



## **Kigali International Community School**

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**2020 Estates Gacuriro • BP 6558 • Kigali, Rwanda**

[www.kicsrw.org](http://www.kicsrw.org)

The Kigali International Community School (KICS) is looking for its next Secondary Principal. The Secondary Principal gives leadership to the overall programming at KICS for grades 6-12. Currently, this includes 145 students and nearly 20 staff. The Secondary Principal will work closely with the secondary teachers and students as well as Secondary Team Leads, the Deputy Director, the Director, the Director of Teaching and Learning, the Primary Principal and other members of the Leadership Team. We seek to be a highly collaborative learning environment.

If you are interested in being part of an incredible global family, and serving as a key leader with people that are taking significant steps towards the future we encourage you to inquire. KICS is a family that is impacting generations of families. Starting with Rwanda and spreading out to the more than thirty nations at KICS, the Secondary Principal will be an integral part of leading KICS during this dynamic time. If you are a servant-leader, passionate about students, families and staff, and are strong and courageous, we encourage you to inquire.

KICS' next Secondary Principal should possess the following characteristics:

- *A servant-leader:* Our vision is to impact the world for Christ by preparing servant leaders. Our Secondary principal must be a model of servant leadership to all those s/he interacts with.
- *An effective communicator:* We believe communication is critical to our success. Whether this is written or verbal, the Secondary Principal needs to be able to communicate across cultures to lead the Secondary Program effectively.
- *A strategic thinker:* We are at an incredible place of strength and looking to grow. The Secondary Principal will be key in helping us understand how to move forward from what's good to what's best.
- *A team builder:* The Secondary Team is in a great place. Great people, great teachers and great staff. You'll be entrusted with stewarding this team to reach its highest potential.
- *A collaborative lens:* The team aspect of secondary is increasingly significant and has to have a leader who gets what it means to serve on a team, who is able to lead up, down, and across, and who knows how to build and enrich a collaborative culture.
- *An equipping orientation:* The principal is essentially the lead equipper of the secondary staff. S/he must be someone who has the heart and skills to invest in people personally and professionally.
- *A systems thinker:* Because the main building blocks of the secondary program are or will be in place, the next season will demand for a leader to think about refinement and sustainability in the organic systems we have established.

- *Cultural intelligence:* Especially for where we are right now, the next leader has to have a sense of how to embrace diversity within the KICS community. S/he must be passionate about engaging with and understanding where people are coming from, and a growing understanding of our host country, Rwanda.
- *A learning stance:* The principal is the lead learner. As we enter a season of shoring up the instructional program and moving toward CESA membership in the near future, the principal must lead the way with a spirit of curiosity and critical thinking. S/he must be able to carefully examine what goes on in each classroom, see what needs to change, and then rally people together to move forward.

KICS is committed to living out our vision and mission. We lead, serve and call others to serve from our vision and mission. KICS is a Christ-centered, US accredited, pre-K through Grade 12 college preparatory school located in beautiful Kigali. KICS serves as a model of education in Rwanda, constantly expanding the vision for what education can be in this developing country. KICS is a strong “teenager.”

As a school we are in year 14, and have successfully accomplished our 2<sup>nd</sup> accreditation with ACSI and MSA. We are currently a candidate school for membership with CESA. To find out more about CESA, please visit: <https://www.cesaschools.org/schools/>. As we go through this process with CESA, we will also be working towards ACSI’s Exemplary Accreditation.

As you can tell, KICS is in a significant growth stage on many fronts. Additionally, we’ve recently purchased 21.75 acres of land to build out our future campus. We are currently in a Master Planning Process towards this effort. Additionally, we are in process of moving towards dual-stream in each of our grades.

Our next Secondary Principal needs to embody the Vision, Mission and Values of KICS and help us move towards this future.

KICS offers a competitive benefits package for all its staff, as compared to other ACSI/MSA accredited international schools.

**Process:**

Step 1: **Inquiry.** Please send your CV and letter of inquiry to KICS Director, Dr. Benjamin Thomas via e-mail: [director@kicsrw.org](mailto:director@kicsrw.org)

Step 2: **Application.** When invited, please fill out the application, with all necessary documents. All applications should be received by February 28<sup>th</sup>.

Step 3: **Interviews.** Interviews will begin to take place as applications come in. Interviews will be finalized by March 15<sup>th</sup>.

Step 4: **Onsite visit.** The leading candidates may be brought to campus between March 20-April 4<sup>th</sup>.

Step 5: **Decision.** A final decision will be made by April 15<sup>th</sup>.