

UWC Red Cross Nordic seeks to appoint an inspiring and pro-active full-time, permanent Deputy Rektor from 1st August 2025

On the appointment of Natasha Lambert, currently Deputy Rektor, as Rektor from 1st of August 2025, UWC RNC seeks to appoint the next Deputy Rektor. The Deputy Rektor is a member of the Central Leadership Team, sharing responsibility for the overall strategic direction of the college and with a specific focus on education and the day-to-day educational operations of our ambitious, values-driven organisation. The Deputy Rektor leads the Educational Leadership team at the college and is responsible for delivering an innovative, values-driven and transformational educational programme.

This role requires a deep appreciation of experiential learning as a pedagogical approach, a strong understanding of the value of residential life as a learning opportunity for students, strategic thinking, the capacity to plan in the short and long term, and compassion, sensitivity and clear boundaries when working with students and staff. Commitment to the values of the college - the UWC values and the Red Cross Principles - and a demonstrable interest in engaging with our Nordic context and college are essential.

School profile:

UWC Red Cross Nordic is a two year residential school for 200 scholarship students aged 16-19, comprising more than 80 nationalities. All students study for the International Baccalaureate (IB) Diploma. The College was opened in 1995 and is financed by public funds from the Nordic countries. It is located on the shores of Flekke fjord in the county of Vestland, Western Norway.

Like the other UWC schools and colleges, UWC Red Cross Nordic is strongly committed to the mission of UWC and strives to deliver a challenging and transformational educational experience to a diverse cross section of students, inspiring them to create a more peaceful and sustainable future. <https://uwrcn.no/>. The mission of UWC is **“to make education a force to unite people, nations and cultures for peace and a sustainable future.”**

UWC Red Cross Nordic has a close collaboration with the Red Cross and the seven Fundamental Principles of the Red Cross are embedded in our curriculum and our thinking, along with the UWC Values and the values of the Nordic region.

Student profile:

UWC RCN students are selected on merit or potential by UWC National Committees in their home country. They are engaged and invested in their UWC experience. Our students are selected to create a deliberately diverse community of experience and understanding. A number of our students have first-hand experience of conflict and/or poverty within their home societies. Some have experienced gaps in education. On a busy, student-oriented campus, students need care and guidance to achieve and maintain balance in their lives.

Applicant profile:

This position carries overall responsibility for all aspects of student life, experiential learning and the extra-academic programme, in particular the day-to-day oversight of student activities, residential life and wellbeing, and collaboration with the Educational Leadership Team to design the educational programmes that we offer. The Designated Safeguarding Lead reports to the Deputy Rektor, who is a key member of the safeguarding team. This position is a residential position, and the Deputy Rektor is expected to be present at a range of student and college-led events throughout the year. We seek a motivated educator, with experience managing teams and bringing about change. Experience and understanding of residential and extra-curricular programmes are essential.

The successful candidate will have convinced us of a willingness to lead and contribute to a demanding and highly stimulating international educational and residential community, and the capacity to inspire innovative and transformational educational change. The working language of the college is English, but a willingness to learn Norwegian is essential, and interest in or knowledge of the working context in Norway is very important.

This position is residential and there is the expectation of regular scheduled evening and weekend work. The Deputy Rektor typically teaches a proportion of a regular timetable and takes full part in the extra-academic programme.

UWC Red Cross Nordic is committed to safeguarding and promoting the welfare of children, young people and adults. All applicants to the College must be willing to undergo child protection screening, including checks with past employers, and requires that all staff and volunteers share this commitment.

The College aims to attract highly qualified and experienced applicants for this post from a wide range of backgrounds who are keen to live and work in this beautiful, remote rural and multicultural community.

Essential:

- Commitment to the UWC mission and values and modelling these values as part of the community
- Commitment to the Red Cross Principles
- Proven capacity to create values-driven curriculum in and outside of a classroom setting
- Knowledge, understanding and experience of safeguarding practices
- Commitment to experiential learning as a pedagogical approach
- Knowledge, understanding and experience of residential education, ideally UWC residential education
- Knowledge, understanding and experience of health, safety and risk assessment in an educational context
- Proven success at leading collaborative student-oriented teams.
- Prior experience with initiating and leading change in a complex environment.
- Experience line-managing colleagues to engender and maintain a strong collegiate atmosphere
- Relevant university degree, qualifications in teaching
- Personal integrity, compassion and intellectual agility
- Ability to prioritise workloads and establish a healthy work/life balance
- Fluency in English
- Strong organisational and financial management skills

How to apply

Please submit a CV of no longer than two pages and a cover letter of no more than two pages.

Your cover letter should address the following questions:

- In your experience, what are the possibilities and challenges inherent in a residential school environment? What is your motivation to engage with the residential aspect of the curriculum?
- What is your experience of experiential learning as a pedagogy? In what ways do you consider this form of education relevant to young people who wish to bring about a more peaceful and sustainable future?
- What is your motivation to work with the UWC values, the Red Cross principles and the Nordic context? What potential do you see in this combination?
- How would this position fit into your future professional aspirations?

Please also provide details of two referees, including your most recent employer.

Please return by email to the Rektor, Pelham Lindfield Roberts, to appointments@uwrcrn.no.

The application deadline is 12th January 2025. We anticipate online interviews to take place from the 15th to the 22nd of January, and shortlisted candidates may be asked to come to the college for an interview in the week of January 27th.