Position Announcement

SCHOOL COUNSELOR
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%
IB 40%
Forms 1-3 33%
Forms 4-5 27%
Eswatini 30%
South Africa 10%
Beyond Africa 22%
Rest of Africa 38%
THE ROLE AND RESPONSIBILITIES

The school is looking to appoint a School Counselor operating under the Deputy Principal Pastoral. The School Counselor will be supported by tutors, parents, teachers to ensure a holistic approach to support the students through programmes offered. The primary role of the School Counselor will be to provide a comprehensive approach to the well-being of the 600+ students on campus at a given time, in collaboration with the other School Counselor and School Nurses.

Responsibilities

- Provide counseling services to students (Individually and in groups) in the areas of academic, personal/social and career development
- Prepare and conduct classroom life skills lessons
- Facilitate workshops for staff on a range of topics related to the wellbeing of students
- Encourage school/family collaboration and communication
- Serve as school liaison and contact point for external medical providers to ensure continuity of care for students under treatment
- Serve as the contact point for students on Mental Health MLAs and construct and monitor return to school plans
- Identify best practice, evidence-based interventions, and provide ongoing feedback to management, staff and caregivers
- Support the school to implement its Safeguarding Policy
- Coordinate Link Family programme: recruiting, assessment and matching of link families to students in need

Skills

- Demonstrate a strong sense of professionalism
- Execute excellent interpersonal skills
- Provide an atmosphere conducive to the intellectual, physical, social and emotional development of all students
- Prior experience with students from a variety of cultural, socio-economic and linguistic backgrounds will be an advantage
- Be willing to engage in professional supervision
- Have knowledge of POPIA (Protection of Personal Information Act) as it pertains to this position
- Be flexible, conscientious and able to act with discretion at all times, confidentiality is of supreme importance in this role
- Be able to handle conflict and work in a high – pressure environment
- Have excellent communication skills and the ability to communicate effectively at all levels with internal and external stakeholders
- Uphold the highest levels of ethical standards

Position Description

Job Title: Full Time School Counselor
Location: Mbabane, Eswatini (formerly Swaziland)
Reporting to: Deputy Principal Pastoral
Summary: The school is looking to appoint a School Counselor operating under the Deputy Principal Pastoral. The School Counselor will be supported by tutors, parents, teachers to ensure a holistic approach to support the students through programmes offered.
Qualifications and Requirements

- Master’s degree in school counseling or related fields
- The applicant must be currently certified/licensed to work in a school with their relevant state/national agency
- 5 years experience working in a high school, experience in a boarding school context would be an added advantage
- Having working knowledge of relevant laws, education policies and regulations pertaining to the education and protection of children

This position is valid for 3 years (contract with an option of renewal based on performance). The College reserves the right not to proceed with the filling of this position. An application will not entitle the applicant to further participation in the recruitment process. Failure to meet the minimum requirements of the advertised post will result in the applications automatically being disqualified. Only shortlisted candidates will be contacted. Candidates not contacted within two weeks of the closing date of the advert shall consider their application unsuccessful.

Start Date: 1st July 2024

Closing date for applications:
16th April 2024

Only suitably qualified candidates are encouraged to apply. A detailed cv, application letter and qualifications (certificates) should be emailed to vacancies@waterford.sz with the subject line “Application – School Counselor”. Please make sure to label your application letter and cv with your first name e.g. Application letter – Name, CV – Name
HOW TO APPLY?

Our procedure
You can express your interest by sending an email with a motivation letter, CV, and qualifications (certificates) to: vacancies@waterford.sz

The deadline for application is 16 April 2024.

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

A detailed cv, application letter and qualifications (certificates) should be emailed to vacancies@waterford.sz with the subject line “Application – School Counselor”. Please make sure to label your application letter and cv with your first name e.g. Application letter – Name, CV – Name