

Integrity
Respect
Reflection
Responsibility
Innovation

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TRIDENT
PREPARATORY
LUSAKA



Candidate Pack

Class Teacher, Trident Preparatory Lusaka

For January 2027

Dear Candidate,

We are pleased to provide you with detailed information about the Class Teacher position at Trident Preparatory Lusaka (TPL).

Located on Ngwerere Road in Lusaka, opposite Bonanza Golf Estate, Trident Preparatory Lusaka was established in January 2022 as part of the Trident Schools Group, extending the group's commitment to providing high-quality, internationally recognised education to families in Lusaka and the surrounding communities.

Since opening, TPL has experienced steady growth and has developed into a thriving independent primary school. The school currently caters for learners from Pre-Nursery to Year 6 and continues to attract families seeking a nurturing, academically rigorous and future-focused education within a supportive community environment.

TPL delivers the Cambridge International Primary Curriculum in the core subjects of English, Mathematics and Science, complemented by Humanities, French, Music and a broad co-curricular programme. At the end of Year 6, learners participate in the Cambridge Primary Checkpoint assessments, providing an internationally benchmarked measure of achievement and readiness for secondary education.



Learners completing their primary education at TPL have the opportunity to continue their educational journey within the wider Trident Schools family, including progression to Trident College Solwezi, alongside graduates from our sister schools, Trident Preparatory Kalumbila and Trident Preparatory Solwezi.

As proud members of ISASA (Independent Schools Association of Southern Africa) and ISAZ (Independent Schools Association of Zambia), TPL maintains strong professional links with schools across the region. These partnerships provide valuable opportunities for collaboration, the sharing of best practice, and ongoing professional development, ensuring that our teachers remain at the forefront of effective teaching and learning.

At the heart of TPL is a commitment to developing confident, responsible and reflective learners who embody our core values of Respect, Responsibility, Innovation, Integrity, Industry and Reflection. We seek teachers who share this vision and are passionate about making a meaningful difference in the lives of young people.

Austin Clarke

Executive Head – Trident Schools



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Educore Services provides leading education through the following network of schools
- Frontier, Sentinel, Trident and the Educore Academy

1. Introduction to Educore Services

1.1 Overview

Educore was established in 2013 with the vision of creating a generation of engaged, enlightened and empowered learners and teachers. Our mission is to provide quality education through our family of schools, institutions and programmes. We are dedicated to nurturing the potential of every learner and fostering a culture of academic excellence, holistic development and global citizenship. Through high-quality teaching, community engagement and carefully curated learning environments, we aim to empower our learners, educators and staff to have a positive impact on the people and communities around them.

The Educore group currently comprises eight schools and a teacher training academy situated across Solwezi, Kalumbila Town and Lusaka. The schools collaborate closely, with staff and leaders working together to pursue collective excellence and continuously improve educational standards—not only within our own schools but across the wider region.

Educore Services			
Sentinel Schools	Trident Schools	Frontier Schools	Educore Academy
Sentinel Kabitaka Secondary	Trident College	Frontier Nkisu Primary	Teacher Training
Sentinel Kabitaka Primary	Trident Prep Solwezi		Cambridge CPDQs
Sentinel Kalumbila	Trident Prep Kalumbila		CPD
	Trident Prep Lusaka		Partnerships

Group	Public Exams & Curriculum	Current student numbers
Frontier Schools	Year 7 ECZ (Examinations Council of Zambia) School Certificate Zambian National Curriculum enhanced with Cambridge Lit/Num	828
Sentinel Schools	Year 7 & Year 9 ECZ School Certificate, IGCSEs (AS & A Levels being considered). Cambridge, IPC & National Curriculum blend	1,365
Trident Schools	Preps: Year 6 Cambridge Checkpoint College: Year 9 Cambridge Checkpoint, IGCSEs, AS and A Levels Cambridge curriculum enhanced with IPC at primary stage.	626
Educore Academy	TCZ (Teaching Council of Zambia) certified CPD programmes CPDQ (Cambridge Professional Development Qualifications) Diplomas In-house programmes, training and other support.	25

1.2 Trident Schools

Vision

Trident Schools are committed to nurturing critical thinking, creativity and problem-solving skills through a meaningful, child-centred education that prepares learners to thrive in a rapidly changing world.

Mission

Our mission is to unlock the potential within every child and prepare them to embrace global citizenship through an education that develops confident, responsible and reflective young people.

The Trident journey began with Trident Preparatory Solwezi, followed by Trident College Solwezi, Trident Preparatory Kalumbila, and most recently Trident Preparatory Lusaka, which opened in 2022 to extend the Trident Schools' educational offering to families in Lusaka.

Education across all Trident schools is founded on six key pillars:

1. Academic Excellence
2. Co-Curricular Breadth and Depth
3. Pastoral Care



4. Social Responsibility
5. Teachers and Teaching
6. Sustainability

Together, these pillars provide a holistic educational experience that develops the whole child and prepares learners for success beyond school.

The Trident Schools provide an all-through educational pathway across four school sites. Trident Preparatory Lusaka, Trident Preparatory Solwezi and Trident Preparatory Kalumbila are primary schools that provide a strong foundation for learners progressing to Trident College Solwezi. All four schools are fully co-educational.

While the preparatory schools are day schools, Trident College offers both boarding and day school options. Across the group, Trident provides an outstanding education with an international outlook, primarily serving Zambian learners from across the country.

The Trident Schools deliver the Cambridge International Curriculum, with learners completing Cambridge Primary Checkpoint Assessments in Year 6, followed by IGCSE and A Level qualifications at Trident College. All schools benefit from attractive campuses, excellent facilities and extensive sporting and co-curricular opportunities.



2.0 Information about Trident Preparatory Lusaka

2.1 The Six Pillars

The education provided at Trident Preparatory Lusaka aims to develop learners who demonstrate self-discipline, confidence, intellectual curiosity and a sense of adventure. We encourage our learners to become adaptable young people who can contribute positively within a team while also developing the leadership skills to guide and inspire others.

Every day, our learners demonstrate the importance of our shared values, and we are continually proud of their community spirit, positive attitudes and respectful approach.

A Trident education is built upon our six pillars. At Trident Preparatory Lusaka, these pillars are reflected in the following ways:



Academic Excellence

At Trident Preparatory Lusaka, we believe that academic excellence is achieved through high expectations, quality teaching and a commitment to understanding every child as an individual learner.

Our curriculum is designed to prepare learners for the future by developing strong foundations in knowledge, skills, critical thinking and problem-solving. Through the Cambridge International Primary Curriculum, our learners are encouraged to become independent thinkers who can apply their learning confidently in different contexts.

Academic progress is carefully monitored through a combination of internal assessment and internationally benchmarked assessments. Learners complete Cambridge Primary Checkpoint Assessments at the end of Year 6, providing an external measure of achievement and readiness for secondary education.

Trident Preparatory Lusaka is proud of the progress and achievements of its learners and remains committed to continuous improvement and maintaining high academic standards.

Co-Curricular Breadth and Depth

At Trident, we believe that education extends beyond the classroom. Our aim is to provide learners with opportunities to discover talents, develop confidence and experience success in a wide range of activities.

Trident Preparatory Lusaka offers a broad co-curricular programme including sports, creative arts, music, technology and enrichment activities. Opportunities include football, netball, swimming, athletics, hockey, golf, chess, robotics, coding, gymnastics, tennis and many others.

Through participation in these activities, learners develop teamwork, perseverance, leadership and resilience.

Outdoor Education is an important part of the wider Trident experience. Through carefully planned outdoor experiences, learners develop independence, problem-solving skills, teamwork and an appreciation of the world around them.

Pastoral Care

At Trident Preparatory Lusaka, the wellbeing of every learner is central to school life. Our primary goal is to ensure that every child feels safe, valued, supported and happy.

Teachers play a vital role in pastoral care by developing strong relationships with learners and families. Through these relationships, teachers become trusted points of support and guidance.

We are committed to developing confident, self-reliant and responsible young people who are prepared to make a positive contribution to society. This is achieved through the deliberate promotion of our core values:



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- Respect
- Responsibility
- Innovation
- Integrity
- Industry
- Reflection

These values are embedded throughout daily school life and guide the way we interact with one another as a community. Our parents and learners strongly identify with these values, particularly respect and responsibility, and we work closely with families to ensure that they are lived and demonstrated both within and beyond the school.

Social Responsibility

At Trident, we believe that education should inspire learners to understand their role within their communities and the wider world.

Through service opportunities, community engagement and collaborative initiatives, learners develop empathy, compassion and an understanding of the importance of contributing positively to society.

Our goal is to nurture young people who recognise the value of meaningful partnerships, respect diverse experiences and understand that they have the ability to create positive change.

Through these experiences, Trident aims to develop compassionate, socially responsible individuals who leave school ready to contribute meaningfully to their communities and beyond.

Teachers and Teaching

A classroom at Trident Preparatory Lusaka (TPL) is a place of purposeful, active learning where pupils are encouraged to think critically, ask questions, solve problems and develop independence as learners. We believe that education should extend beyond the acquisition of knowledge; therefore, teaching and learning at TPL focuses on analysis, creativity, collaboration and the application of skills in meaningful contexts.

Teachers are expected to demonstrate a strong understanding of contemporary educational developments, including the impact of emerging technologies such as Artificial Intelligence on teaching and learning. Staff are encouraged to reflect continuously on their practice, use assessment data intelligently to inform instruction, and collaborate with colleagues to improve outcomes for all learners.

TPL places strong emphasis on a growth mindset for both staff and pupils. Through purposeful professional development, mentoring, internal collaboration and participation in external training opportunities, we ensure that teachers are equipped to prepare pupils for a rapidly changing global environment.

As a Cambridge International Primary School, TPL combines the rigour of the Cambridge Primary Curriculum with innovative approaches that develop confident, resilient and internationally minded learners. Our curriculum is enhanced through specialist teaching, including French, ICT, swimming, sports and a wide range of co-curricular opportunities.

A key strength identified through stakeholder feedback is the personalised attention and strong relationships that exist between teachers and pupils. With small class sizes and a strong pastoral ethos, TPL is able to understand individual learner needs and provide targeted support to help every child reach their potential.

Sustainability and Strategic Development

The long-term success of Trident Preparatory Lusaka is built on a clear commitment to sustainable growth, educational excellence and strong community relationships. Since opening in January 2022, TPL has grown from a founding cohort of 24 pupils to a thriving primary school serving more than 100 learners from Pre-Nursery to Year 6.



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Sustainability at TPL is underpinned by a balanced approach combining:

- Strategic enrolment growth and effective marketing;
- Sound financial planning and responsible resource management;
- Continued investment in facilities and infrastructure;
- High-quality teaching and learning;
- Strong parent partnerships and community engagement;
- Innovation and adaptability in response to global educational developments.

The Headteacher works closely with the Senior Leadership Team, staff, parents, governing stakeholders and external professional networks to ensure that the school continues to develop strategically while maintaining the personal, family-centred ethos that defines TPL.

TPL's future development includes continued expansion of academic provision, strengthening of specialist programmes, enhancement of learning support structures, investment in digital learning, and ensuring that pupils are prepared for successful progression into secondary education and beyond.

2.2 Location

Trident Preparatory Lusaka is located on Ngwerere Road, Lusaka, Zambia, opposite Bonanza Golf Estate. The school enjoys a peaceful and spacious environment that provides an excellent setting for learning, outdoor activities and community engagement.

Lusaka is Zambia's vibrant capital city and serves as the country's centre for business, government, education and international connections. The city offers a diverse cultural environment, excellent opportunities for professional networking and access to a wide range of educational, sporting and recreational facilities.

TPL's campus has developed significantly since its establishment and currently includes:

- Purpose-built classrooms;
- Administration facilities;
- Staffroom and collaborative spaces;
- Library;
- Multipurpose learning area;
- Swimming pool;
- Sports field;
- Borehole water supply and solar energy infrastructure.

The school environment reflects TPL's commitment to creating a safe, stimulating and attractive learning space where pupils can thrive academically, socially and physically.

2.3 Staffing

The school has grown alongside a dedicated professional team of teachers, teaching assistants, administrative staff and support personnel. The staff structure continues to develop as the school expands, with a strong focus on maintaining high-quality teaching, effective pastoral care and individualised learner support.

TPL's small-school environment allows staff to know pupils well, build strong relationships with families and provide a personalised approach to education.

2.4 Affiliations and Accreditation

Trident Preparatory Lusaka is proud to be affiliated with:

- Independent Schools Association of Zambia (ISAZ);
- Independent Schools Association of Southern Africa (ISASA);
- Cambridge Assessment International Education (CAIE) as an approved Cambridge Primary School and examination centre.

The school follows the Cambridge Primary Curriculum in English, Mathematics, Science and Humanities. We offer French from Reception to Year 6, and a broad co-curricular programme.

TPL is committed to maintaining recognised international standards through continuous improvement, professional development and engagement with quality assurance processes.

2.5 Pastoral Care and Pupil Development

The teacher will:

- Ensure the highest standards of pupil wellbeing and safeguarding;
- Promote the TPL values of Respect, Responsibility, Innovation, Integrity, Industry and Reflection;
- Develop a positive school culture where every child feels valued and supported;
- Ensure effective behaviour management systems;
- Strengthen pastoral programmes, assemblies and character education;
- Maintain strong communication with families.
- Excellent communication skills with pupils, parents and staff;
- Ability to work effectively within a multicultural environment;
- Strategic thinking and financial awareness;
- Commitment to safeguarding and child-centred education;
- A passion for developing young learners and supporting teachers.

3. Job Description – Primary Teacher

3.1 Job Purpose

1. To deliver a broad, balanced, relevant, and differentiated curriculum that supports a designated subject or curriculum area as required.
2. To assess, monitor, and maintain high teaching standards that support the progress and development of all students.
3. To create a learning environment that enables every student to achieve their individual potential and raises overall attainment.
4. To support the school's wider curriculum and its commitment to students' personal and academic growth.

3.2 Qualifications Experience

1. Diploma in Education (minimum) with Bachelor's Degree or Post-Graduate Degree (preferable).
2. Experience in primary and international schools as relevant to the post.

3.3 Qualities

1. Interpersonal skills, self-motivation, communication skills, good rapport with children and parents.
2. Able to establish good relationships with the community.
3. Able to teach clubs and/or sports to the relevant standard.
4. Able to organise school events such as cultural evenings/plays/sports events/class trips.

3.4 Responsibilities

3.4.1 Teaching

1. Deliver high-quality teaching across the relevant key stages, using effective modern teaching methods and secure knowledge of the Cambridge Primary Curriculum.
2. Plan and teach lessons that meet key stage requirements, inspire active learning, and set clear expectations for achievement, behaviour, and effort.
3. Act as a positive role model and maintain a safe, disciplined, and high-quality classroom environment.
4. Keep accurate records, complete required documentation, and use EdAdmin effectively to track student learning and progress.
5. Manage time well, follow school policies and procedures, and deploy classroom support staff effectively.
6. Maintain curriculum overviews, promote cross-curricular links, and keep professional knowledge up to date through ongoing development.

3.4.2 Assessment, Feedback and Tracking

1. Lead assessment and feedback in line with school and department policy, using marking and diagnostic feedback to support student progress.
2. Assess, monitor, and record students' attendance, attainment, progress, and development, keeping accurate records and completing required tracking documentation.
3. Carry out internal and external assessments, including standardised and key stage requirements, in line with school procedures.
4. Write reports within reporting cycles and communicate student progress to parents, including guidance on how they can support improvement.

3.4.3 Staff Development

1. Continue personal development in the relevant areas including subject knowledge and teaching methods.
2. Engage actively in the Performance Management process.
3. Participate in whole school CPD programmes.
4. Take part in the staff development programme by participating in arrangements for further training and professional development.

3.4.4 Student Support and Progress

1. Serve as a Tutor when required, promoting the welfare, progress, attendance, and active participation of students and the Tutor Group as a whole.
2. Work with pastoral leaders and other relevant staff to implement student support systems and respond appropriately to student concerns.
3. Monitor student progress, maintain accurate records, and contribute to Individual Education Plans and other required reports.
4. Communicate with parents and, where appropriate, external agencies on matters relating to student welfare, in consultation with relevant staff and school leaders.
5. Contribute to PSHE, citizenship, and enterprise in line with school policy.

3.4.5 Communication, Marketing and Liaison

1. Communicate effectively with the parents of students as appropriate.
2. Where appropriate, to communicate and cooperate with persons or bodies outside the school.
3. Follow agreed policies for communications in the school.
4. Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, liaison events with partner schools, etc.

3.5 Personal Responsibilities

1. Play a full part in the life of the school, supporting its mission, ethos, and wider community.
2. Promote and follow school policies and procedures, including safeguarding, health and safety, and requirements for communal worship.
3. Maintain professional standards through ongoing development, punctual attendance at meetings, and the preparation of cover work when absent.
4. Contribute to a safe, welcoming, and well-managed school environment, including undertaking duties on a rota basis and maintaining courteous, professional relationships with colleagues, visitors, and callers.

4. Remuneration Package

Salary and benefits are competitive and will be commensurate with the responsibilities of the position.

Closing Date: 7th August 2026

Please complete this form to apply: [Click Here](#)

Shortlisted applicants will then be contacted for further details, including proof of qualifications.

Educore is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo child protection screening, including reference checks, checks with previous employers and criminal record checks