



**DURHAM**  
INTERNATIONAL  
SCHOOL



*Candidate Brief for the Position of*

**EYFS Teacher and Year Group Lead**  
**Durham International School**  
**Kenya**

To commence September 2026

# Message from the Head of Prep, Durham International School Kenya

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Thank you for your interest in working at Durham International School, Kenya.

Durham International School opened in January 2021 and has quickly established itself as a caring, vibrant and diverse learning community in Nairobi. We are committed to nurturing every child's potential and to ensuring that their experience of school is one filled with happiness where they develop a love for lifelong learning and 'Confidence for Life'.

A school's most important asset is its people. Durham is a happy place, where children and staff alike want to be. When you walk through the

door you feel a sense of belonging; I believe this is what makes us so special. Strong, genuine relationships are at the heart of an exceptional education and a happy childhood, and here at Durham every member of our community is known, valued and celebrated as an individual.

Durham's talented and dedicated staff, together with our creative curriculum and beautiful school facilities, encourage children to use their imagination, to think creatively, to explore the world around them and to strive to excel. High standards and expectations are grounded in the conviction that academic excellence and enjoyment of childhood go hand in hand.

We are a Patron Accredited member of the Council of British International Schools (COBIS). In the recent accreditation visit, COBIS commended the school on its strong relationships and the culture of kindness, support and reciprocity which is the cornerstone of life at Durham Kenya.

The Prep School is situated over two campuses, a ten minute drive from each other. The Pre-Prep School up to Year 1 (1 to 6 year olds) is located at the Thigiri campus offering a welcoming home-from-home environment for the youngest members of the school. The new purpose-built Prep School from Year 2 to Year 6 is located at the new Rosslyn Campus which opened in September 2025. The expansion of the school offers all teachers tremendous opportunity for personal growth and development into new roles including departmental and other leadership positions.

Durham International School is an exciting place to teach, learn and grow and we look forward to receiving your application.

**Mrs Sue Small**



## Message from the Principal of Durham Cathedral Schools Foundation, UK

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Since 1414, in the historic city of Durham in the north of England, Durham School has been a prestigious seat of learning. Now established in Nairobi, Dubai and Doha, the vision of Durham International Schools is to deliver outstanding education to young people around the world. At the very heart of this initiative is the resolve to inspire young minds and to instil in students a 'Confidence for Life'. This stems from Durham School's long-standing tradition of academic, pastoral, sporting and cultural excellence.

The Durham International family of four schools spanning three continents has quickly established its global reputation of delivering an inspirational education and providing its teachers exciting and rewarding careers. Durham Kenya is the only British independent school brand currently in East Africa. The School collaborates closely with its sister schools and this extended community gives both students and teachers unique opportunities to participate in a range of network activities and events.

Now entering its 6<sup>th</sup> year of providing academic excellence to families in Nairobi, Durham Kenya has strongly established itself as a school where academic ability is fostered, creativity is valued, and diversity is celebrated. With The school is now on the cusp of significant expansion and change as it adds a second campus and takes on older children.

It is an exciting time in the growth of the school and we are seeking experienced and passionate educators to join our talented Durham International School Kenya team for the next stage of our journey.

**Dr Michael Alderson**





## Durham International School

Durham International School is a highly successful, growing school with a committed and inspirational team of teaching professionals at its heart. The school delivers the UK National Curriculum, IGCSE and Sixth Form.

Since it opened in 2021, Durham International School has exceeded expectations. It has captured the imagination of families – local and international alike – who are seeking a high-quality UK school education that goes out of its way to create a family feel and an environment where young people are able to flourish. The School currently has over 50 nationalities enrolled.

The Durham connection is of vital importance. Most obviously, this is manifested in the centrality of the MARK values and 'Confidence for Life' aspiration, but the association runs much deeper. The UK school is a part of Durham International School's governance and there is frequent contact between the schools at all levels as well as regular quality assurance visits. The schools learn from each other, and this is an important way for Durham International School to stay abreast of educational and curriculum developments in the UK.

The recent bold and exciting next stage of the school's expansion was the opening of the new purpose-built school at the Rosslyn campus in September 2025 together with the launch of the Senior School.

The School's new purpose-built state of the art Rosslyn campus is outstanding and provides an ideal opportunity to support the school's ambition to be the best international school in Nairobi. It is well-situated to serve important residential and business communities (including embassies, the UN and major organisations) and is close to the Thigiri campus, which remains the home of the Pre-Prep School up to Year 1. It is on a substantial campus that makes possible a world-class approach to holistic education, with the flexibility to adapt to current and future pedagogical developments.



## Our Mission

Our Mission is to provide a rounded education; one which inspires and nurtures a love of lifelong learning, an aspiration for achievement, respect for others, and 'Confidence for Life'.

Whilst academic life is at the heart of the school, we set out to provide a host of opportunities in sport, music and drama so that every student is given a chance to explore their potential.

## Our Aims

Within a community shaped by MORAL INTEGRITY and KINDNESS, Durham International School aims to cultivate RESPONSIBILITY, respect and AMBITION to ensure that every student can thrive, be happy and make a positive MARK in the world.

The three pillars of a Durham International School which support this aim and shape the environment where students can learn and grow are:

**Academic challenge:** providing students a lifelong appetite for learning.

**Pastoral care:** supporting students' emotional, moral and spiritual strength.

**Co-curricular opportunities:** providing opportunities to enrich and develop the individual fostering collaboration, teamwork and leadership.

We do this by nurturing and supporting our students to become:

- Thinkers who can research, evaluate, innovate, solve and create both collaboratively and independently,
- Individuals who are reflective, emotionally resilient, and effective communicators.
- Global citizens who act with responsibility and humility and are ready to make a positive contribution to society.



# Our Values

## The MARK of a Durham Education

### MORAL INTEGRITY

Choosing what is right, even when it is difficult.  
Integrity is the foundation of trust, respect, and true character.

*"The time is always right to do what is right."*

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### AMBITION

The drive to dream big, to persevere, and achieve one's full potential.  
Ambition turns vision into reality.

*"Aim for the moon. Even if you miss, you'll land among the stars."*

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### RESPONSIBILITY

Taking ownership of our words, actions, and choices.  
Responsibility develops accountability, strengthens character, and builds confidence.

*"You are always responsible for how you act, no matter how you feel."*

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### KINDNESS

The simple act of caring, sharing, and showing respect.  
Kindness has the power to inspire, to heal, and to change lives.

*"If you can be anything, be kind."*

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**Together, these values guide us — shaping who we are and who we aspire to become**

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# Living in Nairobi



One of Africa's most dynamic cities, Nairobi is a vital commercial and financial hub and home to the regional headquarters of major international companies and organisations, including the United Nations. Nairobi's growth rate has been one of the highest of any African city, with major real estate projects making up its burgeoning skyline.

Modern Nairobi is still considered the Safari Capital of Africa, with Nairobi National Park only 20 minutes from the centre of town, where lions and rhinos can be seen with a backdrop of skyscrapers and landing planes. With spectacular game parks all over the country and a stunning Indian Ocean coastline on your doorstep, there is plenty to see and do.

Nairobi boasts a vibrant social scene, with its cosmopolitan community offering an incredible variety of cuisines from around the world. From luxury hotels and fine dining restaurants to lively markets and local eateries, there's something to suit every taste and budget. The city's many coffee houses have become favourite spots for both business meetings and relaxed catch-ups with friends.

Nairobi has numerous shopping malls as well as large supermarket chains, complemented by local produce markets offering fresh fruit and vegetables bought directly from farmers. Local craft markets offer an excellent choice of handmade items such as clothes, art, jewellery and footwear.

Life in Kenya can also have its frustrations. Power cuts do happen, bureaucracy can be difficult, and real poverty exists in many areas. Personal security requires a degree of caution in some areas, as it does in almost every big city.

With its warm and friendly local population, great schools, a number of good private hospitals and a near-perfect climate, many expats have chosen to settle in this "green city in the sun", enjoying the wonderful quality of life it offers.

# Job Description

**Title:** EYFS Teacher and Year Group Lead

**Reporting to:** The Headteacher

**Location:** Nairobi, Kenya

## Summary of Responsibilities and Accountabilities:

- All professional duties including planning, continuous provision, ongoing formative assessment, giving feedback and reporting.
- Maintaining effective communication with parents.
- The pastoral care, safeguarding and promoting the wellbeing of all students.
- Contributing to the busy life of the school through the co-curricular programme.
- Supporting and driving the ethos, aims and values of the school.
- Ensuring every child is included and achieves to their full potential.
- All staff are expected to conduct themselves in accordance with the School's Code of Conduct.



## Specific Duties

### Teaching & Learning and Assessment

- Plan and prepare learning activities and experiences for all children in line with the EYFS framework and the Early Learning Goals.
- Deliver a broad and balanced creative education, which enables every child to develop to their maximum potential, in a dynamic and caring environment.
- Ensure the characteristics of effective learning underpin every learning experience and that all children are engaged, motivated and thinking critically.
- Develop Literacy and Numeracy in cross-curricular ways.





- Using observations and knowledge of the children and their interests, effectively plan for continuous provision in the learning environment.
- Create and maintain a well-managed and stimulating class environment which promotes positive learning.
- Contribute to the Year Group team planning and organisation.
- Establish and manage good relationships with parents/carers as partners in their children's learning.
- Continuously observe, track, record and report on the learning, progress and attainment of every child.
- Communicate and consult with parents regarding the academic, physical, social and emotional development of their children.



## Pastoral Care and Promoting the Wellbeing of Students:

- Incorporate the school's mission, aims and core values into your working practice and be a positive role model to others.
- Foster the personal, social and emotional development of all students.
- Provide guidance and advice to students and parents on educational and social matters.
- Maintain high standards of behaviour and safeguard students' health and safety both on the School premises and during school visits elsewhere.
- Maintain and promote high standards of health and hygiene in the School.



## Other Responsibilities:

- Contribute to the busy life of the school through the extra-curricular programme.
- Attend and contribute to staff meetings and discussions.
- Actively participate in school activities such as assemblies, concerts, workshops, sports days, Open Days, School trips and fundraising ventures.

- Engage in continual self-assessment and keep current with curriculum and educational developments.
- Contribute to the continuous cycle of improvement of curriculum, schemes of work and resources within the school.



## Person Specification

The successful candidate will:

- Fully qualified teacher with a minimum of 4 years teaching experience
- Have a valid Teacher Services Commission Certificate (if applying from Kenya) or a PGCE or Qualified Teacher Status (for overseas applicants).
- An enthusiastic and passionate educator
- A team player
- Excellent interpersonal skills with students, colleagues and parents
- Adventurous, adaptable and excited by new experiences



## Remuneration Terms and Conditions

- The initial contract is for a period of two years, renewable thereafter.
- Attractive remuneration package in line with responsibilities and experience of the candidate.
- Benefits include medical insurance and pension.

## Application Process

Interested applicants are invited to send an application by email to [hr@durhamkenya.com](mailto:hr@durhamkenya.com) by **14<sup>th</sup> November 2025**

Applications should include all the information listed below:

- A letter of application addressed to The Headteacher, Prep School, of no more than one side of A4 explaining why you would like this role and the skills and experiences you can bring to it.
- A fully completed Durham International School Application Form – [Click here](#)
- The names and accurate addresses, email addresses and telephone numbers of three referees, one of whom must be your current employer, to be completed in full in the Application Form.



Please be advised that an incomplete Application Form or an application that does not provide a Covering Letter and Durham International School Application Form as stipulated, will unfortunately not be considered.

## The Interview

Only short-listed applicants will be contacted for interviews. All interviews will be held online.

**Applications will be reviewed as they are received, and the school reserves the right to make an earlier appointment.**

We would recommend that candidates apply at the earliest possible time.

## Confidentiality

References will only be requested at short-list stage and we will let you know before we approach referees.

We will not contact your present school unless you reach the short-list and applications can be kept confidential until then. Please contact [hr@durhamkenya.com](mailto:hr@durhamkenya.com) if you have any specific concerns.

## Start date

Candidates should be available to start last week August 2026.

## Safeguarding and Child Protection

Durham International School is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. All applicants must be willing to undergo the appropriate pre-employment checks relevant to the role.

Applicants will be expected to show evidence of their most up-to-date child protection screening details including a police clearance from each country they have worked in and Disclosure and Barring Service (DBS) record where relevant. Checks will also be made with past employers.

## Equal Opportunities Statement

At Durham International School we strive to create a supportive and nurturing environment for all individuals. We are dedicated to promoting equality and diversity, providing a level playing field for all our staff and students. We aim to foster an inclusive culture where diversity is celebrated and where everyone feels empowered and encouraged to reach their full potential.

## More Information

For more details see: [www.durhamkenya.com](http://www.durhamkenya.com)

