

National Director and School Principal

1. Introduction

Are you a dynamic leader with experience in the education sector, and do you have a passion to make a difference for unaccompanied children and refugee teens? Then you may be our new National Director and Principal for the Faros School in Greece.

Faros is a Christian non-profit organization started in 2014 to provide support and care to unaccompanied children and refugee teenagers. We offer holistic support, and provide protection services, referrals for accommodation, non-formal education, and pathways for integration. Our vision is to see every unaccompanied child and refugee youth live with dignity and hope and be equipped to make a positive change in society.

1. Role summary

The National Director of Faros in Greece plays a vital role in ensuring the organization fulfils its mission to transform the lives of unaccompanied children and refugee teenagers through education, protection, and integration. The National Director also acts as Principal of Faros Non-formal School for migrant and refugee teenagers, which is the main program in Greece.

As the National Director, you will hold a strategic leadership role, overseeing and coordinating Faros' staff, budgets, programs, and building partnerships in Greece. The Director is responsible for maintaining good relations with existing CSO partners, Schools, UN agencies, government partners, as well as our partnership with the Evangelical Church of Greece.

Reporting to the General Director, you will be responsible for providing guidance and support to our key initiatives: Faros' Non-formal school for migrant and refugee teenagers, the Drop-in Center for unaccompanied children and refugee teenagers, and the administration and support team. The National Director is dedicated to Faros' vision, mission, and values, and will lead with openness, empathy, and integrity, delegating and supporting the team to make positive impact for unaccompanied children and refugee teenagers in Greece.

In this role, the National Director should be both self-motivated and able to work within a framework with direction, taking initiative to development the organization's activities while also aligning with the overall mission of Faros under the guidance of the General Director. A positive outlook towards the work and co-workers is essential in building a collaborative and supportive atmosphere within Faros.

2. Responsibilities

A. Program Oversight:

- Provide direction and supervision for Faros' non-formal school, ensuring thriving environment and high-quality education for migrant and refugee teenagers.



- Oversee the Drop-in Center, ensuring it remains a safe and supportive environment for unaccompanied children and refugee teenagers, offering necessary resources and care.
- Support the administration and support team, fostering an efficient and collaborative work environment that aligns with Faros' values and mission.

B. Leadership:

- Provide inspirational leadership to the Faros team, including team leaders, teachers, administration, and support staff, ensuring cohesive efforts to achieve Faros' mission.
- Ensure that the organizational values are upheld and implemented in practice.

C. Strategic Planning:

- Collaborate with the General Director to develop and execute strategic plans that align with Faros' overarching mission and goals.
- Identify growth opportunities and innovative approaches to enhance the impact of Faros' programs and services.

D. Representation and Partnership Building:

- Represent Faros at national level, engaging with relevant authorities and partner organizations.
- Collaborate with the General Director to cultivate strategic partnerships and collaborations that expand Faros' reach and resources.

E. Financial and Resource Management:

- Collaborate with Finance Director to oversee financial planning, project budgeting, and resource allocation, ensuring efficient utilization of resources for sustainable program implementation.

F. Reporting, and Monitoring and Evaluation:

- Oversee monitoring and evaluation processes, analyzing data on program outcomes and impact to guide evidence-based decision-making.
- Ensure compliance with organizational policies, legal requirements, and donor regulations.

G. Organizational Culture and Values:

- Uphold Faros' core values: being purpose-driven, compassion, trust, support for the whole person, honesty, and competency, faith foundation.



3. Values in action

As a member of the Faros team, you play a crucial role in fulfilling our mission to care for unaccompanied children and refugee teenagers, and embracing our core values:

A. Purpose Driven:

- Approach the role with a clear sense of purpose, knowing that your efforts make a positive impact on the lives of unaccompanied children and refugee teenagers.
- Support and encourage colleagues in their roles, recognizing the collective significance of our vision and mission.

B. Compassion:

- Demonstrating empathy and understanding towards teenagers and co-workers.
- Creating a caring and supportive environment where everyone, both teenagers and co-workers, feels welcomed, valued and respected.

C. Trust:

- Building trust through integrity and transparency in your actions and communication with beneficiaries, co-workers, and external partners alike.
- Fostering an atmosphere of trust and cooperation within the team, enhancing collaboration and effectiveness.

D. Whole Person:

- Recognizing the holistic needs of our beneficiaries, addressing their emotional, educational, and social well-being.
- Showing care and consideration for your co-workers' well-being, supporting their personal and professional growth.

E. Honesty:

- Upholding honesty and accountability in all interactions with beneficiaries, co-workers, and partners.
- Fostering open and honest communication within the team, promoting a culture of trust and understanding.

F. Competency:

- Striving for excellence in our work, and continuously improving skills to better support unaccompanied children and refugee teenagers.
- Recognizing and appreciate the unique competencies and contributions of the co-workers.

G. Faith foundation

- The foundation of Christian faith motivates us to care for unaccompanied children and refugee teenagers and inspires us to



strive for excellence. We respond with compassion, and provide care based on need and regardless of nationality, religion, age, or gender.

4. Location and conditions

This is a full-time role based in Athens, Greece. The role will follow Faros' salary scale and includes attractive conditions for work-life balance and professional development. The specific terms will be negotiated with the successful candidate.

5. How to apply

We look forward to hearing from interested candidates who are invited to submit their resume, university transcripts, and a cover letter detailing their motivation for the role to jobs-athens@faros.org

In the letter of motivation, we expect you to relate to our Christian faith foundation and values.

Application Deadline: **15 December 2023**.

The first round of interviews will be held in early January.

We expect the successful candidate to be able to start in the role on **1 May 2024** or soon thereafter. The candidate must hold a legal permit to work in the EU.

For any queries about the role, please send an email to Director, Patricia Kirk: patricia@faros.org

