



AGA KHAN SCHOOLS

Brief for the appointment of
Director, Learning, Quality & Innovation

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EXECUTIVE SUMMARY

The Aga Khan Schools, an agency of the Aga Khan Development Network, is a globally connected education system comprising schools, hostels and non-formal education programmes that serves more than 120,000 learners annually across 12 countries in East Africa, the Middle East and South and Central Asia. Supported by over 7,000 teachers and staff, alongside dedicated volunteers, we are building a high-performing, high-impact global school system that advances educational excellence through values-based, globally recognised and locally relevant learning; develops ethical leaders; expands opportunities for every learner; and improves quality of life for individuals and communities.

For more than 120 years, the Aga Khan Schools has combined educational excellence with social impact. Guided by the values of the Aga Khan Development Network, our schools prepare young people to become ethical leaders, lifelong learners and engaged global citizens who contribute to more peaceful, prosperous and inclusive societies.

As we continue our transformation into an integrated global school system, we are seeking an exceptional educational leader to help shape the next phase of our journey.

This is a rare opportunity to help shape the future of one of the world's most distinctive international education systems, working with colleagues across multiple countries to advance educational excellence, foster innovation, expand opportunities and improve quality of life for individuals and communities.

Location: Geneva, Switzerland (with regular international travel)

Reports to: General Manager, Aga Khan Schools



AGA KHAN SCHOOLS

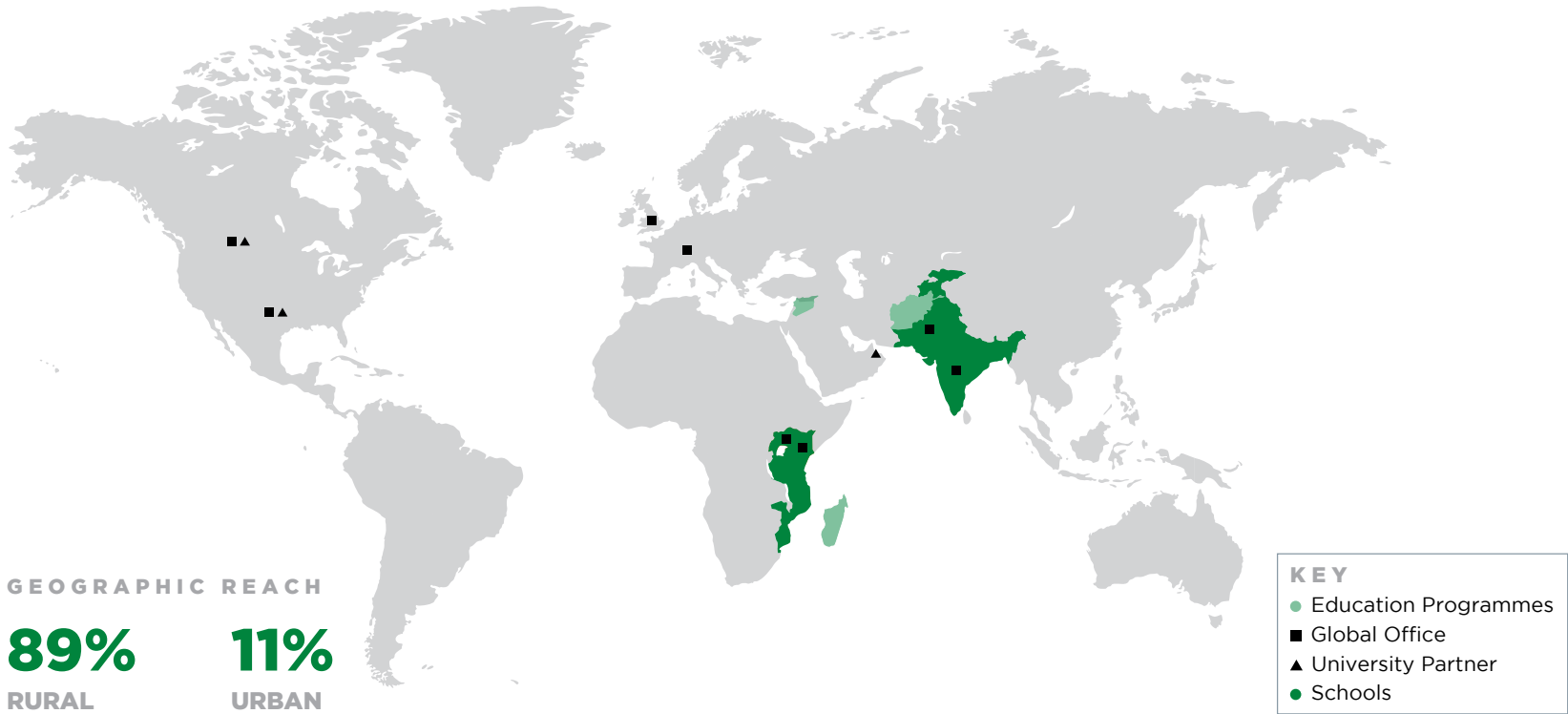
12
Countries

200
Schools

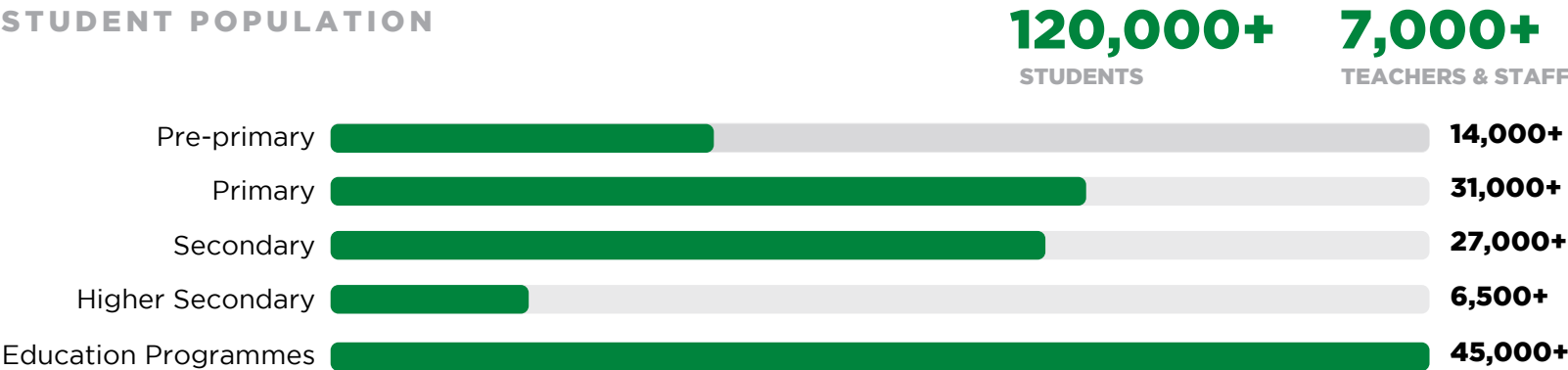
100+
Non-formal
Education
Programme
Centres

11
Hostels &
Residential
Programmes

A Global Education Network



STUDENT POPULATION



MESSAGE FROM THE GENERAL MANAGER

Thank you for your interest in the Aga Khan Schools (AKS).

We are at an exciting and defining moment in our history. For more than 120 years, AKS has provided high-quality, values-based education that has transformed the lives of generations of learners and contributed to stronger, more inclusive communities across the regions we serve. Today, we are building on this remarkable legacy as we shape the next chapter of AKS, creating a high-impact, high-performing and globally integrated school system that prepares young people not only for academic success, but for lives of purpose, ethical leadership and service.

We are bringing together our schools, people and expertise across countries to build **One AKS**: a globally connected education system that is values-based, globally recognised and locally relevant. While we are investing in new capabilities, systems and ways of working, our transformation is fundamentally about people: how we learn together, lead together and create greater impact together. We are strengthening educational quality, investing in our people, embracing innovation, building strategic partnerships and fostering a culture of collaboration, accountability and continuous improvement. Above all, we are expanding opportunities for every learner and improving quality of life for individuals, communities and society.

Achieving this ambition requires exceptional people. We are seeking leaders who combine strategic vision with humility, collaboration and a genuine commitment to service. These are not simply leadership positions; they are opportunities to shape the future of AKS.

The individuals appointed will help build new capabilities, strengthen our global system and create lasting impact for learners, educators and communities across multiple countries.

This is an opportunity to work alongside talented colleagues who share a common purpose and believe in the transformative power of education. It is an opportunity to contribute to one of the world's most distinctive international education systems, where academic excellence is inseparable from ethical leadership, pluralism and a commitment to improving quality of life.

If you are inspired by the opportunity to build, to lead and to make a meaningful difference, I encourage you to consider joining us on this journey. Together, we have an opportunity to shape the future of AKS and, through education, improve the quality of life of individuals, communities and society.

I look forward to learning more about you.



Dr Rahim Somani
General Manager,
Aga Khan Schools

THE OPPORTUNITY

The Director, Learning, Quality & Innovation is the senior educational leader of AKS and the principal adviser to the General Manager on educational matters.

Working closely with the General Manager, who establishes the organisational vision, strategic direction and priorities, the Director informs and shapes the educational direction of AKS through deep professional expertise, global perspective and evidence-informed leadership.

The Director translates the organisational vision and strategic priorities into a coherent Learning, Quality & Innovation Strategy that advances educational excellence across the AKS system. The role establishes system-wide frameworks, standards, quality assurance processes and performance measures, enabling operating regions and school leaders to deliver high-quality, locally relevant education while ensuring accountability for educational outcomes.

The Director provides strategic leadership for implementing the educational strategy, strengthening organisational capability, monitoring system-wide performance, evaluating educational impact and fostering a culture of continuous improvement. As a member of the Global Leadership Team, the Director contributes to organisational strategy, system integration and institutional transformation while helping position AKS as a globally recognised leader in values-based education.



Key Responsibilities

Inform and Shape Educational Strategy

- Serve as the principal educational adviser to the General Manager and Global Leadership Team.
- Inform and shape the educational direction of AKS by identifying emerging trends, opportunities and challenges in global education.
- Translate the organisational vision and strategic priorities into an integrated Learning, Quality & Innovation Strategy.
- Advise on educational policy, strategic priorities, investment decisions and organisational transformation.
- Ensure the educational strategy advances the mission of improving quality of life through educational excellence.

Advance Learning Excellence

- Establish system-wide frameworks for curriculum, pedagogy, assessment and learner success.
- Promote values-based, globally recognised and locally relevant education across all schools and programmes.
- Strengthen teaching and learning that develops academic excellence, ethical leadership, pluralism, critical thinking and global citizenship.
- Promote excellence across early childhood, primary, secondary, residential, supplementary and non-formal education.
- Ensure learners are prepared for higher education, meaningful careers and lifelong learning.
- Benchmark educational practice against leading international standards, research and emerging trends to strengthen educational quality and relevance.

Lead Quality, Improvement and Accountability

- Develop and oversee the AKS Educational Quality Framework.
- Establish educational standards, quality assurance systems and performance expectations across the organisation.
- Develop implementation frameworks that support operating regions and school leaders in delivering educational excellence.
- Develop and maintain system-wide educational performance indicators, dashboards and reporting frameworks that strengthen accountability and support evidence-informed decision making.
- Monitor educational performance across the network using qualitative and quantitative evidence, identify emerging trends and recommend timely interventions to improve learner outcomes.

- Evaluate educational impact and identify opportunities for continuous improvement.
- Foster a culture of accountability, organisational learning and evidence-informed decision making.

Drive Innovation and Future Learning

- Provide strategic leadership for the organisation's innovation agenda in learning and teaching.
- Develop future-ready educational models that respond to changing learner, societal and technological needs.
- Lead the strategic integration of digital learning and educational technology across the organisation.
- Promote responsible innovation that enhances teaching, learning and equitable access to educational opportunities.
- Expand alternative and flexible learning pathways that broaden opportunities for diverse learners.



Build Leadership and Organisational Capability

- Establish system-wide frameworks for teacher quality, instructional leadership and professional learning.
- Strengthen leadership capability across schools and operating regions.
- Foster collaborative professional learning communities across the global network.
- Partner with the People & Culture function and members of the Global Leadership Team to strengthen teacher quality, leadership development and succession planning.
- Build organisational capability that enables schools and operating regions to achieve sustained excellence.

Strengthen Student Success

- Strengthen system-wide frameworks for safeguarding, inclusion, well-being and student support.
- Strengthen university guidance, career readiness and learner transition pathways.
- Promote equitable access to high-quality educational opportunities.
- Ensure educational approaches support the academic, social, emotional and ethical development of every learner.

Foster Partnerships and Global Influence

- Strengthen educational collaboration across the Aga Khan Development Network (AKDN), including the Aga Khan University, the University of Central Asia, the Aga Khan Foundation, the Aga Khan Health Services and the Aga Khan Trust for Culture.

- Develop strategic relationships with universities, accreditation agencies, curriculum organisations and international education partners.
- Represent AKS in national and international educational forums.
- Promote knowledge sharing, innovation, research and collaboration across the global AKS network.
- Strengthen the reputation of AKS as a globally recognised leader in values-based education.



THE INDIVIDUAL

The successful candidate will be an accomplished educational leader with a demonstrated record of improving educational quality across complex school systems or international education networks.

They will combine intellectual curiosity with strategic vision, educational expertise and practical leadership. They will be equally comfortable shaping strategy, influencing policy, building partnerships and leading organisational change across diverse cultural contexts. They will think strategically, lead collaboratively, inspire innovation and deliver measurable educational impact.

The successful candidate will bring:

- A master's degree or doctorate in education or a related discipline.
- Significant senior leadership experience within complex education systems, international school groups or comparable organisations.
- Demonstrated success in leading educational transformation and improving learner outcomes across multiple schools, jurisdictions or countries.
- Deep expertise in curriculum, pedagogy, assessment, educational quality assurance, professional learning and school improvement.
- Experience working across culturally diverse contexts, particularly within the Global South.
- Strong understanding of educational innovation, digital learning and future-focused education.



- Demonstrated ability to analyse educational evidence and translate data into strategic action.
- Outstanding communication, collaboration and relationship-building skills.
- A genuine commitment to values-based education, pluralism and improving quality of life through educational excellence.

Above all, the successful candidate will be an inspiring, collaborative and values-driven leader who can unite diverse stakeholders behind a shared educational vision while enabling schools, educators and operating regions to achieve their full potential.

Our Commitment

AKS and AKDN are committed to fostering diversity and inclusion and welcome applications from qualified candidates regardless of gender, nationality, religion, ethnicity or disability.

Environment and climate are core strategic priorities and cross-cutting themes across AKDN. Working in some of the world's most climate-vulnerable communities, AKS is committed to environmental responsibility, reducing the impact of its operations and strengthening awareness and action through education.

AKS is firmly committed to safeguarding and promoting the safety and well-being of children and staff. All appointments are subject to appropriate safeguarding checks, and all employees and volunteers are required to comply with the AKS Safeguarding and Child Protection Policy.





HOW TO APPLY

Please apply via AKDN's website [here](#).

Deadline to apply: 27 September 2026



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www.agakhanschools.org | www.agakhanacademies.org