Positions Announcement (Re-advertisement)

Physics Teacher: 08 January 2024
Music Teacher: 08 January 2024
What's the most valuable thing about an education? It’s not a certificate or a degree. It’s knowing that we can. Knowing that dreams can be achieved, no matter where you start or come from. Knowing that peace can be forged, no matter how far apart you are. Knowing that solutions can be found, no matter how daunting the problem may be.

Our shared world faces real challenges. Inequality. Climate change. Movements that divide us. Intolerance. And in Africa, we have the youngest population in the world, with almost 60% below age 25. To address these problems, we need to be united, committed, focused—and prepared.

That’s why Waterford Kamhlaba UWCSA and the United World College movement exist. Not to give students all the answers, but to give them the skills and confidence to seek solutions and to be positive change makers, in both Africa and the World.

We warmly welcome your interest in joining us.

The Community of Waterford Kamhlaba UWCSA
WHO WE ARE

Waterford was founded in 1963 in order to provide nonracial education in opposition to the bigotry and injustice of apartheid. Starting with just 16 boys, the school grew rapidly and attracted the children of some of South Africa’s best-known activists, including Nelson and Winnie Mandela, Walter and Albertina Sisulu, and Leah and Archbishop Desmond Tutu.

In 1981, Waterford became the 4th UWC when we joined the United World College movement, which now comprises 18 Colleges around the globe. As a United World College, we believe strongly in the power of “education as a force to unite people, nations and cultures for peace and a sustainable future”. We place a high value on deliberate diversity, including economic diversity. Currently, 26% of our students receive financial assistance and we are committed to raising this number to 40%.

Waterford Kamhlaba UWCSA has an incredible history, from its beginnings in 1963 during the apartheid era, to the present challenges of this unique decade marked by a global pandemic and the continued quest to transform the world through education and service.

Waterford Kamhlaba offers both the Cambridge IGCSE qualification and the International Baccalaureate Diploma Programme. More than 95% of our IB diploma graduates go on to tertiary education, with most receiving scholarships to attend universities in Africa, Europe and North America. We have approximately 7,000 alumni.

Engaging with, serving and learning from our broader community is a critical part of our students’ educational development and our staff’s working experience. We believe strongly in holistic education and embrace learning both in and outside the classroom. Waterford Kamhlaba’s legacy is firmly rooted in Southern Africa, in this ancient continent, and in the world. Our name reminds us of our place and purpose and the urgency to create the conditions for equity, sustainability, justice and peace to thrive.
"We are all of the earth, which does not see differences of colour, religion or race. We are Kamhlaba – all of one world."

His Majesty King Sobhuza II, Ingwenyama of Eswatini.
Student demographics

- Female: 60%
- Male: 40%
- Day students: 39%
- Boarders: 61%

- Forms 1-3: 33%
- Forms 4-5: 27%
- IB: 40%
- Eswatini: 30%
- Beyond Africa: 22%
- South Africa: 10%
- Rest of Africa: 38%
The school is looking to appoint full-time teachers who have a deep understanding of their subject areas and who have experience facilitating learning for students from diverse backgrounds. We are particularly interested in candidates with IBDP experience. We are looking for teachers who have a passion for concept-based pedagogy, student-centered teaching and learning, and the ability to develop meaningful relationships with young people. The primary role of all our teachers is to provide a holistic approach to learning for students across the three Phases of our school: post-Primary, the IGCSE and IBDP Phases.

**Qualifications**
- A Degree in a relevant subject area
- An Honours and/or Master’s Degree is preferred and would be a distinct advantage
- At least 3 years IB Diploma or A-Level teaching experience in a relevant subject area
- Professional teaching qualification e.g. PGCE

**Responsibilities**
- Teach students from diverse backgrounds, aged 12-20
- Teach across the three phases of the school: post-Primary, IGCSE and IBDP
- Work with colleagues in the departments to continually improve and align pedagogical approaches
- Contribute to the wider curriculum, outside the classroom by supervising a community service activity, club and/or an extra-curricular activity/impact project
- Serve as Tutor to 12 students
- Commitment to safeguarding and promoting the welfare of children and young people at the College

Teaching at Waterford Kamhlaba UWCSA is a unique opportunity for any educator who is interested in teaching a global education model that promotes a culture of innovation and celebrates difference. Waterford Kamhlaba offers educators a feeling of community within a culture of professional growth and learning.
Only suitable qualified candidates are encouraged to apply. A detailed CV and application letter should be emailed to vacancies@waterford.sz

1. The subject line of the email should read: “Application – [Name of Role] Teacher”
2. Ensure you label your application letter: Application letter – First Name, Surname
3. Label your CV: CV – First Name, Surname

**Start Date:** 08 January 2024

**Closing date for applications:** 28 August 2023
HOW TO APPLY?

Our procedure
When applying, send a motivation letter and CV to:
vacancies@waterford.sz

Your application
You can express your interest by sending an email
with a motivation letter and CV to:
vacancies@waterford.sz

The deadline for application is 28 August 2023.

Only shortlisted applicants who meet the above-
mentioned requirements will be considered and
contacted.

If we do not contact you 3 weeks after closing date,
please consider your application to be unsuccessful.

Waterford Kamhlaba is an equal opportunity
employer.