



Candidate Pack

Primary Teacher, Sentinel Kalumbila

Preferably for September 2026 / January 2027

Dear Candidate,

Thank you for your interest in joining the Sentinel Kalumbila School community. We are delighted that you are considering the opportunity to contribute to our school, and we are pleased to provide you with further information about the **Primary Teacher** position.

Sentinel Kalumbila School is located in Kalumbila, in Zambia's North-Western Province. Established in September 2014, the school was founded to meet the educational needs of children from the local mining community and the wider Kalumbila area. Originally commissioned and supported by First Quantum Minerals, the school has grown into a thriving learning community and is steadily progressing towards long-term sustainability as an independent institution.

Our pupils benefit from a seamless educational journey. Upon completing their primary education at Sentinel Kalumbila, most continue to Sentinel Kabitaka Secondary School, alongside pupils from our sister school, Sentinel Kabitaka Primary School. Across all Sentinel schools, we deliver a distinctive blend of the Cambridge International Curriculum and the Zambian National Curriculum, equipping learners with the knowledge, skills, and character needed to succeed in both national and international contexts. Our students are prepared for the ECZ examinations at Year 7 and the Cambridge IGCSE examinations at Year 12.



As proud members of the Independent Schools Association of Southern Africa (ISASA) and the International Schools Association of Zambia (ISAZ), we actively engage with a network of leading schools across the region. These partnerships enrich both teaching and learning through collaboration, professional development, and the sharing of best practice.

At Sentinel Kalumbila, we believe that exceptional teachers make an enduring difference in the lives of young people. We are therefore seeking professionals who are passionate about learning, committed to high standards, and dedicated to nurturing every child's potential in a caring and inclusive environment.

We hope this information provides you with a meaningful insight into our school and inspires you to consider becoming part of our team. We look forward to learning more about you and the experience, enthusiasm, and expertise you could bring to our community.

We wish you every success with your application.

Dr M. Matshakaile

Executive Head: Sentinel Schools



1. Introduction to Educore Services

1.1 Overview

Educore was formed in 2013, with the vision of creating a generation of engaged, enlightened and empowered learners and teachers. Our mission is to provide quality education through all our family of schools, institutions and programmes. We are dedicated to nurturing the potential of each student and fostering a culture of academic excellence, holistic development, and global citizenship. Through high quality teaching, community engagement and curated learning environments, we aim to empower our people to have a positive impact on the people and places around them.

The Educore group currently comprises eight schools and a teacher training academy, situated across Solwezi, Kalumbila Town, and Lusaka. The schools interact very regularly, and the staff and leaders work together, with a focus on collective excellence and the intention to improve educational standards not just within our own schools, but across the region.



Educore Services			
Sentinel Schools	Trident Schools	Frontier Schools	Educore Academy
Sentinel Kabitaka Secondary	Trident College	Frontier Nkisu Primary	Teacher Training
Sentinel Kabitaka Primary	Trident Prep Solwezi		Cambridge CPDQs
Sentinel Kalumbila	Trident Prep Kalumbila		CPD
	Trident Prep Lusaka		Partnerships

Group	Public Exams & Curriculum	Current student numbers
Frontier Schools	Year 7 ECZ (Examinations Council of Zambia) School Certificate Zambian National Curriculum enhanced with Cambridge Lit/Num	828
Sentinel Schools	Year 7 & Year 9 ECZ School Certificate, IGCSEs (AS & A Levels being considered). Cambridge, IPC & National Curriculum blend	1,365
Trident Schools	Preps: Year 6 Cambridge Checkpoint College: Year 9 Cambridge Checkpoint, IGCSEs, AS and A Levels Cambridge curriculum enhanced with IPC at primary stage.	626
Educore Academy	TCZ (Teaching Council of Zambia) certified CPD programmes CPDQ (Cambridge Professional Development Qualifications) Diplomas In-house programmes, training and other support.	25



1.2 Sentinel Schools

Vision: Empowering futures, enriching lives: Sentinel schools leading excellence in education.

Mission: Empower tomorrow's leaders to be self-reliant, responsible, innovative citizens who will add value to society by leading sustainable change and providing knowledge and skills for future development.

Education at all Educare schools, including the Sentinel group, is founded on our six pillars:

1. Academic Excellence
2. Co-Curricular Breadth and Depth
3. Pastoral Care
4. Social Responsibility
5. Teachers and Teaching
6. Sustainability



The Sentinel schools provide all-through education on three school sites, with Sentinel Kabitaka and Sentinel Kalumbila primary schools feeding Sentinel Kabitaka secondary. All three schools are fully coeducational.

While the primaries are both day schools, the secondary is blended boarding and day, with similar proportions of day to boarding scholars as at the College.

These schools offer outstanding education with an international feel to mainly Zambian students from across the country. Sentinel runs national exams (Grades 7 and 12) alongside IGCSEs, and A Levels are to be introduced in the coming year to align with the new (ZECF) Zambia Education Curriculum Framework. These schools also all enjoy beautiful campuses and good sporting and extracurricular facilities.

2. Information about Sentinel Kalumbila

2.1 The Six Pillars

The education we provide aims to support students to develop with self-discipline, self-esteem, intellectual endeavour, and a sense of adventure. We ask our students to act as adaptable young people who can perform in a team, while stepping up to lead one when called. Every day our students demonstrate the importance of these and their own personal values to us, and we are endlessly impressed by their community spirit and well-mannered outlook.

As mentioned above, a Sentinel education is founded on our six pillars. In practice, this looks like:

Academic Excellence

Our blended curriculum is designed to prepare our students to enter the global workplace, with the understanding and skills needed to add value to society and thrive both nationally and internationally.

Academic delivery is benchmarked against both the Examinations Council of Zambia and Cambridge Assessment International Education standards as students progress up the school. Students sit for ECZ examinations in Year 7; until the new Zambian Competence Based Curriculum takes effect in 2029, when they will complete primary education in Year 6.

Most continue onto Sentinel Kabitaka where they complete school with IGCSE examinations in Year 12. Sentinel Kabitaka is extremely proud of consistently strong academic performance across the school, and our exam results consistently rank among the best in the country. Our recent IGCSE performance bears this out, with 1/3 of all grades being A* or A, and 86% of all grades at A* - C.

Co-Curricular Breadth and Depth

At Sentinel, we aim for balance across the curriculum, giving students opportunities to excel academically while also encouraging both mastery and breadth of experience in co-curricular activities. A wide range of activities are on offer; sports include football, athletics, hockey, rugby, basketball, netball and much more. Culturally, students are involved in drama, singing, chess, dance, and other clubs aimed at enrichment as well as community engagement.



Outdoor Education plays a meaningful role in our curriculum, with every Sentinel student participating in at least one camp a year. Our bespoke OE programme fosters leadership, critical thinking, and other vital skills as students progress through school. By the time students leave the Sentinel schools, they will have experienced various camps, ranging from camping on the school grounds in lower primary to the Adventurous Journey which forms an integral part of the Duke of Edinburgh award in secondary school.

Pastoral Care

Our primary goal is to ensure that every child in our care feels safe and happy. This commitment remains a cornerstone of school life, and we continuously strive to improve in this area. In class, pupils rely on their form tutors to be the first port of call in pastoral issues.

We are always mindful of our mission to develop self-reliance, responsibility, innovation in our students, and to ensure they leave our schools ready to add value to society. To achieve this, we emphasise the development of a strong sense of self, guided by our core **school values: integrity, reflection, responsibility, innovation, industry and respect**. Our parents and students identify strongly with these values, particularly responsibility and respect, and we always try to work together with the wider school community to achieve our mission.

Social Responsibility

At Sentinel, we aim for our alumni to leave school with a deep understanding of what it means to forge meaningful, mutually beneficial partnerships – especially with those who may have different backgrounds or experiences. Through practical experiences, our goal is to cultivate students who become valuable contributors to their communities and society at large.

During their time at Sentinel, students engage in service activities each year, many of which are increasingly student-led. We have established enduring partnerships with local schools, orphanages and civic organisations aimed at positively impacting the lives of our peers in the community. Our approach prioritises collaboration over donation, focusing on shared resources and capacity-building for mutual benefit.

This commitment to social responsibility includes:

- Organising Continuing Professional Development (CPD) sessions for community teachers.
- Hosting students from local schools to use facilities such as the ICT suite
- A reading partnership with a local primary school, where our students visit each month to listen to students read.
- A sports coaching programme in which our students introduce their peers from other schools to such games as rugby, basketball and rounders.

Through these initiatives, we aim to create a legacy of compassionate, community-oriented individuals.

Teachers and Teaching

A classroom at Sentinel should be a place of active learning, where students are able to think critically and deeply, and where the onus is on analysis and original thought over repetition of learnt facts or opinions. We expect teachers to be cognisant of global and national developments (for example, in AI and how it affects teaching & learning), and to apply intelligent rigour and continual reflection to their teaching by using student data and through collaboration with colleagues. We place significant emphasis on a growth mindset for staff as well as students and purposefully drive opportunities for internal and external CPD and ongoing training to ensure our staff are equipped to prepare their students for the paradigm shifts occurring globally. A recent student stakeholder survey showed that students particularly value the individualised attention they receive from our staff.

Sustainability

The long-term success of the Sentinel schools hinges on our comprehensive sustainability strategy. Our vision is to stay at the forefront of private education in Zambia for generations to come. Achieving this ambition requires a robust approach that combines strategic marketing, sound financial planning and discipline, and an adaptive embrace of the digital revolution.

The Head of School collaborates closely with the heads of key departments, the other Sentinel heads of Primary and Secondary, and the Executive Head of Sentinel to align efforts and support the school in achieving



its ambitious goals. Together, they ensure that sustainability remains at the core of the school's operations and development.

2.2 Location

The North Western Province is a wild forested region hosting a number of rare bird species. **Kalumbila**, the purpose-built town in which the school is located, is one of the most meticulously planned settlements in Africa, with people and investment flooding in to support the mining activities taking place at the Sentinel Mine. We are in an interesting area of fast development and significant potential, and although this comes with inevitable challenges, the future of the region is bright. The town is vibrant and features a modern supermarket, shops, restaurants, and a recreational club. The safety and condition of the roads has improved dramatically over the last few years and Kalumbila is now well connected to Solwezi, the Copperbelt, and Lusaka. Daily flights run from the local airport to Lusaka and other domestic destinations.

The school grounds are extensive and beautiful, with staff housing close to the school site. Mature forest trees and ancient termite hills abound, and we protect and enjoy the beautiful flora and fauna that flourishes onsite. Our students appreciate the beauty and peace of their surroundings, and the grounds provide countless opportunities for learning both in and out of the classroom.

Classrooms, school facilities are modern and well maintained, as are the staff houses which enjoy mature gardens. Facilities continue to be developed as the school grows.

2.5 Student Numbers

We currently have 352 students at Sentinel Kalumbila, as shown in the breakdown below.

Year Group	May			June			July		
	M	F	TOT	M	F	TOT	M	F	TOT
Pre-Nursery	32	24	56	33	25	58	34	25	59
Nursery	18	20	38	19	20	39	19	20	39
Reception	20	18	38	20	18	38	20	18	38
Year 1	22	17	39	22	17	39	22	17	39
Year 2	20	16	36	20	16	36	20	16	36
Year 3	17	18	35	17	18	35	17	18	35
Year 4	19	17	36	19	18	37	19	18	37
Year 5	19	9	28	19	9	28	19	9	28
Year 6	9	12	21	9	12	21	9	12	21
Year 7	12	8	20	12	8	20	12	8	20
Total	188	159	347	190	161	351	191	161	352
Target									

2.6 Staffing

Staff at the Sentinel schools comprise locally trained teachers, administrators and auxilliary staff. It is an HR stipulation that all teaching staff be qualified up to degree level, but many further their qualifications to Masters level and beyond. CPD is an integral part of the school culture; we rely strongly on weekly internal INSETs, but also register staff on online courses as well as long and short term seminars, locally and abroad. CPD is collaborative and we draw from the expertise across our group of schools, encouraging teacher exchanges, lesson studies and other collaborative initiatives to ensure a continuous drive for excellence in teaching and learning. The focus in all our staff development is always on how it will benefit the children in our school.



2.7 Affiliations

Sentinel Schools are part of the ISAZ (Independent Schools Association of Zambia) and ISASA (Independent Schools Association of Southern Africa) and registered as a Cambridge Assessment International Education (CAIE) school and an examination centre with both the Examinations Council of Zambia and the CAIE.

3. Job Description – Primary Teacher

3.1 Job Purpose

1. To deliver a broad, balanced, relevant, and differentiated curriculum that supports a designated subject or curriculum area as required.
2. To assess, monitor, and maintain high teaching standards that support the progress and development of all students.
3. To create a learning environment that enables every student to achieve their individual potential and raises overall attainment.
4. To support the school's wider curriculum and its commitment to students' personal and academic growth.

3.2 Qualifications Experience

1. Bachelor's Degree or Post-Graduate Degree.
2. Experience in primary schools, international school experience is an advantage

3.3 Qualities

1. Interpersonal skills, self-motivation, communication skills, good rapport with children and parents.
2. Able to establish good relationships with the community.
3. Able to teach clubs and/or sports to the relevant standard.
4. Able to organise school events such as cultural evenings/plays/sports events/class trips.

3.4 Responsibilities

3.4.1 Teaching

1. Deliver high-quality teaching across the relevant key stages, using effective modern teaching methods and secure knowledge of the Cambridge Primary Curriculum.
2. Plan and teach lessons that meet key stage requirements, inspire active learning, and set clear expectations for achievement, behaviour, and effort.
3. Act as a positive role model and maintain a safe, disciplined, and high-quality classroom environment.
4. Keep accurate records, complete required documentation, and use EdAdmin effectively to track student learning and progress.
5. Manage time well, follow school policies and procedures, and deploy classroom support staff effectively.
6. Maintain curriculum overviews, promote cross-curricular links, and keep professional knowledge up to date through ongoing development.



3.4.2 Assessment, Feedback and Tracking

1. Lead assessment and feedback in line with school and department policy, using marking and diagnostic feedback to support student progress.
2. Assess, monitor, and record students' attendance, attainment, progress, and development, keeping accurate records and completing required tracking documentation.
3. Carry out internal and external assessments, including standardised and key stage requirements, in line with school procedures.
4. Write reports within reporting cycles and communicate student progress to parents, including guidance on how they can support improvement.

3.4.3 Staff Development

1. Continue personal development in the relevant areas including subject knowledge and teaching methods.
2. Engage actively in the Performance Management process.
3. Participate in whole school CPD programmes.
4. Take part in the staff development programme by participating in arrangements for further training and professional development.

3.4.4 Student Support and Progress

1. Serve as a Tutor when required, promoting the welfare, progress, attendance, and active participation of students and the Tutor Group as a whole.
2. Work with pastoral leaders and other relevant staff to implement student support systems and respond appropriately to student concerns.
3. Monitor student progress, maintain accurate records, and contribute to Individual Education Plans and other required reports.
4. Communicate with parents and, where appropriate, external agencies on matters relating to student welfare, in consultation with relevant staff and school leaders.
5. Contribute to PSHE, citizenship, and enterprise in line with school policy.

3.4.5 Communication, Marketing and Liaison

1. Communicate effectively with the parents of students as appropriate.
2. Where appropriate, to communicate and cooperate with persons or bodies outside the school.
3. Follow agreed policies for communications in the school.
4. Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, liaison events with partner schools, etc.

3.5 Personal Responsibilities

1. Play a full part in the life of the school, supporting its mission, ethos, and wider community.
2. Promote and follow school policies and procedures, including safeguarding, health and safety, and requirements for communal worship.
3. Maintain professional standards through ongoing development, punctual attendance at meetings, and the preparation of cover work when absent.



4. Contribute to a safe, welcoming, and well-managed school environment, including undertaking duties on a rota basis and maintaining courteous, professional relationships with colleagues, visitors, and callers.

4. Remuneration Package

Salary and benefits are competitive and will be commensurate with the responsibilities of the position.

5. Application Process – Teacher Sentinel Kalumbila Primary School

Closing Date: **9th August 2026**

To apply for the position, please complete this [application form](#).

Shortlisted candidates will be asked to submit a detailed CV with the names of three contactable referees.

6. References

We will need to collect full references before shortlist interviews, but if you have a specific preference that we do not contact one or more of your referees, please notify us of this. Please rest assured that no referees will be contacted until Educare has received your specific consent to do so. Shortlisted candidates will be asked to provide the names, job titles, email addresses and telephone numbers of three referees, including your current and past employers or line managers.

7. Qualifications, Identification, Health and Background Checks

Please note that you may be required to bring documentation to interview providing proof of your identity and qualifications. You may also be required, within the final appointment process, to undergo a health check and relevant background checks as part of the school's recruitment and safeguarding procedures.

Educare Services is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to undergo relevant background checks.