



Aga Khan Education Service, Pakistan Chief Executive Officer

About the Agency

Aga Khan Education Services (AKES) is one of the largest private educational networks in the developing world, employing nearly 3,000 teachers and educating over 65,000 students. As an agency of the Aga Khan Development Network (AKDN), it is dedicated to achieving long-term improvements in the lives of people in the developing world.

AKES currently operates more than 200 schools and educational programmes that provide quality pre-school, primary, secondary, and higher secondary education services to students in Pakistan, India, Bangladesh, Kenya, Uganda, Tanzania, Afghanistan, Tajikistan, Kyrgyzstan and UAE. As a non-denominational institution, its programmes are offered to members of all communities, reflecting the strong belief held by AKDN in the positive value of pluralism and diversity.

Aga Khan Education Service, Pakistan (AKES,P) is one of the largest and oldest private education networks in Pakistan with the first school established in 1905. The portfolio comprises 159 schools and 4 hostels, mainly serving children from disadvantaged backgrounds. AKES, P schools have over 39,000 students and employ 1,600 teachers. The majority of AKES, P schools are located in the rural areas of Gilgit-Baltistan and Chitral, while the remaining are in Sindh and Punjab.

The position

The Chief Executive Officer (CEO) will be expected to drive an ambitious organisational change agenda to ensure that AKES,P emerges as an effective not-for-profit education system that provides relevant education from pre-primary to higher secondary to a constituency of students with diverse profiles and capabilities. Central to the change process will be the improved positioning and profile of teachers within the organisation.

The CEO will be responsible for the development and implementation of policies, educational quality and standards, operations and financing, organizational culture, human resource management, communications and public relations.

Responsibilities

- Collaborate with the AKES Head Office and Board of Directors to define and articulate the organisation's vision and to develop strategies for achieving that vision
- Create and provide leadership for the implementation of annual operating plans that support the organisation's strategic direction
- Develop and be responsible for implementing an annual budget for AKES,P
- Report regularly and advise the Board of Directors and Head Office on progress, achievement and concerns against agreed milestones
- Lead the management of the portfolio of schools and programmes under AKES,P
- Provide oversight for the development of appropriate curricula, faculty recruitment and development, financial policies, human resource management policies and admissions policies
- Provide leadership in rolling out a strategy that facilitates access to Aga Khan Early Child Development, primary, secondary and higher secondary education
- Promote an ethical, respectful, result-oriented organizational culture that reflects the values of AKES, encourages and rewards good performance and productivity

- Establish processes and systems for performance measurements and management controls of critical success factors
- Ensure that AKES,P's operations are managed in compliance with legal and regulatory requirements and work closely with the Head of Internal Audit to ensure that observations and agreed action plans are implemented in a timely manner by managers concerned
- Facilitate the recruitment, retention and professional development of the highest quality staff throughout AKES,P, ensuring that the organisation evaluates staff performance on a regular basis; support the development of future leaders
- Participate in the selection and appointment of senior management and technical staff in the field, and the appointment of senior staff at the central and regional office and schools
- Work closely with the Board and Aga Khan Foundation, Pakistan AKF(P), to support resource mobilisation for the needs of the portfolio and increase the financial sustainability of AKES,P
- Serve as the primary spokesperson and representative for AKES,P and oversee the development and implementation of communication strategies to promote a positive public image of the organisation among relevant stakeholders
- Develop market intelligence on the services and operations of other education organisations in Pakistan and keep abreast of emerging issues of significance to AKES,P activities
- Promote collaboration with and among the sister agencies and other AKES Companies
- In collaboration with AKF(P), liaise with Federal and Provincial Governments on educational issues in order to understand the impact of policies and contribute to policy making
- Draw on and include other AKDN agencies and national and international partners to move the AKES,P strategic objectives forward.

The requirements

The successful candidate will be an experienced executive with prior knowledge of the issues and challenges of leading a complex organization, ideally but not exclusively in the field of education. He/she will be expected to possess the following qualifications, experience and specific attributes:

- a Master's degree, preferably in Education or Business Administration
- a minimum of 15 years of experience, with at least 5 years in a senior leadership position, preferably in an educational setting; experience of working within the context of the developing world will be an asset
- demonstrated experience of successfully leading and managing significant organizational change
- success at fostering and building relationships with a diverse group of national and international stakeholders
- the ability to deal with demanding and sometimes conflicting interests, and to draw on expertise from many different disciplines
- a record of success in recruiting, managing and developing a multi-disciplinary team
- the ability to think creatively, solve problems, and make decisions based on good judgment
- fluency in written and spoken English, and preferably in Urdu
- the personal impact and presence required to represent the organization externally
- energy, enthusiasm and a passion for delivering high quality services to children and their families
- demonstrable professionalism, commitment and integrity
- an appreciation of the overarching mission of the AKDN, and in particular its academic mission
- a willingness to travel extensively on a national and international basis.

The deadline for applications is **31 December, 2016** via the AKDN Career Centre at **www.akdn.org/careers**