

BACKGROUND

Mimosa School in Auckland Park, Johannesburg, has been operating as a preschool since 2005 and a Foundation Phase school since 2017 and was registered as an NPC in 2020. We currently have 108 learners aged 2-10 with 15 teaching and support staff. Mimosa is a model Reggio Emilia-inspired school that contributes to developing and extending the Reggio Emilia approach in the South African and African context through teacher training, school partnerships, policy engagements and community projects. More information about our school can be found at <https://www.mimosaschool.org.za>.

We are seeking a new Teaching Principal to lead Mimosa into its next phase.

ROLE DESCRIPTION

The core purpose of the role is to provide professional leadership and management for Mimosa School. The role also includes teaching a class, either in the pre-school or primary school.

The leadership and management role incorporates the following elements:

- Leading the school's overall strategic vision and maintaining its unique nurturing, creative and inquisitive Reggio Emilia-inspired ethos and its many existing and future partnerships as a 'school without walls', in collaboration and consultation with the Board, SMT, teachers and broader Mimosa community;
- In collaboration with the SMT and the pedagogy staff team, leading and maintaining the quality of the school's overall pedagogic and social practice, committed to educational and social inclusivity, diversity and community engagement;
- In collaboration with the SMT and the inclusion & wellness staff team, leading, managing and supporting 15 teaching and support staff members;
- In collaboration with the SMT and the staff operations team, overseeing overall school administration, including ensuring financial sustainability, compliance with GDE & DBE school registration requirements, child protection, health & safety;
- Continuously building active and inclusive relationships with the Mimosa community of families;
- Building on the collaborative learning culture within the school and actively engaging with other Reggio schools and educational institutions to build effective learning communities. This includes contributing to debates and practices on quality ECD and foundational teaching and learning in Gauteng and South Africa, and specifically the Reggio Emilia approach in the African context.

The teaching role includes:

- Providing Reggio Emilia-inspired instruction in a class of 10-16 learners, merging CAPS-aligned learning outcomes with Reggio Emilia-informed project-based pedagogy.
- Working with other teaching staff to support learners, document and reflect on their work, and provide tailored inputs and extension as required.

MINIMUM REQUIREMENTS

Formal qualifications:

- A successfully completed B Ed degree OR

- A successfully completed 3-year degree in any relevant discipline, combined with a PGCE
 - If a candidate has a completed degree but no specific teaching or education qualification, they will need to contractually commit to registering for a part-time PGCE at their own cost and completing it within three years of starting the position.
- SACE registration.
 - Candidates without current active SACE registration must commit to registering with SACE immediately upon taking up the position, or if enrolling in the PGCE to register immediately upon completion.

Practical experience:

- A minimum of 5 years of teaching experience in either early childhood education or primary school is required.
- Solid experience in senior management positions is required, ideally but not necessarily in education-related organisations or functions. This includes experience with:
 - Strategic planning
 - Staff management
 - Financial management
 - Organisational governance (boards)
- CAPS experience is advantageous.
- Experience with the Reggio Emilia educational philosophy and practice is advantageous. Applicants without prior Reggio Emilia experience will need to commit to engage in depth with the approach through reading and attending training, workshops and conferences.

Personal characteristics:

- A consultative and inclusive leadership style based on an ethic of relationships is required
- A proven personal commitment to diversity, equity, and inclusion is required
- A willingness to engage in explorative learning for young children is required

SALARY

Salary Negotiable based on experience and qualifications. Range: R32,000 – R45,000 per month.

STARTING DATE

The start date is negotiable, but it should be January 2026 at the latest, with a gradual induction process starting in October 2025 at the latest.

This position is directly accountable to the Mimosa School Board of Governors. Once appointed, the principal will become one of the Directors of the Mimosa School NPC.

APPLICATION PROCESS

To apply for this position, please submit a CV and cover letter outlining your qualifications, experience and reasons for being interested in the role to mimosaboard@gmail.com with the subject line 'Principal Application' and your name. The application deadline is 07 September 2025. Once the application is received, qualifying candidates will be informed about the next steps in the application process.