



A training ground for future generations of African leaders
www.africanleadershipacademy.com

SEARCH FOR FOUNDING HEAD OF SCHOOL

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 its founding Head of School. This is a once-in-a-lifetime opportunity for a dynamic, innovative educator to launch an exceptional educational institution that aims to change the face of Africa.

About the Academy

The Academy is founded on the philosophy that a new generation of ethical, committed leaders is the key to Africa's long-term development. The Academy's vision is to be the training ground for these future leaders of Africa. It will be a world-class high school offering an International Baccalaureate curriculum with a unique focus on Leadership, Entrepreneurship, and African Studies (the LEA curriculum). The Academy will draw the most exceptional 15-18 year old students from all 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 Africa. 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. The Academy team has raised over 80% of the initial US \$5 million it required to launch the project—primarily from individual donors—and continues to build its fund-raising momentum. More information about the Academy is provided in the appendix to this document, and on our website: www.africanleadershipacademy.com

Personality Profile of the Ideal Candidate

- You are a world-class educator who is passionate about Africa and excited about developing high-potential African youth into outstanding, ethical leaders for the continent.
- You have a track record of success in launching new educational ventures and initiatives. 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 inter and intra-continental travel.
- You are a dynamic achiever (a self-starter) that can seize a vision and transform it into reality with minimal guidance.
- You are an innovative educator, willing to try new approaches to achieve desired objectives.
- You are a strong networker across age, education & cultural groups.
- You are an exceptional team player and an excellent manager, capable of motivating a team to perform at its best.
- You embody the very type of leader the Academy aspires to create—you are an agent of positive change, and you live our values of Integrity, Humility, Compassion, Excellence, Curiosity, and Diversity.
- You are an impressive public speaker.
- You enjoy 'selling' an exciting vision to prospective funders, parents, students, and staff.
- You are comfortable occupying a high-profile position that entails frequent interactions with the media and with very prominent individuals.
- You are a good organiser and project manager.

Desired Experience

- Hands-on administrative experience in an educational institution (preferably in a top-tier secondary school)
- Clear track record of entrepreneurial success (e.g. previously launched an educational institution from scratch, or launched new initiatives within established institutions)

- Experience managing a multi-cultural group of students and staff
- Track record of success in fund-raising
- Previously worked and/or travelled extensively throughout Africa
- Understanding of/experience with International Baccalaureate Diploma programme.

Role & Responsibilities

Between August 2006 and June 2007—before joining on a full-time basis

- Recruit key staff (founding teaching and administrative staff)
- Participate in key fund-raising meetings (in conjunction with the CEO/Founders)
- Assist in curriculum development

After June 2007—working with the Academy on a full-time basis

- Participate actively in recruiting initial set of students (from selected African countries)
- Drive key start-up decisions (e.g. campus set-up, student selection, school operating policies, etc.)
- Manage school staff and overall campus operations
- Drive overall academic performance of the school
- Manage relations with media, prominent guest speakers, parents, etc. as the “Face” of the school
- Assist with fund-raising as and when needed.

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 in June 2007 (to allow a 1-year transition period from your current academic institution.) However, in the interim period, you will be expected to join the Academy team during any vacation periods, to participate in weekly conference calls, and to attend critical meetings with the Academy team. If you are available to join the Academy immediately, your start date would be late 2006.

Salary & Benefits

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

Application Process and Timeline

Interested candidates should submit a cover letter and CV/resume to Frederick Swaniker, CEO of African Leadership Academy, at fswaniker@africanleadershipacademy.com. This letter should be accompanied by three letters of recommendation from a:

- Former/current parent
- Former/current colleague
- Supervisor/former supervisor

The above materials should be sent via e-mail to fswaniker@africanleadershipacademy.com no later than June 30th, 2006. Interviews will occur in July 2006, and references and background checks will occur in August. The final offer will be made at the end of August.

APPENDIX: AFRICAN LEADERSHIP ACADEMY

Our Vision

... to be the training ground for future generations of African leaders

Our Mission

... to educate and develop outstanding students into principled, ethical leaders for Africa.

Our Values

Great leaders find strength in a robust system of values. At African Leadership Academy, six core values form the foundation of our program. Our faculty, guest speakers, and mentors will embody these values. Students will be expected to uphold these values throughout their time at the Academy and long after they have left our campus.

Integrity

We are people of our word, with the courage to do what is right.

Curiosity

We challenge the status quo and take the initiative to pursue new ideas.

Humility

We are thankful for our opportunities and are aware of our limitations.

Compassion

We empathize with and care for those around us.

Diversity

We respect all people and believe that difference should be celebrated.

Excellence

We have high standards for our own achievement and celebrate the achievements of others.

Our Philosophy

African Leadership Academy is founded on the belief that a new generation of selfless, committed leaders is the key to Africa's development. These leaders must be well educated. They must have a value system oriented towards public service. And they must be able to understand and cooperate with fellow leaders from across the continent. New leaders in the business community must be entrepreneurs, with the ability to create large-scale, indigenous businesses that will generate employment, stimulate economic growth, and help eradicate poverty on the continent.

African Leadership Academy aims to groom such leaders. Beginning in September 2007, the Academy will recruit the most talented 15-18 year old students from the 54 countries in Africa to spend their final two years of secondary school at our campus in South Africa. At our coeducational boarding school, students will study a unique curriculum that equips them with the tools to function effectively as African leaders. Entry to the Academy is based solely on merit, and a significant proportion of students will receive financial assistance to facilitate this. The Academy's graduates will form a network of leaders and entrepreneurs who will collaborate to effect positive change across the African continent.

Our belief is that leaders are made, not born – that certain defining moments occur in the lives of individuals to transform ordinary people into extraordinary leaders. At the Academy, we aim to expose students to defining moments that will encourage them to demonstrate and experience leadership. The Academy experience will help young people develop their values and sense of purpose, creating a strong foundation for leadership.

The Academy's Five Distinctive Elements

Merit-Based Entry: African Leadership Academy aspires to educate talented students from all walks of life. The Academy will admit a diverse student body without regard to the students' race, gender, citizenship, religious affiliation, class, or family wealth. A multi-faceted selection process will ensure that talented students from all socioeconomic backgrounds have an opportunity to attend the Academy. To facilitate this merit-based student entry, we anticipate that at least 50% of our students will receive full scholarships to attend the Academy.

Leadership Development: Leadership will be formally taught in the school's curriculum, with the aim of instilling a robust system of values in our students. From case studies of African leaders like Nelson Mandela, Desmond Tutu, and Kwame Nkrumah, students will discover the traits of highly effective African leaders. The Academy's "Leadership Perspectives" speaker series will bring distinguished leaders from across the continent to share their experiences with students. Each student will also receive individual leadership coaching from his or her personal mentor, a mid-career professional who embodies the Academy values. Students will engage in various exercises and experiences designed to develop their 'emotional intelligence,' which is a hallmark of highly effective leaders. Finally, students will be required to plan and participate in community projects that challenge them to demonstrate compassion and humility while discovering public service.

Entrepreneurial Training: African Leadership Academy seeks to provide its students with the foundation and inspiration they will need to create entrepreneurial ventures on the African continent. Students will read case studies about entrepreneurs and will learn how to write business plans, raise capital, and build a great team. Speakers will act as entrepreneurial role models and will help students gain the confidence required to one day embark upon their own entrepreneurial journeys. An annual business plan competition for seniors with a cash award will motivate students to think about the types of organizations they someday want to create and lead. Finally, the Academy will have student-run businesses (including the bookstore, the theatre, and a café) on campus in which students will hone their entrepreneurial skills.

Pan-African Focus: The Academy will provide students with a deep understanding of the African experience. Such an understanding is essential if our future leaders are to learn from the successes and failures of the past. In our unique African Studies curriculum, students will study African history, literature, geography, and languages, and they will develop an appreciation for Africa's cultures and customs. The diversity within the student body will allow graduates to develop a network of peers from across the continent. These experiences will enable Academy graduates to think on a pan-African scale and function effectively across the continent.

Expertise in University and Career Placement: African Leadership Academy will help students gain admission to the world's premiere universities. The Academy will provide students with expert guidance in navigating the university admissions process. We will ensure that our graduates have a strong chance of gaining admission to and scholarship assistance from the universities that best match their interests and needs. After students have left for university, the Academy's careers office will maintain contact with graduates, alerting them to job opportunities and enabling them to build a career on the continent.

The Founding Team

Fred Swaniker, *Founder & Chief Executive Officer*

Fred is a Ghanaian with a Pan-African background, is the founder and CEO of the African Leadership Academy. Fred has a proven track record as an entrepreneur, particularly in the educational arena. Fred brings the experience of launching and managing private educational institutions of excellence in Africa. For the past nine years, Fred has been a director of one of the top-performing private elementary schools in Botswana – *Mount Pleasant English Medium School*. More recently, Fred led the launch of The Summer Academy at Cape Town. In the short space of 9 months, Fred led a team of 7 full-time individuals to secure a campus, recruit a teaching staff, develop the school's curriculum, and recruit 71 students from 13 countries to the inaugural summer program in June 2005. Fred also gained entrepreneurial experience when he helped to launch *Synexa Life Sciences*, a biotechnology company in Cape Town that today employs 13 South African PhD scientists. Two of Fred's entrepreneurial experiences are the subjects of case studies at top business schools: The *Mount Pleasant* case was recently taught at Stanford University's Graduate School of Business, while the *Synexa Life Sciences* case is currently being written at the University of Cape Town's Centre for Entrepreneurship. In addition to these entrepreneurial experiences, Fred has worked as a consultant for *McKinsey and Company*, where he provided strategic advice to the management teams of large companies in Ghana, Nigeria, Tanzania, and South Africa.

Fred has an MBA degree from the Stanford University Graduate School of Business, where he was named an *Arjay Miller Scholar*, a distinction awarded to the top ten percent of each graduating class. Fred also holds a B.A. degree *magna cum laude* in economics from Macalester College in St. Paul, Minnesota, USA.

Chris Bradford, *Co-Founder & Chief Operating Officer*

Chris is currently based in Menlo Park, California, where he is establishing fundraising operations for the Academy in the United States and leading African Leadership Academy curriculum development activities. Chris joined African Leadership Academy with experience in the corporate, educational, and grantmaking sectors.

Chris has worked in brand management with the Procter and Gamble Company and as a Consultant with the Boston Consulting Group in Chicago. In Africa, Chris helped launch the Summer Academy at Cape Town in 2004 by leading concept testing, curricular and marketing plan development, and teaching in the program. An experienced teacher, Chris was a Peter Ling Teaching Fellow at Oundle School, one of the largest coeducational boarding schools in the United Kingdom. At Oundle School, Chris taught GCSE science and A-level economics courses and counseled students interested in attending universities in the USA. Today, his former students are undergraduates at universities including Oxford, Cambridge, Stanford, Dartmouth, and the London School of Economics. He also brings grantmaking experience with The Broad Foundation, one of the leading educational foundations in the United States.

Chris has a BA degree *summa cum laude* from Yale University, an MA in Education Administration from Stanford University, and an MBA from Stanford University. At Stanford's Graduate School of Business, Chris was named one of five *Siebel Scholars* in recognition of his academic excellence and extracurricular leadership.

Acha Leke, *Co-Founder (not an executive of ALA)*

Acha, a native of Cameroon, is a Partner of *McKinsey & Company*, based in the Johannesburg office. At McKinsey, Acha has served a broad range of clients across Africa in fields including telecom, health care, oil & gas, and banking. His client projects have included strategic investment decisions, business building, growth strategy, and turnarounds. He started his career with McKinsey & Company in the USA and transferred to the Johannesburg office in 2002 to drive the Firm's expansion across Sub

Saharan Africa. This work has taken Acha to South Africa, Nigeria, Kenya, Uganda, Cote d'Ivoire, Senegal, and Botswana amongst others. Acha is the first black Partner elected by McKinsey's Johannesburg office. Prior to joining McKinsey, Acha worked for 3 years as a part-time consultant to electronics and telecommunications companies in Silicon Valley, California, USA.

Acha has a Ph.D. in Electrical Engineering, an M.S. in Electrical Engineering, and an M.S. in Industrial Engineering and Engineering Management from Stanford University. He also holds a B.S degree in Electrical Engineering *summa cum laude*, with a minor in Economics, from the Georgia Institute of Technology. At Georgia Tech, Acha graduated as Valedictorian, making him the first black Valedictorian in the university's history. Acha is fluent in both English and French.

Peter Mombaur, Co-Founder (not an executive of ALA)

Peter is a German citizen who has spent much of his professional life in Africa. Peter has spent the past four years based in Nigeria, where he is an independent consultant to *United Bank of Africa*, the third largest bank in Nigeria. Peter also served as the West African CEO of *Emperion*, a telecommunications company providing Satellite and VSAT connectivity for some of the largest corporations in Nigeria. Prior to this work, Peter was an Engagement Manager for *McKinsey & Company*, where he was based out of the Johannesburg office and did project work in Kenya, South Africa, Ghana, Tanzania, and Nigeria. As an entrepreneur on the African continent and an advisor to companies in many African industries, Peter was struck by the impact of ineffective leadership on business on the continent. He firmly believes that a new generation of leaders is required to spur economic growth in Africa

Peter's university education took place in Germany, where he received a Master's degree with honors in Mechanical Engineering from the University of Aachen, an honors degree in Law from the University of Hagen, and a degree in Economics from the University of Bayreuth.

The African Leadership Academy Advisory Board

The Academy has established an Advisory Board with nine active members. This Advisory Board is comprised of respected African business executives and a number of respected educators with experience launching and managing top secondary schools throughout the world.

<p>Sir Sam Jonah President (Retired) Anglogold Ashanti PLC</p>	<p>Dudley Forde Former Rector Michaelhouse College, South Africa</p>
<p>Isaac Shongwe Founder & Chairman Letsema Blueshift Consulting, South Africa</p>	<p>Dr. Ralph Townsend Head of School Winchester College, UK</p>
<p>Foluso Phillips Founder and CEO Phillips Consulting, Nigeria</p>	<p>Dr. Myma Belo-Osagie Managing Partner Udo Udoma and Belo-Osagie, Nigeria</p>
<p>Temba Maqubela Dean of Faculty Phillips Academy, Andover, USA</p>	<p>Kim Smith Founder and Executive Chairman NewSchools Venture Fund, USA</p>
<p>Margaret Nkrumah Principal SOS International School, Ghana</p>	

