



Aitchison College

Principal



Candidate Pack

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01. Executive Summary

The Board of Governors of Aitchison College is seeking a dynamic and visionary educationalist with an established track record of leadership to be its 19th Principal.

The role will fall vacant in August 2024, with the completion of a successful eight-year tenure by the 18th Principal, Michael Thomson.

Aitchison College occupies a magnificent 200-acre site in the heart of Lahore, the capital city of the province of Punjab in Pakistan. Founded in 1886, it is an iconic boarding and day school for boys, with a history of educating future leaders in the public, private and non-profit sectors, both locally and internationally. The College's mission is the pursuit of excellence by its students across academics, sports, co-curricular and cultural activities.

The key roles of the Principal will be to provide strategic leadership for the ongoing transformation of the College, and to exercise managerial responsibilities in all facets of the College's operations and activities.

It is anticipated that the successful applicant will be an experienced Principal, or a distinguished member of faculty at a top University with expertise directly related to the education and upbringing of boys. Candidates must be able to demonstrate a track record of strategic execution through administrative competence, superb communications and proactive stakeholder management.

Aitchison College is being assisted in this appointment process by the executive search firm Society. Applications should consist of a personal statement, a professional statement, and an up-to-date CV. These can be uploaded [here](#).

The deadline for receipt of applications is midday (GMT) on Monday 11th March 2024.



02. About Aitchison College

With 130-years of heritage, Aitchison College occupies a highly-respected and visible position in the educational landscape of Pakistan and the wider South Asian region.

Today, the College has 3,100 boys across Y1-Y13, split between its Junior School, its Prep School, and its Senior School. There are 500 boarders accommodated in eight boarding houses on campus.

Aitchison currently models its academic offering on the UK National Curriculum. The Cambridge (CIE) curriculum is taught in the Junior and Prep schools, with the additional options of local curricula in the Senior School.

After a decade of infrastructure investment, the facilities across Aitchison's beautiful campus are truly world-class. Classrooms are equipped with computers and multimedia equipment, with which

its 250 teachers deliver technology-enabled contemporary teaching. The extensive College grounds provide for a range of sporting activities including cricket, hockey, football, tennis, squash, basketball, and swimming, and 100 horse stables for riding. All 3,000 students have to participate in games every school day. Within the past few years, Aitchison has opened a new library, a new Science and Innovation Centre, and three new boarding houses.

Tradition is everywhere at Aitchison. The most visible example is probably 'Friday dress', which sees students don the College's distinctive blue turbans. However, these traditions exist in tandem with a very modern outlook on teaching and learning. The culture of the school similarly balances good manners and high standards alongside a relaxed and welcoming atmosphere.

The College continues to deliver excellent academic outcomes, with many of its boys gaining admission to the very best higher education institutions in Pakistan and to the most elite universities worldwide.

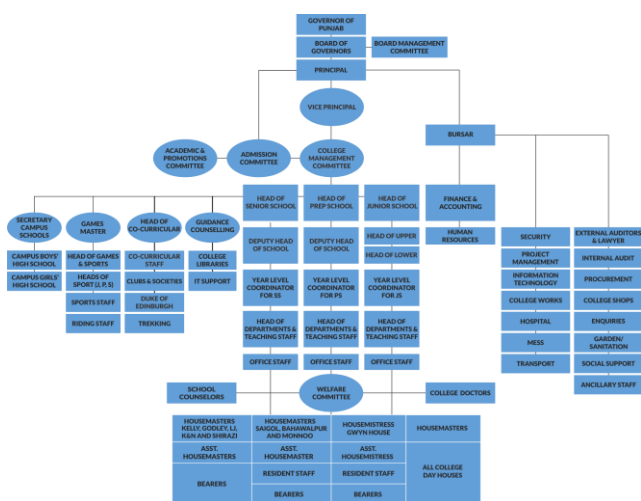
For further information about the College, please visit www.aitchison.edu.pk



03. Structure and Governance

Aitchison College is a well-run and financially stable school, with an extensive, connected, and engaged alumni community. It has an experienced senior team and a supportive Board.

To view the current organisational structure of the College, click on the image below:



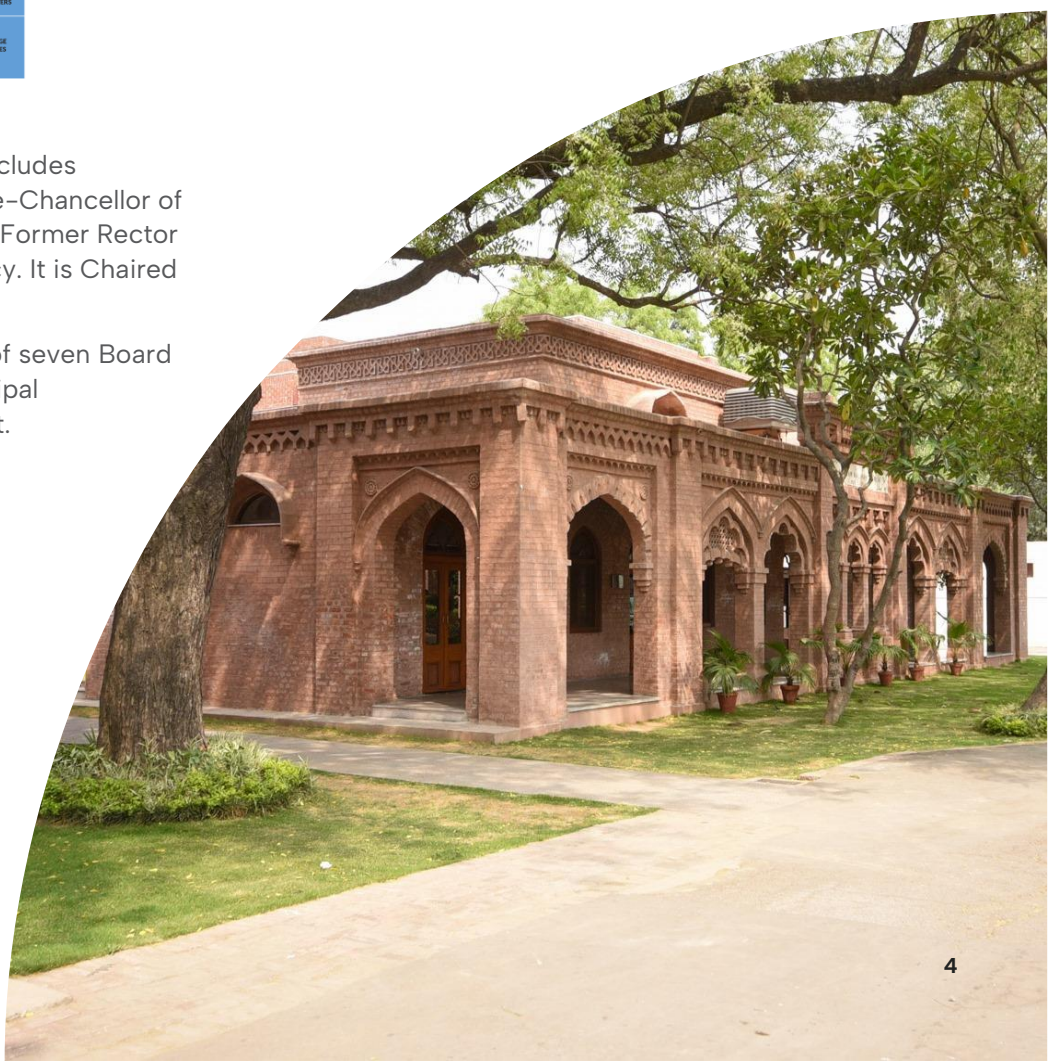
On the executive side, the Principal’s direct reports include:

- Vice-Principal;
- Bursar;
- Head of the Senior School;
- Head of the Prep School;
- Head of the Junior School.

The College also operates two further schools on its campus, which educate an additional 800 boys and girls, from nursery upwards, and share many of the College’s facilities. These are both fully-funded charity schools charging no tuition fees.

The College’s Board of Governors includes successful business leaders, the Vice-Chancellor of the top university in Lahore, and the Former Rector of the National School of Public Policy. It is Chaired by the Governor of Punjab.

A smaller Management Committee of seven Board members exists to provide the Principal with more direct day-to-day support.



04. The Future of the College

The incoming Principal will have an exciting opportunity to overhaul the College's curriculum, embed a stronger ethos of public service, and increase the diversity of the student body.

Aitchison College is already a beacon of educational excellence in South Asia and it is ambitious to become one of the leading pre-tertiary education institutions in the world. To achieve this, it plans to embrace change across three key areas:

1: Curriculum Transformation

The College is interested in deepening its pedagogical distinctiveness. This may involve moving towards a more challenging academic examination system, such as the International Baccalaureate (IB). While the selection of any specific program will be a decision for the future, the College wishes to reorient its curriculum offer towards asking challenging questions, and encouraging students to think critically, to learn across disciplines, and to develop research skills proven to help in higher education.

2. Instilling Content, Capacity and Character

Aitchison's educational ethos has always been *holistic*, and its students have a long history of becoming leaders in their chosen fields. A reassessment of the curriculum provides a welcome opportunity to address wider questions around its alumni's place in, and obligation to, society, their path in life and the personal missions

they select, and their ability and motivation to critically assess their life stories. The College wishes to adapt its educational program, and the way students' time is structured, in order to ensure that an appropriate balance is being struck between the following priorities:

- Content: the specific materials boys are taught in various subjects which eventually are tested in the exam system;
- Capacity: the specific skills boys learn (from sports to public speaking to the performing arts);
- Character: the values, behaviours and leadership abilities the school fosters.

3. Better Reflecting Pakistan's Diversity

When Aitchison was founded in 1886, its emphasis was on educating the 'princely elites.' Since Independence, this has given way to a more egalitarian mix of pupils drawn from all parts of the country. However, there is still significant scope to ensure that the student body better reflects the full geographic, ethnic and economic diversity of Pakistan. The College operates a National Outreach Program (NOP) which brings in highly talented scholars and gifted sportsmen into the Prep School in Class 7. It wishes to expand that programme, so that there is a greater proportion of NOP students represented throughout the school. There is also an appetite to explore opportunities for connecting students with the local community, building a stronger affinity with their fellow citizens.



05. Role Description

The Principal will provide strategic leadership for the ongoing transformation of the College, and exercise managerial responsibility for all facets of its operations and activities.

Key responsibilities will include:

Strategic and Cultural Leadership

- working alongside the Board to develop and translate the future priorities of the College into clear plans which all stakeholders understand and see their place in;
- ensuring that the College's staff and stakeholders are appropriately consulted and engaged at every stage;
- ensuring high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective pedagogy;
- sustaining a broad, structured and coherent curriculum which is continually assessed against its impact on learning and progress;
- ensuring that formative and summative assessment is fit for purpose and impacting positively on student progress;
- providing a safe, calm and well-ordered environment for all students and staff;
- astutely responding to emerging challenges and translating local and national policy into the College's context;
- overseeing Safeguarding (protecting children from maltreatment).

Management of People and Resources

- instilling a strong sense of accountability amongst staff for the impact of their work on students' outcomes;
- ensuring sustained professional development opportunities and effective appraisal processes;
- developing leadership capacity at all levels, and forging effective teams;
- ensuring strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources;

- maintaining an effective and efficient organisational and staffing structure;
- preparing, implementing and monitoring the College budget, and ensuring the secure financial management of the College.

Communication and Stakeholder Engagement

- maintaining a high level of personal visibility across the College;
- creating and sustaining partnerships with Board members, alumni, parents/carers, and other stakeholders, in order to further the College's objectives and support and improve student achievement and wellbeing;
- effectively managing external communications on behalf of the College in a way that protects and enhances its reputation;
- playing a constructive role in fundraising activity;
- cultivating relationships with leading global higher education institutions in order to facilitate access to them for Aitchison's alumni.



06. Person Specification

The successful candidate is expected to be a first-rate educationalist who can demonstrate evidence of the following skills, capabilities and experience.

Established Leadership Credibility

- proven educational leadership experience, ideally as a Headteacher in another K-12 school (the College may also consider exceptional candidates with extensive management and administrative experience);
- prior experience of boarding provision;
- experience of living or working in an emerging market, combined with a global outlook and a high level of cultural sensitivity.

Broad Curriculum and Pedagogical Knowledge

- a breadth of curriculum insight, including into more research and project-based curricula (familiarity with CIE and/or the IB would be *desirable* but is not essential);
- a deep understanding of educational trends, curriculum development approaches, and pedagogical best practice;
- a willingness to engage with new ideas.

Excellent Stakeholder Management Skills

- a visible and engaged leadership style;
- excellent communication skills;
- strong political antennae and a proven ability to cultivate trusting relationships and influence decision makers at all levels;
- experience of playing a role in supporting fundraising and College Counselling activities.

Outstanding Personal Qualities

- pro-activeness and vigour;
- imagination and flair;
- calmness under pressure;
- measured decisiveness and fairness;
- open-mindedness and resilience
- the ambition to achieve the highest standards in every aspect of the College's work
- resonance with Aitchison's values and traditions;
- unimpeachable standards of ethics and integrity.



07. Appointment Details and How to Apply

Aitchison College is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

1. a personal statement (maximum one side of A4) stating why you are excited about this opportunity and your leadership aspiration for the College;
2. a professional statement (maximum one side of A4) addressing how you meet the criteria in the Person Specification;
3. an up-to-date curriculum vitae including the names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

To upload your documents via Society's website, [click here](#).

The deadline for receipt of applications is midday (GMT) on Monday 11th March 2024.

An initial longlist of candidates will be invited to have a video call with a representative from Society during the week commencing 11th March.

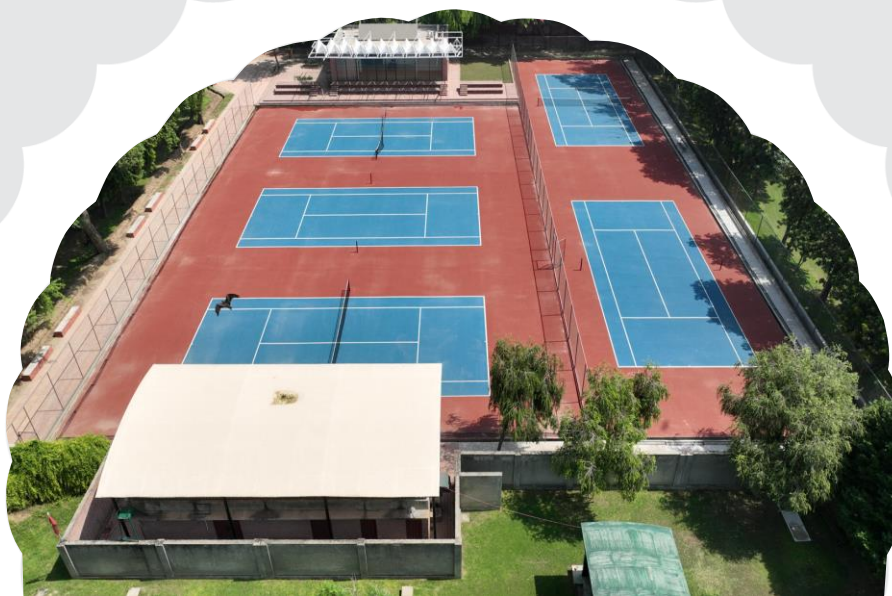
A shortlist of candidates will then be progressed to video calls with members of the Aitchison College Selection Committee towards the end of March.

The final three candidates will be invited for in-person meetings in Pakistan during April.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a renewable three-year contract and a competitive remuneration package including a negotiable salary, fully-furnished family accommodation on the campus, comprehensive medical cover, and annual paid leave and return air fare to the home country for candidates based outside of Pakistan. The College will also facilitate the processing of a work visa as necessary.

It is hoped that the successful applicant will be able to take up the post on or before 1st September 2024.

We are committed to ensuring that anyone can access our application processes. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com.





08. Living in Lahore

Aitchison College's 200-acre site is an oasis of calm at the heart of Lahore, a large and vibrant city in eastern Pakistan, renowned for its cultural richness and diversity.

Lahore has a long and varied history, dating back more than 1,000 years, which is reflected in its architecture, festivals, and traditions. The people of Lahore are known for their hospitality and warmth, making it a welcoming and friendly place to live. It is a particular paradise for food lovers, offering a wide range of delicious and flavourful cuisine, from street food to fine dining. Despite its growing population, Lahore has also maintained a number of sizeable green spaces, leading to its nickname 'The City of Gardens'. These public parks allow residents to enjoy a peaceful escape from the hustle and bustle of city life.

Employment

Lahore is one of Pakistan's major economic hubs, with a growing job market and well-developed infrastructure. It is considered an attractive place for businesses, and there are therefore numerous local employment opportunities for spouses or dependents.

Culture

The city boasts a wealth of historical landmarks, such as the Badshahi Mosque, Lahore Fort, and Shalimar

Gardens. The Lahore Arts Council oversees a thriving arts and entertainment scene, including an ever-changing roster of theatre shows, exhibitions, and performances. The city comes alive to celebrate festivals such as Basant and Eid.

Education

Lahore is home to a number of prestigious educational institutions, including the Lahore University of Management Sciences (LUMS) and the University of the Punjab. Besides Aitchison College, it also hosts a number of other excellent schools.

Transport

Lahore is well connected with the rest of the county by road and by rail. The Allama Iqbal International Airport is a major aviation hub, placing the city <9 hours from Beijing, <13 hours from London, <17 hours from Sydney, and <20 hours from New York.



Society

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Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

Certified



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