



AFRICAN LEADERSHIP ACADEMY

PO Box 529, Hurlingham 2070
Sandton, South Africa

Tel/Fax: +27 (0) 11 883 1012
info@africanleadershipacademy.org
www.africanleadershipacademy.org

SEARCH FOR DIRECTOR OF ADMISSIONS

Introduction

African Leadership Academy, a new co-educational, world-class boarding school to be located in the outskirts of Johannesburg, South Africa, seeks to appoint a Director of Admissions by June 2007. This is a once-in-a-lifetime opportunity for a dynamic, innovative individual to design and implement the student recruitment and selection processes for an exceptional educational institution that aims to change the face of Africa. The Admissions team will admit a first class of 100 students for entry into the Academy in September 2008.

About the Academy

African Leadership Academy is founded on the philosophy that future generations of ethical, committed leaders are the key to Africa's development. The Academy's vision is to be the training ground for these future leaders of Africa. African Leadership Academy will be a world-class secondary institution offering the International Baccalaureate curriculum in combination with a unique curriculum in Leadership, Entrepreneurship, and African Studies. The Academy will draw the most exceptional 15-18 year old students from all the 54 countries in Africa to attend its full-time, two year program in South Africa. The ultimate objective is to create a network of future African leaders who can collaborate to drive positive change throughout the continent. The Academy will launch in September 2008 with an initial class of 100 students and will grow to 250 students in its two-year program at full capacity. More information about the Academy is provided in the Appendix to this document, and on our website: www.africanleadershipacademy.org.

Personality Profile of the Ideal Candidate

- You are passionate about Africa and thrilled by the prospect of identifying and recruiting African youth who have the potential to become transformative ethical leaders for the continent.
- You relish launching new initiatives or programs. You enjoy the uncertainty of an entrepreneurial environment. In fact, you thrive in it.
- You are extremely driven, flexible with your working hours, and comfortable with frequent travel around the African continent.
- You are a dynamic achiever (a self-starter) who enjoys bringing a vision into reality with minimal guidance.
- You are an exceptional team player and an excellent manager, capable of motivating a team to perform at a high level.
- You are an excellent long-term strategic planner, capable of conceptualizing desired outcomes, evaluating existing programs, and identifying the steps necessary to transform the status quo into an ideal outcome.
- You relish the challenge of 'selling' an exciting vision to a wide variety of constituents across the continent, including prospective students, parents, and local community members.
- You are a strong networker across age, gender, education, religious, socioeconomic, and cultural groups.
- You embody the very type of leader the Academy aspires to create—you are an agent of positive change, and live up to our values of Integrity, Humility, Compassion, Excellence, Curiosity, and Diversity.
- You are an impressive communicator with a wide variety of audiences:
- You are well organized and a strong project manager.
- You approach unexpected challenges with characteristic optimism and an eye for new solutions.



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Desired Experience

- Extensive experience in Admissions roles across multiple educational institutions, which has allowed you to build deep insights about “building a class”, including communication to prospective students and their families, managing the application process, and identifying and evaluating candidates who can succeed in the institutional environment.
- Clear track record of success in launching new initiatives, including long-term strategic planning and project management.
- Experience adapting strategies to new or unexpected circumstances or challenges.
- Experience developing strong relationships with people from a variety of different ages, cultures, religious, and socioeconomic groups, and experience leading teams of people from across different cultural groups.
- Fluent in English and proficient in written and spoken French. Proficiency in multiple languages spoken broadly on the continent (French, Portuguese, Arabic, Swahili, Yoruba, etc.) is a plus.

Key Responsibilities

- Develop, execute on, and continuously improve our strategic plan to ensure that the Academy is meeting its objective of recruiting and selecting the most promising young leaders from across Africa.
- Identify and build deep relationships with recruiting partners including feeder schools, government agencies, and NGOs working with youth across the African continent.
- Lead the design of world-class marketing and collateral materials, including brochures, videos, and website that effectively sell African Leadership Academy to prospective students and parents around the world.
- Recruit and lead a team of 2-3 high-calibre Assistant/Associate Directors recruiting world-class students from across the African continent and around the world.
- Review student applications and preside over the selection committee.
- Communicate the African Leadership Academy vision and present the admissions process at high-profile speaking engagements and media events across the African continent.
- Provide training and ongoing professional development for admissions and other staff.

Start Date

If you are presently employed by another academic institution, you will be expected to join the Academy team on a full-time basis no later than July 1, 2007. If you are not currently employed by another academic institution, you will be expected to join on a full-time basis no later than June 1, 2007. You will join a team led by an experienced Admissions Consultant and will assume leadership of the team by late September 2007.

Salary & Benefits

A competitive salary, commensurate with your experience, will be provided. Your compensation will grow as the school grows and as you meet your performance objectives. Excellent benefits will be provided.

Application Process and Timeline

Candidates should submit a cover letter and CV to Beverly Lien at blien@africanleadershipacademy.org. The submission should include at least three professional references, including a former colleague and a supervisor.

The above materials should be sent via e-mail to blien@africanleadershipacademy.org no later than March 15, 2007. Interviews and background checks will occur upon receipt and screening of application, with final offers made no later than the end of April for work beginning in mid-2007.



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APPENDIX

Our Vision

African Leadership Academy believes that ethical leadership is the key to a prosperous and sustainable future for Africa. Opening in 2008, African Leadership Academy will be the first secondary school of its kind focused on developing and supporting the next generation of African leaders. With an innovative curriculum in leadership, entrepreneurship, and African studies, African Leadership Academy prepares talented youth from across Africa for a lifetime of leadership on the continent. In addition, African Leadership Academy is assembling a larger network of like-minded mentors, partners, and leaders to provide alumni with the long-term support system needed to lead Africa toward equitable and lasting development.

Our Offering

African Leadership Academy offers students aged 16-18 years old from all 54 African nations the opportunity to attend our two-year, coeducational boarding school. Our rigorous secondary program emphasizes the following attributes:

- Entry based on academic merit and leadership potential
- Generous financial aid for admitted students with financial need
- Integrated curriculum in Leadership, Entrepreneurship, and African Studies
- International Baccalaureate academic program
- College counseling, career placement, and ongoing alumni support

African Leadership Academy offers like-minded individuals, organizations, and alumni a growing global network of local Chapters and strategic partners committed to fostering our long-term vision.

Our Team

African Leadership Academy was founded in 2004 by Fred Swaniker, Chris Bradford, Peter Mombaur, and Acha Leke. Collectively, the founding team brings considerable experience as educators, entrepreneurs, consultants, and corporate executives in Africa and throughout the world. African Leadership Academy's Board of Advisors consists of internationally-recognized luminaries in business, leadership development, secondary education, and social entrepreneurship. Our Advisors include Sam Jonah, formerly Chairman of AngloGold Ashanti; Issac Shongwe, founder of the African Leadership Initiative; Kim Smith, founder and CEO of NewSchools Venture Fund; and Ralph Townsend, Headmaster of Winchester College.

Our Success

- African Leadership Academy **launched a pilot summer program** that enabled us to test and improve our concept and curriculum. To date, more than 170 young leaders from 16 countries have participated in this innovative program.
- African Leadership Academy received a **\$5 million investment** to build our campus at the Cradle of Humankind World Heritage Site outside Johannesburg, South Africa.
- Co-founders Fred Swaniker and Chris Bradford were named Echoing Green Fellowship winners and described as two of the **“15 best emerging social entrepreneurs in the world.”**