

2026 VACANCY

PRIVATSCHULE
SWAKOPMUND



PRIMARY SCHOOL PRINCIPAL

Private School Swakopmund (PSS) is an integrated and innovative institution which seeks to prepare our students for life in accordance with the Baden Württemberg (*Vorschule* to Gr. 7) and the Cambridge International Curriculum (Grade RR to A-Levels). While pursuing educational excellence, we also strive to offer academic and social support to our students. This support ensures they are well-equipped to respond positively to challenges and opportunities of the 21st century.

Due to school growth PSS is seeking to employ a **Primary School Principal** who will be responsible for providing leadership and vision to our Primary School community. The Principal will work with a management team consisting of Phase Heads respectively responsible for the Baden Württemberg (German) stream on the one hand and the Cambridge International (English) stream on the other, and to lead a team of dedicated teachers and staff, developing and implementing curriculum, programmes, and policies that align with our school's mission and values.

RESPONSIBILITIES

- Provide educational leadership and vision to the Primary School Community.
- Develop and implement curriculum, programmes and policies that promote vertical integration between the respective phases, academic excellence and student success;
- Foster a supportive and inclusive learning environment that encourages student engagement and achievement;

- Lead and manage a team of teachers and staff, providing coaching, mentoring, and professional development opportunities;
- Collaborate with parents, students and community stakeholders to build strong relationships and partnerships;
- Ensure compliance with regulations and standards of the Namibian Directorate of Education.

REQUIREMENTS

We expect that the successful candidate possesses the following qualifications, experience and competencies:

- A degree (preferably a post graduate degree) plus a teaching qualification with considerable leadership experience; as well as preferably:
- Sound educational leadership (middle management) experience (guideline: minimum 4-7 years);
- Excellent communication skills in English (written and spoken) and proficiency in German would be advantageous;
- Sound pedagogic vision to teach for the 21st century;
- Preferably teaching or having taught in a Primary School with an internationally recognised curriculum such as a Cambridge International, Baden-Württemberg (or other German federal state) or IB Curriculum School;
- A demonstrated ability to innovate and apply new approaches to schooling adolescents.

WHAT YOU CAN EXPECT AT OUR SCHOOL

- Our School is a place where team spirit and mutual support, trust and care for the students and team are of great importance and the school community at times feels like an extended family;
- Professional development: We are enthusiastic and passionate about being teachers and mentors to students and colleagues, and support continuous professional development of our teachers and staff;
- We are a dynamic and adaptable team, committed to going above and beyond the most evident requirements in our support for one another and in our dedication to our students;
- Total Cost to Company remuneration package, which includes membership of a Provident Fund, Medical Aid, a PC, which becomes teacher property after 2 years and loans for electronic devices which are used for teaching (e.g. tablet or similar).

Applicants should preferably be Namibian citizens or have the right to permanently reside and work in Namibia (permanent residence or right of domicile).

Interested candidates are invited to submit a confidential application, which should include a letter of application, which refers to the role requirements set out above as well as a curriculum vitae, certified copies of academic and professional qualifications and where applicable, an indication of exposure to a Cambridge International or a school where teaching is in accordance with an international curriculum.

Applicants should also include proof of Namibian citizenship or proof that they may work in Namibia. If you are interested in working in a dynamic team and school environment, you are invited to submit your application by **electronic mail only**.

Shortlisted candidates must consent to a selection process appropriate for the seniority of this position, which will include psychometric assessments and other established personal evaluation techniques.

Due date for applications: 12 June 2026

**Envisaged commencement date: preferably as soon as possible,
but no later than 1 January 2027.**

The Chairperson of the School Board

Private School Swakopmund

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Shortlisted candidates will be contacted.