



VACANCY

Deputy Principal Academics (Full-Time)

Start date: 01 January 2027

Leading at Waterford Kamhlaba UWCSA is a unique opportunity for any educational leader who is interested in working within a global education model that promotes a culture of innovation and celebrates difference. Waterford Kamhlaba offers leaders a feeling of community and professional growth within a diverse international context.

Only suitably qualified candidates are encouraged to apply. A detailed CV and application letter should be emailed to **vacancies@waterford.sz** with the subject line **"Application – Deputy Principal Academics"**. Please make sure to label your application letter and CV with your first name e.g. Application letter – Name, CV – Name

Closing date for applications: 30 October 2026

Description of role

The school is looking to appoint an experienced and inspiring educational leader to be in charge of the academic standards and practices of the College. The Deputy Principal Academics provides pedagogical leadership across the IGCSE and IBDP, fostering concept-based, student-led, inquiry-based teaching and learning throughout the school. Working closely with the Principal, the Academic Council and the College Management Group, the successful candidate will shape the academic life of a truly international student body, uphold the highest standards of curriculum, assessment and student achievement, and play a central role in the senior leadership of the College. At Waterford Kamhlaba, we deliberately support students who join us from diverse backgrounds and educational systems, and we are looking for a leader who brings vision, energy and a deep commitment to the UWC mission.

Qualifications

- A Masters degree in Education or a related field.
- A recognised professional teaching qualification, e.g. PGCE, B.Ed., or equivalent.

Desirable

- Specific training in the International Baccalaureate (IB) and/or IGCSE frameworks.
- Professional development courses in school leadership, management, or similar topics.
- Additional certifications in Educational Leadership or Administration, Special Educational Needs (SEN), First Aid and Safeguarding, or professional certification related to curriculum development and assessment (e.g. IB educator certification).

Experience

- At least 10 years' teaching experience at high school level.
- At least 5 years' experience in a leadership or administrative role, such as Head of Department or Phase Coordinator.
- Experience with curriculum planning, student assessment, and data analysis.

Desirable

- 10 years' teaching experience with a strong track record of student achievement.
- 5 years' experience in a senior leadership role, such as Deputy Principal, Assistant Principal, or similar.
- Experience working within the IBDP, IGCSE, or UWC educational frameworks.
- Proven experience in managing school-wide initiatives, including staff development, student support services, and curriculum implementation.
- Experience in managing education programmes and working with students with diverse needs.



Responsibilities

- Provide pedagogical leadership within the IBDP and UWC frameworks, fostering concept-based, student-led, inquiry-based teaching and learning.
- Manage and lead teaching and learning, the curriculum and assessment, ensuring compliance with the College's pedagogical ideology.
- Drive the Assessment Policy, Academic Honesty Policy and other policies governing the academic programme, as well as experiential and outdoor education provision.
- Chair the Academic Council, line-manage and appraise Phase Coordinators and Heads of Department, and lead teacher performance management.
- Oversee staff allocation, recruitment, the school timetable, term calendar, the Learning Management System, examinations and the academic budget.
- Build and maintain partnerships with UWC Academic Leads, the IBO, Cambridge and other associated bodies.
- Attend Care Meetings, arrange and lead Parents' Evenings, chair Academic Review meetings and support the Student Representative Council.
- Manage the Learning Support Coordinator to ensure tailored provision for students with varying needs.
- Collaborate with the Designated Safeguarding Lead to implement the College's Safeguarding policy.
- Commitment to safeguarding and promoting the welfare of children and young people at the College.

About Waterford Kamhlaba United World College of Southern Africa

Waterford Kamhlaba United World College of Southern Africa (WK UWCSA) was the first multiracial school in Southern Africa. The school had 16 students when it started; and today it has over 600 students representing 60 nationalities, taught by staff from 18 countries. Waterford's earliest ideals of courage, leadership and equality remain at its core. The school provides opportunities for academic achievement, personal growth and leadership development for youth across Africa and the world.

Waterford Kamhlaba offers a challenging and transformational education through the International General Certificate of Secondary Education (IGCSE) and the International Baccalaureate Diploma (IB), taught by a cohort of very diverse, highly qualified and committed staff.

In 1981 Waterford joined the United World Colleges (UWC) movement, which is a global education movement that makes education a force to unite people, nations and cultures for peace and a sustainable future. It comprises a network of 18 international schools and colleges on four continents, short courses and a system of volunteer-run national committees in more than 155 countries. For more information about Waterford Kamhlaba UWCSA, please visit www.waterford.sz or follow us on social media: LinkedIn, Facebook, Twitter and Instagram.

The College reserves the right not to proceed with filling this position. An application will not entitle the applicant to further participation in the recruitment process. Failure to meet the minimum requirements of the advertised post will result in the applications automatically being disqualified. Only shortlisted candidates will be contacted. Candidates not contacted within two weeks of the closing date of the advert shall consider their application unsuccessful.