



Director of Victoria Educational Organization (VEO)
Responsible to the CEO of
Chow Tai Fook (CTF) Education Group (Hong Kong)
January or July 1, 2019

The Chow Tai Fook (CTF) Education Group is part of a privately held diversified Hong Kong-based Company with investments in a group of for-profit Kindergarten Schools and involvement with Primary and Secondary schools including Delia School of Canada and the Victoria Shanghai Academy. All of these 20 Schools are located in Hong Kong and they serve approximately 10,000 students.

Reporting to the CTF Education Group is the Victoria Educational Organization (VEO). Founded 50 years ago, VEO is one of the largest providers of early education in Hong Kong. It serves over 3500 students in eight kindergartens and nurseries in Hong Kong. VEO has built a legacy and reputation for excellence in delivering innovative learning programs for children as it continuously explores and embraces innovation to enhance young children's learning. Teachers and students represent a variety of nationalities, reflecting Hong Kong's multicultural community.

Victoria was the first kindergarten to introduce English teachers into the classroom and to establish a collaborative environment with Chinese and English native speaking teachers working side by side. The vision expanded and in 2007 trilingual classrooms (Cantonese, Putonghua and English) were introduced. Today all Victoria nurseries and kindergartens are International Baccalaureate world schools offering the Primary Years Programme. The classes are bilingual or trilingual, and the arts and sport are also incorporated into the daily curriculum.

VEO is committed to providing children with “a safe and richly stimulating learning environment; a nurturing, caring learning atmosphere; a wide variety of learning opportunities; and a good example of proper manners and social skills”. It aims to develop “multilingual students today” who become “global citizens of tomorrow.”

The Director of VEO will support, coach and work closely with the Principals of each of the 8 campuses, the central administration team, and the curriculum team in order to ensure high quality dynamic schools with successful and happy students. Reporting to the CEO, the Director will be expected to:

- Uphold and articulate the mission and vision of VEO
- Create and implement the strategic plan underpinning the mission and vision and oversee progress relative to goals
- Stimulate critical thinking of the practices within the organization that will maintain the uniqueness of VEO as an institute at the forefront of top quality educational provision.

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- Promote a positive VEO culture
- Formulate plans, strategies, structure and policies for the development and administration of the schools
- Establish and manage an effective framework for the review and assessment of school Principals
- Build a team of Principals who are committed to attaining exceptional outcomes for all school constituents
- Empower Principals in their work of managing the staff of their schools.
- Ensure that the educational programmes of the schools resonate with the mission and vision of VEO
- Promote development, implementation and review of curriculum, promoting a consistent and vertically aligned system of student learning from Playgroup to Kindergarten 3.
- In conjunction with school principals, formulate plans to support the learning of students of different abilities.
- Review and approve plans and proposals for annual and mid-range school development as well as special renovation projects, budgets, reports and statements
- Ensure the compliance of VEO with all statutory requirements
- Create and coordinate staffing frameworks for effective utilization of human resources
- Guide the schools in creating a professional development framework for staff
- Maintain frequent regular communication with school Principals
- Maintain a strong presence in the International and Hong Kong Community and represent VEO with the Education Bureau and other external organizations

As the pedagogical leader and ambassador of VEO, the successful candidate will have the following skills and qualifications:

- Substantial experience in leading a school or group of schools or a very large Division preferably in the international realm
- Ability to think strategically and creatively to advance and expand the VEO model
- Motivational leadership that inspires organizational excellence and a culture of continuous improvement
- Collaborative leadership that fosters a collective desire to create an environment based on trust and the inspiration to strive for excellence
- An entrepreneurial vision for cutting edge programmes and education
- Excellent communication skills for dealing with a large range of constituents in a confident and engaging manner
- Ability to gain the trust, admiration and respect of parents
- Ability to market the Schools internally and externally
- Demonstrated detailed knowledge of current models and 21st century learning approaches in international and early childhood education
- Strong coaching and mentoring skills
- Ability to work with other schools and or development projects desirous of becoming part of the VEO organization
- A high level of cultural sensitivity

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Compensation will be very competitive and will include a subsidy for housing in Hong Kong and free education for school-age children. The Company expects a minimum of a three to five year commitment to the position.

Interested Candidates should contact John Littleford, Senior Partner, Littleford & Associates at John@JLittleford.com Please submit a cover letter, CV and three references.