



SEARCH FOR ACADEMY ASSOCIATES

Position Overview

African Leadership Academy, a new co-educational, world-class secondary boarding school to be located in the outskirts of Johannesburg, South Africa, seeks to appoint ALA Associates. These 3-12 month positions are outstanding opportunities for dynamic, innovative individuals with 2-3 years consulting experience to shape an exceptional educational institution that aims to change the face of Africa. Academy Associates may begin full-time work as early as May 1, 2007.

The work of Academy Associates will include:

- Interviewing key government, business, and educational leaders to develop deep knowledge of African countries and their educational systems for our student recruitment and selection team.
- Expanding the Academy's network of student recruitment contacts and partners across the continent.
- Developing strategies to attract Africa's most outstanding students to the Academy.
- Evaluating and benchmarking ALA student recruitment efforts.
- Interviewing experts and educational practitioners to build the ALA curriculum and knowledge base in leadership, entrepreneurship, and African studies.
- Shaping the development of unique, relevant, and exciting content for the ALA curriculum.

About the Academy

African Leadership Academy is founded on the philosophy that future generations of ethical, committed leaders are the key to Africa's development. The Academy's vision is to be the training ground for these future leaders of Africa. African Leadership Academy will be a world-class secondary institution offering the International Baccalaureate Diploma program in combination with a unique curriculum in Leadership, Entrepreneurship, and African Studies. The Academy will draw the most exceptional 15-18 year old students from all the 54 countries in Africa to attend its full-time, two year program in South Africa. The ultimate objective is to create a network of future African leaders who can collaborate to drive positive change throughout the continent. The Academy will launch in September 2008 with an initial class of 100 students and will grow to 250 students in its two-year program at full capacity. More information about the Academy is provided in the Appendix to this document, and on our website: www.africanleadershipacademy.org.

Personality Profile of the Ideal Candidate

- You are passionate about Africa and thrilled at the prospect of shaping a new institution on the continent.
- You thrive in a fast-paced, entrepreneurial environment.
- You enjoy the research process and have honed outstanding analytical skills in previous employment.
- You are comfortable engaging with people from a wide variety of backgrounds, from government leaders and CEOs to youth from across the African continent.
- You are a dynamic achiever (a self-starter) who enjoys bringing a vision into reality with minimal guidance.
- You are an excellent strategic planner, capable of conceptualizing desired outcomes, evaluating existing programs, and identifying the steps necessary to transform the status quo into an ideal outcome.
- You embody the very type of leader the Academy aspires to create—you are an agent of positive change, and you live up to our values of Integrity, Humility, Compassion, Curiosity, Diversity, and Excellence.
- You are a strong writer.
- You are well organized.



African Leadership Academy

Developing the next generation of African leaders

PO Box 529, Hurlingham 2070
Sandton, South Africa

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- You approach unexpected challenges with characteristic optimism and an eye for new solutions.

Desired Experience

- 2-3 years experience as an analyst at a leading consulting firm or 'think tank'.
- Fluent in English. Fluency or proficiency in other languages spoken broadly on the continent (French, Portuguese, Arabic, Swahili, Yoruba, etc.) is a plus.

Application Process and Timeline

Candidates should submit a CV with cover letter to Chief Operating Officer Chris Bradford at cbradford@africanleadershipacademy.org. The submission should include at least three professional references, including a former colleague and a supervisor. Interviews and background checks will occur upon receipt and screening of application.



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Overview of African Leadership Academy

Our Mission

African Leadership Academy (ALA) seeks to transform Africa by developing and supporting future generations of African leaders. Opening in 2008, African Leadership Academy will bring together 250 of the most promising 15-18 year old leaders from all 54 African nations for an innovative two-year program designed to prepare each student for a lifetime of leadership on the continent. Students will be selected to attend the Academy based on merit alone and will complete an innovative curriculum with a focus on leadership, entrepreneurship, and African studies. ALA graduates will attend the world's finest universities and will return to lead Africa toward a peaceful and prosperous future. ALA is a nonprofit institution located in Johannesburg, South Africa.

Our Team

African Leadership Academy was founded in 2004 by Fred Swaniker, Chris Bradford, Peter Mombaur, and Acha Leke. The founding team brings considerable experience as educators, entrepreneurs, consultants, and corporate executives in Africa and throughout the world. Our Advisors and Board Members consist of internationally-recognized luminaries in business, leadership development, secondary education, and social entrepreneurship. These include Isaac Shongwe, Chairman of the African Leadership Initiative in South Africa, Futhi Mtoba, Chairwoman of Deloitte & Touche South Africa, Sir Sam Jonah, formerly President of AngloGold Ashanti, Kim Smith, Founder and Executive Chairman of NewSchools Venture Fund; Jon Cummings, Director at McKinsey & Company; and Ralph Townsend, Headmaster of Winchester College (UK). ALA is assembling a larger network of like-minded mentors, partners, and leaders to provide alumni with the long-term support system needed to lead Africa toward equitable and lasting development.

Our Success

- In June 2005, ALA **launched a pilot summer program** that enabled us to test and improve our concept and curriculum. By August 2006, more than 170 young leaders from 25 countries had participated in this innovative pilot program.
- In June 2006, co-founders Fred Swaniker and Chris Bradford were named Echoing Green Fellows and described as two of the **“15 best emerging social entrepreneurs in the world.”**
- In February 2007, Christopher Khaemba, widely recognized as **one of Africa's top educators, was hired to serve as the inaugural Dean** of the Academy.
- In March 2007, ALA secured a loan of **US \$1 million from the Industrial Development Corporation (IDC)** of South Africa, and became the first nonprofit organization to receive financing by the IDC – a testament to our long-term viability and good governance.
- In April 2007, ALA secured a **state-of-the art campus** in the outskirts of Johannesburg.
- In May 2007, ALA began **recruiting its first class** of 100 students from across Africa.

Your Role

African Leadership Academy offers like-minded individuals, organizations, and alumni a growing global network of local chapters and strategic partnerships committed to fostering our vision. To learn more, please contact Fred Swaniker (fswaniker@africanleadershipacademy.org) or Chris Bradford (cbradford@africanleadershipacademy.org).