries
- **Strategic Thinking:** Formulates strategies and approaches to clarify and achieve the vision and objectives of the business
- **Creativity and Innovation:** Seeks new approaches to traditional problems and solutions, and takes calculated risks
- **Teamwork:** Takes a co-operative approach within the team, sharing knowledge and information. Seeks to promote harmony within the team, diplomatic



- **Communicating a Vision:** Promotes the vision of the organization or team to others in a positive and enthusiastic fashion
- **Drive and Persistence:** Demonstrates resilience when faced with setbacks. Shows tenacity and continues to strive to reach goals, despite obstacles.

JOB STRUCTURE

The KISC Director will be accountable to and supported by the SMC and will be responsible for line-managing and empowering the LT: Heads of Primary, Secondary, Operations and Human Resources and EQUIP Director.

Our international staff work as volunteers; they are sent and supported by Christian sending organisations, home churches or are self-funded. Whilst some incentives are available, the KISC Director must raise their own support and be part of a sending agency.



HOW TO APPLY

If you have any questions about this exciting role, please write to: recruit@kisc.edu.np

If you would like to apply for the position of KISC Director, please send your CV and a covering letter of not more than two pages, outlining your motivation and experience relevant to the role to: recruit@kisc.edu.np



THE CLOSING DEADLINE FOR APPLICATIONS IS 15 SEPTEMBER 2017.

COMMUNITY PROFILE



KISC EST. 1987

TO BE LIVING WITNESSES OF CHRIST'S LOVE THROUGH EXCELLENT EDUCATION

The KISC Community Profile outlines how we seek to be centred on Christ. We aim to positively impact our world by being living witnesses of Christ's love through the KISC values of LOVE, GRACE, COMMUNITY, JUSTICE AND EXCELLENCE.



KISC believes in the importance of **KNOWING GOD**. Therefore, community members seek to learn about God and live by Biblical values. We recognize that God is the creator and sustainer of all things. All people are made in God's image and should flourish as spiritual, rational, emotional and physical beings who care for his creation.



KISC believes in the importance of **RELATIONSHIPS**. Therefore, community members seek to build positive relationships full of grace, peace and love. We strive to see the image of God in others and love our neighbour as ourselves. We seek justice, living with mercy and compassion.



KISC believes in the importance of **BUILDING CHARACTER**. Therefore, community members seek to be humble and teachable; full of hope, honesty, integrity, perseverance and passion; always giving our best and taking responsibility for our actions.



KISC believes in the importance of **KNOWLEDGE** of which God is the source. Therefore, community members seek to grow in knowledge and wisdom. We explore and evaluate problems, ideas and solutions in critical and creative ways. We are able to communicate and defend our views and opinions while respecting those of others.



KISC believes in the importance of **LEARNING**. Therefore, community members seek to continuously learn and engage in new challenges. We nurture our curiosity as we seek to learn from one another. We reflect on and grow through the opportunities arising from success and failure.