



Candidate Brief
for the position of
**Regional Vice President
(VP) Education**

Required for June 2027



A message from the CEO

As MindSpire Education undergoes an exciting period of expansion, I want to share the core of our corporate philosophy: thinking and acting big. This ambitious approach has been the foundation of our accomplishments and will continue to guide us towards unprecedented growth. “Thinking big” means envisioning a future beyond the ordinary, challenging the status quo, and relentlessly pursuing innovation. Because ambition requires action, our strategy pairs visionary thinking with decisive implementation. This involves calculated risks, strategic investments, and embracing opportunities with confidence. We are unwavering in our dedication to providing high-quality education.

The guiding principle of “creating brighter futures every day” is manifested in every aspect of our operations. This commitment is evident in our focus on cultivating innovation across our schools, safeguarding the well-being of every community member, propelling our educators to grow, creating valuable opportunities for collaboration across our platform, maintaining top-notch quality in everything we do, and charting paths for our students to make informed decisions about their future.

This inspiring vision has been a key aspect of driving significant business growth, reflected in expanding our network, forging new partnerships, and continuously enhancing our campuses to offer the highest-quality academic experience. Our ambitious approach has also yielded remarkable results in community engagement, as evidenced by positive parent feedback and outstanding student exam scores, further exemplifying the unparalleled atmosphere we offer at each school.

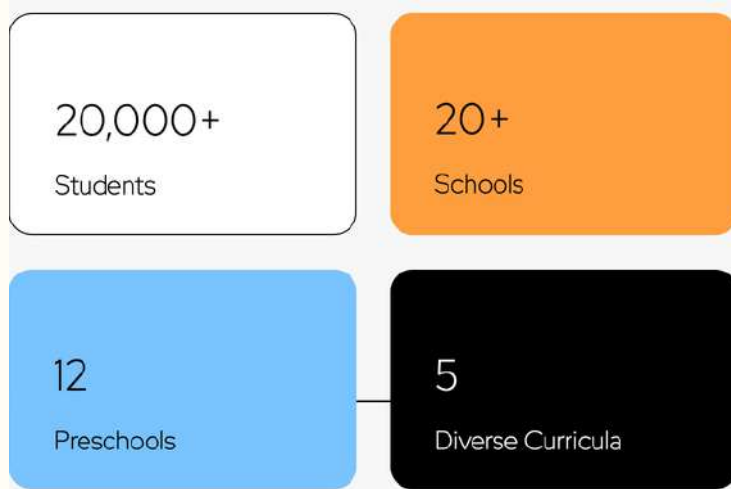
As we embark on this new chapter, let us all embrace the power of thinking and acting big.

Ahmed Wahby

Group Chief Executive Officer, Board Member, Middle East & Africa



About MindSpire Education



MindSpire Education is a forward-thinking educational continuum transforming how learners, educators, and institutions grow.

Today, MindSpire has rapidly grown into a trusted network with 33 assets across the MENA region, including more than 20 schools and 12 preschools, serving over 20,000 students through five diverse curricula designed to prepare future-ready learners.

Across this ecosystem, hundreds of educators guide, mentor, and inspire students every day.

Backed by leading investors, including EFG Hermes, MindSpire is built on a vision to create brighter futures through accessible, high-quality education. The platform partners closely with the schools it supports, working hand-in-hand with leadership teams to strengthen systems, elevate educational standards, and ensure student wellbeing remains at the center of every decision.

MindSpire operates in Egypt through the Egypt Education Platform (EEP) under a Master Services Agreement. Through EEP, the platform manages a portfolio of leading educational brands and services.

Driven by purpose and deep expertise, MindSpire continues to expand its presence across the region, building environments where students thrive, educators lead, and communities grow stronger together.



Our Vision & Values

Our Values

Unity

Together, we grow stronger.

Safety

Belonging starts with safety, and safety belongs to everyone.

Transformation

Always learning, growing, and getting better.

Accountability

We show up, take ownership, and follow through.

Excellence

We aim higher, and then higher still.

Respect

Every voice matters and every difference makes us better.

Our Vision

At MindSpire Education, our vision guides everything we do. We envision a world led by stellar global citizens shaped by us.

Our Purpose

We exist to create brighter futures through accessibility to quality education.

KSA Schools

MindSpire's KSA portfolio brings together leading international schools offering British and American curricula aligned with global standards. Across Riyadh, they deliver high-quality, student-centered education supported by strong accreditations and a shared commitment to excellence and innovation.

Egypt Schools

MindSpire's Egypt portfolio, owned and operated through Egypt Education Platform (EEP), brings together leading schools and Montessori preschools across Cairo and Alexandria. Offering British, American/IB, and Egyptian curricula, they deliver high-quality, well-rounded education grounded in strong values and innovation.

The Role

Reporting Relationships

The **Regional Vice President (VP) Education** reports directly to the Chief Executive Officer (CEO).

EEP: Director of Education (Schools) and Director of Education (Capabilities) report to VP Education.

MindSpire: Deputy Directors of Education (Affordable and Mid-market plus and Premium segments) report to VP Education.

Key Responsibilities and Deliverables

- Oversight of 8 out of 13 schools in Egypt;
- Oversight of schools in Saudi Arabia (currently 5);
- Leading Central Education Units (Egypt and Saudi Arabia);
- Working closely with the CEO and Regional Directors in central office to ensure alignment between schools' operations and organisational KPIs;
- Spending 3 weeks per month in Riyadh and 1 week in Egypt per month.

Strategic Improvement Planning:

- Ensuring MindSpire and EEP Central Education Units (CEU) have relevant Strategic Improvement Plans (SIP) that are ambitious with clear deliverables. The schools' SIPs need to be aligned with the CEU and address school specific deficits as identified by authorisations, school reviews, external data and internal knowledge of the school. School SIPs to include action plans that identify how quality assurance will ensure successful monitoring and what professional development requirements need to be met to enable staff to realize the goals set forth in the SIP.
- Creating and supporting existing schools and new schools by having a manual of standard operating procedures (SOP) that highlight by sector the resource requirements (staffing structure and physical resources including but not limited to subscriptions that are used).



- **Quality Assurance** across our platform of schools including regular School Reviews following KHDA (Dubai) inspection framework. This includes CEU team members being actively involved in lesson observations on a weekly basis in their respective schools.
- Ensuring mechanisms are in place including having weekly 1-to-1s with Principals to ensure schools are adequately supported and a proactive approach is taken to identifying challenges and issues in advance.

People

- Working with the central office to create salary scales that are aligned with overall KPIs including staff retention.
- Liaising with schools to ensure additional staffing requirements are efficient and aligned with school's individual priorities.
- Working with the central HR team and individual schools to ensure they are managing their recruitment efforts in a timely manner.
- Coaching and supporting Heads of School.
- Creation, development and monetization of capabilities (Innovation and Ed Tech, Safeguarding, Careers and University Guidance and Professional Development).
- Managing start-up of new schools in Middle-East, North Africa (MENA) region.
- Supporting schools in developing caring communities.
- Creating a climate of collaboration across our platform of schools.

Events

- Ensuring high-quality, significant, major events across schools to grow, develop and celebrate student learning progress and achievement in a full range of activities.
- Ensuring that schools have a full calendar of events that celebrates 'Capabilities' and other priorities to contribute to the holistic development of students.

Customer

- Ensure relevant mitigation strategies at both a micro and macro level are in place to maximise student retention.
- Ensure school's are set-up for success in the annual parent survey and new families' survey.
- Ensure alignment between the marketing and educational teams enabling all events to be well represented in the relevant media channels.

Candidate profile

Background & Experience

The successful candidate will:

- Have proven experience as a senior leader in an international school or education group setting;
- Have extensive knowledge of educational excellence and curriculums;



- Be a strategic thinker with excellent business acumen and understanding of practicalities from a business perspective;
- Possess outstanding and natural people skills, who is pleasant and effective to work with, who provides stability for all around them and someone who can demonstrate a proven ability to lead, inspire, and develop high-performing teams;
- Have a mindset which understands start-ups and growth within a group, and can work effectively and efficiently with all key stakeholders;
- Have a strong knowledge of global education trends and international accreditation processes, quality assurance, school inspections, and self-evaluation frameworks;
- Have expertise in recruiting, retaining, and developing high-calibre educators;
- Show resilience and a flexible mindset, with the capacity to travel between Riyadh and Egypt on a monthly basis.

Terms of Appointment

Role: **Regional Vice President (VP) Education**

Location: Riyadh

Contract: Full time, permanent

Start date: 1st June 2027

Benefits:

- Competitive Salary
- Housing allowance
- Private medical insurance, and for spouse & dependents
- 100% tuition fee discount for children
- Annual flights (Business class), and for spouse & dependents
- Relocation allowance



How to Apply

Anthony Millard Consulting are assisting MindSpire Education with the recruitment of this post.

Candidates should complete the online form on the vacancy page at www.anthonymillard.co.uk and upload a CV and covering letter addressed to Mr Ahmed Whaby (Group CEO of MindSpire), outlining your interest and suitability for this role.

Names, addresses, email addresses and telephone numbers of three referees (including current and past direct line managers) are required, but will only be taken up with each candidate's consent.

Closing date for applications is Monday 28th September 2026.

Candidates who are short-listed will be invited to interviews, which will take place in October 2026.

For an initial discussion about this opportunity, please contact Anthony Millard Consulting:

Wendy Ellis: wendy@anthonymillard.co.uk

MindSpire Education is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applications.