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Introduction to Educore Services

Application deadline: Friday 11th December 2027.

Start date: September 2027, or earlier.

Apply here. Shortlisted candidates will be contacted for further information.

1.1 Overview

Educore was formed 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 all our family of schools, institutions and programmes. We are dedicated to nurturing the potential of each student and fostering a culture of academic excellence, holistic development, and global citizenship. Through high-quality teaching, community engagement and curated learning environments, we aim to empower our people to have a positive impact on the people and places around them.

The Educore group currently comprises eight schools and a teacher training academy, situated across Solwezi, Kalumbila Town, and Lusaka. The schools interact very regularly, and the staff and leaders work together, with a focus on collective excellence and the intention to improve educational standards not just within our own schools, but across the 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		

Group	Public Exams & Curriculum	Current student numbers
Frontier Schools	Grade 7 ECZ (Examinations Council of Zambia) School Certificate Zambian National Curriculum enhanced with Cambridge Lit/Num	865
Sentinel Schools	Grades 7 and 9 ECZ School Certificates, IGCSEs (AS & A Levels being considered). Cambridge, IPC & National Curriculum blend	1,380
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.	643
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 Sentinel Schools

Vision: Empowering futures, enriching lives: Sentinel schools leading excellence in education.

Mission: Empower tomorrow's leaders to be self-reliant, responsible, innovative citizens who will add value to society by leading sustainable change and providing knowledge and skills for future development.

Education at all Educore schools, including the Sentinel group, is founded on our six pillars:

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

5. Teachers and Teaching
6. Sustainability

The Sentinel schools provide all-through education on three school sites, with Sentinel Kabitaka and Sentinel Kalumbila primary schools feeding Sentinel Kabitaka secondary. All three schools are fully coeducational.

While the primaries are both day schools, the secondary is blended boarding and day, with similar proportions of day to boarding scholars as at the College.

These schools offer outstanding education with an international feel to mainly Zambian students from across the country. Sentinel runs national exams (Grades 7 and 12) alongside IGCSEs, and A Levels are likely to be introduced in the coming year to align with the new (ZECF) Zambia Education Curriculum Framework. These schools all enjoy beautiful campuses and good sporting and extracurricular facilities.





1.3 Trident Schools

Vision: Unlock the potential within each child, as we prepare them to take on the mantle of global citizenship in a dynamic and changing world.

Mission: Support students to develop critical thinking and problem-solving skills through meaningful interactions and a caring, child-centred education from teachers from around the world.

Trident College runs from years 7 to 13 and is coeducational throughout. The school offers both boarding and day in all year groups, with around two thirds of the school population boarding. The prep schools run from Nursery or pre-Nursery to year 6, also coeducational. The preps are day schools, although a small Year 6 boarding house is open for those students who require it at the College.

The schools offer a blend of the Cambridge Primary curriculum in core subjects, enhanced by the IPC (International Primary Curriculum) at the prep schools, followed by IGCSE and Cambridge AS and A Levels. The curriculum reflects our pride in our diverse international cohort of students and staff and our Zambian context. The education offered deliberately channels the six pillars, with the aim of developing rounded individuals who live our values of responsibility, respect, reflection, integrity, and innovation.

Each school is situated in beautiful grounds, with exceptional sporting and extracurricular facilities.





1.4 Frontier School

Vision: Empowering learners, igniting curiosity, achieving excellence.

Mission: Transforming lives by fostering growth and building character and skills to thrive in a dynamic world.

Frontier Nkisu school, based in Kalumbila, runs from Nursery to Year 7. It was founded with the purpose of answering the significant need for outstanding education at a level affordable to the local community, giving parents who would otherwise have to fall back on the pressurised government schools a choice, and improving access to excellence through its low-cost private school model.

It is a coeducational day school which runs the national curriculum, enhanced in some areas with Cambridge and IPC and a focus on foundational skills in Literacy and Numeracy. We hope to expand this model into secondary and replicate in the future.





1.5 The Educore Academy

Vision: To enable outstanding educators to nurture and create a generation of engaged, enlightened and empowered trainees.

The Educore Academy was founded in 2014 as Zambia's first practice-based initial teacher training college. It trains a small cohort each year (25 participants this year) on a fully practice-based programme in all our Educore schools, partner schools from ISAZ and local government schools. Participants are outstanding graduates and current practitioners who undertake a fast-track one year Diploma fully embedded in schools, with the dual aim of getting excellent practitioners (who might not otherwise have considered teaching) into our classrooms, and of supporting the government in its drive to professionalise and improve the standard of teaching across the country. In 2027, the Academy is piloting an Educational Leadership PDQ in Zimbabwe, in partnership with ATS and Cambridge, and Zambia.

The Academy is certified to offer CPDQs and CPD courses and receives generous funding from donors to support its programmes.

1.6 The Educore Family

The Trident, Sentinel and Frontier schools operated by Educore Services are part of a wider family of Educore entities. Educore Foundation operates the grant-aided government KSS (Kalumbila Secondary School), and the Educore Academy. Educore works closely with regional and central government and other interested parties, and values our longstanding relationships and good reputation in the North Western Province. Looking forward, we aim to continue to deepen our presence in region, with the final aim of transforming educational opportunities in the North Western Province, the Copperbelt and Zambia.





1.7 The Six Pillars

Education at an Educore school aims to support students to develop with self-discipline, self-esteem, intellectual endeavour, and a sense of adventure. We ask our students to act as adaptable young people who can perform in a team, while stepping up to lead one when called. Every day our students demonstrate the importance of these and their own personal values to us, and we are endlessly impressed by their community spirit and well-mannered outlook.

As mentioned above, an Educore education is founded on our six pillars. In practice, this looks like:

Academic Excellence

Our blended curriculum is designed to prepare our students to enter the global workplace, with the understanding and skills needed to add value to society and thrive both nationally and internationally.

Academic delivery is benchmarked against both the Examinations Council of Zambia and Cambridge Assessment International Education standards as students progress up the school.

Co-Curricular Breadth and Depth

At Educore, we aim for balance across the curriculum, giving students opportunities to excel academically while also encouraging both mastery and breadth of experience in co-curricular activities. A wide range of activites are on offer; sports include football, athletics, hockey, rugby, basketball, netball, golf, swimming and many more. Culturally, students are involved in art, drama, singing, music, chess, dance, and other clubs aimed at enrichment as well as community engagement.

Outdoor Education plays a meaningful role in our curriculum, with every Educore student participating in at least one camp a year. Our bespoke OE programme fosters leadership, critical thinking, and other vital skills as students progress through school. By the time students leave our schools, they will have experienced various camps, ranging from camping on the school grounds in lower primary to the Adventurous Journey which forms an integral part of the Duke of Edinburgh award in the secondary schools.





Pastoral Care

Our primary goal is to ensure that every child in our care feels safe and happy. This commitment remains a cornerstone of school life, and we continuously strive to improve in this area.

We are always mindful of our mission to develop self-reliance, responsibility, innovation in our students, and to ensure they leave our schools ready to add value to society. To achieve this, we emphasise the development of a strong sense of self, guided by our core **values: integrity, reflection, responsibility, innovation, industry and respect**. Our parents and students identify strongly with these values, particularly responsibility and respect, and we always try to work together with the wider school community to achieve our mission.

Social Responsibility

At Educore, we aim for our alumni to leave school with a deep understanding of what it means to forge meaningful, mutually beneficial partnerships – especially with those who may have different backgrounds or experiences. Through practical experiences, our goal is to cultivate students who become valuable contributors to their communities and society at large.

During their time at our schools, all students, from Frontier Nkisu to Trident College, engage in service activities each year, many of which are increasingly student-led. We have established enduring partnerships with local schools, orphanages and civic organisations aimed at positively impacting the lives of our peers in the community. Our approach prioritises collaboration over donation, focusing on shared resources and capacity-building for mutual benefit.

Through these initiatives, we aim to create a legacy of compassionate, community-oriented individuals.

Teachers and Teaching

Every Educore classroom should be a place of active learning, where students are able to think critically and deeply, receive individualised attention tailored to their needs, and where the onus is on analysis and original thought over repetition of learnt facts or opinions. We expect teachers to be cognisant of global and national developments (for example, in AI and how it affects teaching & learning), and to apply intelligent rigour and continual reflection to their teaching by using student data and through collaboration with colleagues. We place significant emphasis on a growth mindset for staff as well as students and purposefully drive opportunities for internal and external CPD and ongoing training to ensure our staff are equipped to prepare their students for the paradigm shifts occurring globally.

Sustainability

The long-term success of our organisation hinges on our comprehensive sustainability strategy. Our vision is to stay at the forefront of education in Zambia for generations to come. Achieving this ambition in our private schools requires a robust approach that combines strategic marketing, sound financial planning and discipline, and an adaptive embrace of the digital revolution.

Heads and teachers from all Educore schools are encouraged to collaborate closely with each other both formally and informally, driving an atmosphere of continuous learning and deep, mutually supportive reflection. The value of our collective educational expertise lies in our capacity to be critical friends to each other, with mutually held values and similar objectives.

We make deliberate efforts at management level to align efforts and support the schools in achieving their ambitious goals.





2.2 Location

The North Western Province is situated near the Congolese and Angolan borders, and is a wild forested region hosting a number of rare bird species. Solwezi, the region's largest town, is the location of Trident College (situated inside its own game park) and Trident Prep Solwezi, and Sentinel Kabitaka primary and secondary. Solwezi is one of the fastest growing towns in Africa, with people and investment flooding in to support the mining activities taking place in the region. The town is busy and has a number of supermarkets, shops, restaurants and bars. The safety and condition of the roads have improved significantly over the last few years and Solwezi is now relatively well connected to the Copperbelt, Kalumbila and Lusaka. Multiple daily flights run from Kalumbila and Solwezi to Lusaka and other domestic destinations.

Kalumbila, 200km away from Solwezi, is home to Frontier Nkisu primary, Sentinel Kalumbila primary and Trident Prep Kalumbila. Situated deep in ancient forest, it is one of the most meticulously planned settlements in Africa, with people and investment flooding in to support the mining activities taking place at the Sentinel Mine.

Trident Prep Lusaka is in the northeastern part of Lusaka, accesible to the city but in a quieter, semi-rural area within indigenous woodland.

All school and staff facilities and housing are modern and well maintained, and enjoy the beautiful natural environments they are situated in.



Affiliations

The Sentinel and Trident schools are part of ISAZ (Independent Schools Association of Zambia) and ISASA (Independent Schools Association of Southern Africa) and are registered as Cambridge Assessment International Education (CAIE) schools and examination centres with both the Examinations Council of Zambia and the CAIE.

Job Description

Position:	Group Education Lead
Incumbent:	N/A
Reports to:	Chief Executive Officer

Date: 06.11.2026

Mission

Educore's mission is to provide outstanding educational opportunities that develop character, leadership, academic excellence and service, working in close partnership with other key stakeholders to support educational provision in North-Western Province.

Role

The Group Education Lead provides strategic leadership and oversight across all schools within the ES group. This is a senior executive role for an experienced and accomplished Headteacher who has successfully led high-performing schools and is passionate about developing leaders, improving teaching and learning, and building strong educational organisations.

The postholder will work closely with the CEO, school Heads, governing bodies and key stakeholders to ensure that every school within the group delivers an outstanding educational experience while remaining aligned with Educore's vision, values and strategic objectives.

The role focuses on developing and supporting school leaders, driving educational quality, strengthening organisational performance and ensuring that each school continues to thrive. The role also works in close partnership with the Educore Academy, recognising that Educore schools act as host schools for Academy participants. Working together with the Head of the Academy, the postholder will ensure that school-based teacher development, mentoring and classroom practice are closely aligned with Educore's educational strategy, school improvement priorities and wider organisational objectives.

Working Area	Tasks / Required Performance
1. Education	• A degree in Education or a related field • Post-graduate qualifications in educational leadership or fields related to the job description will be an advantage.
2. Experience	**Essential**: • Significant experience as a successful Headteacher or Principal. • Demonstrable record of leading high-performing schools. • Experience managing senior leaders and leadership teams. • Strong understanding of school improvement and educational quality assurance. • Experience overseeing safeguarding and student welfare systems. • Proven ability to develop people and build leadership capacity. • Experience working within complex organisations and managing multiple priorities. **Desirable**: • Experience leading multiple schools or working within a group of schools. • Experience in Africa or other international educational settings. • Familiarity with Cambridge International programmes. • Experience working with governing bodies, boards or executive leadership teams. • Experience engaging with corporate partners, sponsors or major stakeholders. • Understanding of both independent and not-for-profit educational environments. • Experience contributing to teacher education, mentoring, instructional coaching or practice-based professional development.
3. Personal Qualities	The successful candidate will demonstrate: • Exceptional educational credibility and professional judgement.

Working Area		Tasks / Required Performance
		• The ability to inspire, mentor and challenge senior leaders. • Strategic thinking combined with practical implementation skills. • High levels of emotional intelligence and interpersonal effectiveness. • Resilience, adaptability and cultural sensitivity. • Strong communication and relationship-building skills. • Integrity, humility and a commitment to service. • A genuine passion for educational excellence and student development.
4.	Organisation & Reporting	Working in close cooperation with the following staff members: • Chief Executive Officer • Chief Operations Officer • Heads and senior leaders of the Trident, Sentinel and Frontier schools • HR Manager • Head of Educore Academy • Finance Manager
5.	Key Responsibilities	**Strategic Leadership** • Lead the development and implementation of Educore's educational strategy across all schools. • Support the CEO and Board in long-term planning and educational development. • Identify opportunities for growth, innovation and continuous improvement. • Ensure alignment of school improvement plans with group-wide strategic priorities. • Contribute to the development of new educational initiatives and schools. **Leadership of Heads** • Provide professional leadership, coaching and challenge to all Heads of School. • Develop a high-performing leadership culture across the organisation. • Support Heads in setting priorities, managing performance and achieving strategic goals. • Facilitate collaboration and sharing of best practice between schools. • Lead succession planning and leadership development across the group. **Educational Quality and Standards** • Maintain oversight of teaching, learning and academic standards across all schools. • Establish clear expectations regarding educational quality and student outcomes. • Monitor academic performance, progress data and school improvement initiatives. • Promote evidence-based approaches to teaching and learning. • Ensure consistency of educational standards while recognising the distinctive character of each school. • Support Heads to establish and execute a clear vision for co-curricular learning and social responsibility, ensuring these are embedded within each school's educational offer and aligned with the organisation's values and objectives. **Safeguarding and Student Welfare** • Serve as the organisation's senior educational lead for safeguarding. • Ensure safeguarding systems, policies and practices meet international best practice. • Promote a culture where student welfare, wellbeing and protection are paramount. • Support Heads in managing complex safeguarding and pastoral matters. • Monitor compliance and conduct regular reviews across all schools.

Working Area	Tasks / Required Performance
	Staff Development and Talent Management • Lead the development of a group-wide professional learning strategy. • Strengthen teacher recruitment, induction and retention. • Promote leadership development at all levels. • Identify and nurture future school leaders. • Support performance management systems and professional growth pathways. • Work closely with the Educore Academy Lead to ensure Academy participants are effectively supported within host schools and that their school-based training strengthens teaching quality, mentoring practice and leadership capacity across the group. **Organisational Performance** • Monitor key performance indicators across all schools. • Support Heads in achieving enrolment, retention and operational objectives. • Work with school leadership teams to improve organisational effectiveness. • Ensure accountability for agreed targets and outcomes. • Contribute to risk management and organisational resilience. **Stakeholder Engagement** • Build strong relationships with First Quantum Minerals and other strategic partners. • Represent Educore professionally with government, educational and community stakeholders. • Support the CEO in maintaining positive relationships with parents, donors and external organisations. • Enhance Educore's reputation as a leading educational provider in Zambia and the region.
6. What Success Will Look Like	Within three years, the successful candidate will have: • Strengthened leadership capacity across all schools. • Established a consistent framework for educational quality and school improvement. • Strengthened teaching and learning practices across the group, creating a professional culture and school conditions that support improved student progress and learning outcomes. • Embedded robust safeguarding and wellbeing practices. • Developed a strong pipeline of future educational leaders. • Supported and strengthened the Educore Academy by ensuring that ES host schools provide strong educational leadership, high-quality mentoring, peer support, communities of practice, cross-school collaboration and a professional growth culture that enhance programme design and delivery. • Built trusted relationships with key stakeholders, including First Quantum Minerals. • Positioned Educore as one of the leading educational groups in Sub-Saharan Africa.
7. Remuneration	A competitive international package will be offered, commensurate with experience and qualifications.