



DURHAM
INTERNATIONAL
SCHOOL



Candidate Brief for the Position of

Lead English Teacher : Senior School
Durham International School
Kenya

For September 2026

Message from the Principal, Durham International School



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

It is a very exciting time to be joining Durham International School. The School opened in January 2021 and has quickly established itself as a caring, vibrant and diverse learning community in Nairobi. As a Prep School, it has grown rapidly and it has continued to develop with the opening of a new purpose-built state of the art Senior School on a large site in September 2025. Students have initially started in Years 7 to 9 and are following the UK curriculum working towards both IGCSE and Sixth Form.

Our new Rosslyn campus is located a short distance from the original Prep School at Thigiri which is adjacent to the beautiful Karura Forest with its indigenous trees and many natural pathways for walking, running and cycling. The expansion of the school offers staff tremendous opportunity for personal growth and development into new roles including departmental and leadership roles.

A school's most important asset is its people and we are looking for hardworking, professional and enthusiastic individuals who are keen to become members of the Durham International School staff team. You will need to have the knowledge and experience to build and develop an academic department within your specialism as well as contribute to shaping the overall culture and direction of the school. In these early years you will need to have the flexibility to contribute in a range of areas including co-curricular activities and pastoral care. It would be also advantageous to offer a second subject.

We aim for academic excellence where high standards and expectations of learning in the classroom ensure students are fully engaged and make rapid progress. Our young people are encouraged to use their imagination, to think creatively, to explore the world around them and to strive to excel.

We are committed to nurturing every young person's potential and to ensuring that their experience of school is one filled with happiness where they develop a love for lifelong learning, respect for all and 'Confidence for Life'. We are also eager for students to take advantage of the many opportunities outside the classroom to enable them to become well-rounded individuals with the right skills for adult life.

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 International School.

I hope you are inspired by the prospect of joining Durham International School at this pivotal time in its history and for contributing to the staff team of the Senior School on this amazing new campus. Together we will continue this journey to equip our next generation with the skills and confidence for life.

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

Mr Peter Harris

Message from the Principal of Durham Cathedral Schools Foundation, UK



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 6th 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 stage of the school's expansion is the opening of a new purpose-built school. The launch of the Senior School has coincided with the opening of the new campus in September 2025.

The School's new purpose-built state of the art campus is outstanding. It is well-situated to serve important residential and business communities (including embassies, the UN and major organisations) close to the current school, which will remain the home of the Pre-Prep School up to Year 1 and it provides an ideal opportunity to support the school's ambition to be the best international school in Nairobi. It is on a substantial campus that will make 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."

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."

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."

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."

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

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.

The Role

We seek to appoint a Lead English Teacher in the Senior School with experience of teaching the UK curriculum up to IGCSE Level, and ideally to A Level or IB, for September 2026.

It is our ambition to become the best international school in Nairobi. This will require world-class teachers and leaders, committed to achieving the highest standards of teaching and learning. We are also passionate about the deeply personal community where every student is known individually, a child-centred approach, a strong focus on wellbeing, and a rounded education with the MARK values permeating every aspect of the student experience.

The successful candidate will have excellent knowledge and experience of teaching the UK English curriculum up to IGCSE and Sixth Form. You will have the initiative to develop the English curriculum including creating the schemes of work and resources, and developing wider opportunities such as trips and to develop the schemes of work and resources for English to IGCSE and Sixth Form. You will also contribute to the wider team establishing the expectations within the school.

In this early stage of the school's development everybody will need to 'muck in' and have the adaptability to contribute across a range of areas. All staff will be expected to offer some co-curricular activities and support the pastoral programme for example as a form tutor and/or



Most subjects will be taught in mixed ability groups. Class sizes will be small, not exceeding 24 students, although most groups will be smaller than this. Students of all levels are encouraged to push their intellectual curiosity beyond the remit of the framework provided by the schemes of work. We aim to create a vibrant and stimulating atmosphere in the classroom where each student is encouraged to achieve their full potential.

This is a very exciting opportunity for a current or aspiring middle leader who has both vision and an eye for the detail required in the development of a new school – someone prepared to see the big picture and who can also roll up their sleeves and get things done. This development phase will require resilience, perseverance, agile thinking and a blend of conviction and open-mindedness.

It truly could be a once-in-a-career opportunity to join a team that is shaping a new school to become the best international school in its market. The role is available from the last week of August 2026, and it is anticipated that the successful candidate will wish to engage with the Durham International School team before taking up the position.

For more information, please visit our school website www.durhamkenya.com



Job Description

Title: Lead English Teacher in the Senior School

Reporting to: The Principal

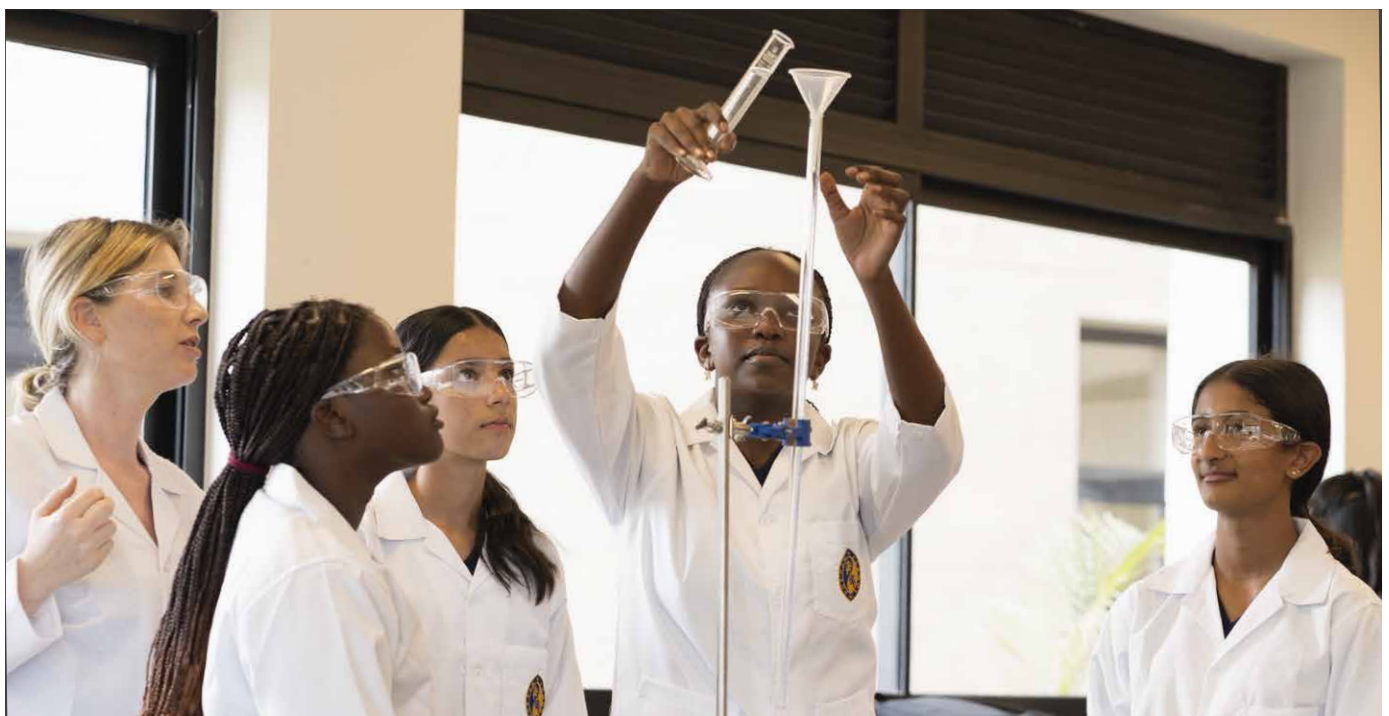
Location: Nairobi, Kenya

Summary of Responsibilities and Accountabilities:

- Produce a departmental development plan, updated annually.
- Produce and regularly update schemes of work and curriculum documents.
- Take responsibility for the demands of public examination courses.
- Mark and assess the work of potential entrants to the school as required.
- Maintain regular communication (where appropriate) with Prep School Curriculum Advisors, especially about the transition from Year 6 to Year 7.
- Contribute to the overall curriculum planning of the school.
- Plan and prepare courses and lessons in accordance with published schemes of work.
- Teach the assigned students, including setting and marking of work and assessments in line with school policy.
- Assess, record and report on the development, progress and attainment of students in line with school policy.
- Communicate with parents and inform/consult class teacher, form tutor, Head of Year, Deputy Head and/or Principal as appropriate.



- Maintain records of books and equipment assigned to the department, having due regard to security.
- Coordinate the organisation of trips within the department.
- Promote the welfare and the individual needs of the students assigned, following the requirements of the school's policies on Behaviour, Rewards and Sanctions, Health and Safety, and Safeguarding and Child Protection.
- Report requirements for maintenance and decoration of rooms within the department to the Facilities Manager.
- Make a full contribution to whole school initiatives including Open events.
- Contribute to the maintenance of the fabric of classroom and departmental areas through the creation and updating of displays.
- Contribute to the development and maintenance of electronic resources and virtual departmental areas.
- Attend parents' meetings as appropriate to the year group taught.
- Regularly attend assemblies, department meetings, staff meetings and INSET.
- Undertake a range of general duties to enable the smooth running of the school.
- Actively participate in the school's programme of co-curricular activities, events such as assemblies, plays, concerts, workshops, sports days, Open Days, trips and visits and fundraising ventures.
- Act as a Form Tutor, being responsible for morning registration, overseeing and reporting on students' pastoral and academic progress and being active in helping the students to progress. Teach some aspects of the school's PSHE programme.
- Maintain high standards of behaviour and safeguard students' health and safety both on the School premises and during school visits elsewhere.



Other Responsibilities

- To undertake such other duties which may reasonably be regarded as within the nature of the duties/responsibilities/grade of the post.
- The post holder must comply with the School's Safeguarding and Child Protection Policy.
- To undertake other reasonable requests from the Principal.

Person Specification

Qualifications, Background and Experience

The successful candidate will:

- Have a good honours degree and a teacher training qualification for the 11–18 age range.
- Have a minimum of two years teaching experience, ideally five or more years teaching experience.
- Be able to teach English up to IGCSE and A Level or IB.
- Have a valid Teacher Services Commission Certificate (if applying from Kenya) or Qualified Teacher Status (QTS) or a general education degree (for overseas applicants).
- Be a skilled classroom practitioner, having a good subject knowledge and an awareness of teaching methodology.



Personality, Attributes and Skills

- Be in support of the ethos of Durham International School.
- Be able to work within organisational procedures and meet the required standards for the role.
- Be able to work collaboratively and supportively with school colleagues.
- Be able to relate effectively to parents and to students.
- Be able to communicate clearly and effectively orally and in writing, and have effective ICT skills for both teaching and administration.
- Have a clear understanding of excellence in teaching and learning.
- Be committed to continual personal and professional development and be reflective and able to learn from past experience.
- Be resilient and demonstrate an ability to work well under pressure.
- Display commitment to the protection and safeguarding of children and young people, and be able to form and maintain appropriate relationships.
- Be able to demonstrate an active interest in extra-curricular activities and a willingness to be involved.
- Be able to demonstrate appropriate pastoral skills.
- Be an enthusiastic and passionate educator.
- Be a team player.
- Be adventurous, adaptable and excited by new experiences.



Remuneration Terms and Conditions

- The initial contract is for a period of two years, renewable thereafter.
- Remuneration package in line with experience and qualifications, and will be commensurate with the responsibilities of the role
- Benefits include medical insurance, generous educational concessions for teachers with children and air flights for expatriate teachers.

Application Process

Interested applicants are invited to send an application by email to hr@durhamkenya.com by 14th November 2025. Applications should include all the information listed below:

- A letter of application addressed to The Principal, 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 email hr@durhamkenya.com if you have any specific concerns.

Start date

Candidates should be available to start in Nairobi the last week of 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 certificate from each country they have worked in and the Disclosure and Barring Service (DBS) record where relevant. Checks will also be made with past employers.

Prior to taking up appointment, we will then request a declaration about medical fitness, and proof of qualifications from the successful candidate.

Under the guidance set by KCSIE 2025 Durham International School will conduct an online search for all shortlisted candidates.

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 of 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



