



## Consultants' profiles:

### Christopher Tongue MA (Cantab)



Chris joined CFA in 2004 following twenty years as an independent school headmaster, the last twelve at St John's School, Leatherhead. He has extensive experience of advising on the appointment of heads, bursars and other senior staff in the UK and internationally; he has played a major role in the training of HMC heads (as chairman of the HMC Professional Development sub-Committee) and has carried out research on the key tasks facing independent school heads. Chris has directed numerous training courses for senior staff, is an ISI inspector with experience of inspecting schools both overseas and within the UK and is regularly invited to carry out the formal appraisal of heads. He is a governor of several GSA, HMC and IAPS schools.

### Joanna Grant Peterkin BA



Joanna was Headmistress of St George's School, Ascot, an independent girls' school, before joining CFA in 2006. She has assisted several schools in their recruitment of heads at both preparatory and secondary level, in Britain and overseas. Joanna has also been an independent consultant on university entrance and senior school selection. She has been a GSA representative on the Executive Committee of the Independent Schools' Examination Board, is on the boards of several charitable trusts and involved in the governance of several independent and state schools.

CFA Education is the educational wing of C F Appointments Ltd (Charity and Fundraising Appointments Ltd) which was founded in 1984 and provides an executive search and recruitment service for charities and other not-for-profit organisations.



## How we can help your school make a successful leadership appointment



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**C F Appointments Ltd**  
**"Facilitating professional leadership"**



## The advantages of seeking professional help when making leadership appointments:

- The most important decisions a Governing Body makes for the future of a school are in the field of senior appointments.
- Professional recruiters who have wide connections within the sector can persuade potentially outstanding candidates to put their names forward for consideration.
- CFA Education has extensive experience of leadership selection in independent schools and provides a professional and thorough service to facilitate key appointments.
- In an increasingly complex field, CFA Education helps schools to find the right match – the person best fitted for a leadership position in each individual school.

## The advantages of using CFA Education:

- To complement the skills of the Governing Body, enhancing the prospect of making a successful appointment
- To assist in defining precisely what it is that the school needs at this stage of its development
- To ensure that the optimum process is adopted throughout every stage
- To help create the very best possible long-list of candidates
- To make full use of our professional experience and contacts in the field of school leadership recruitment

## CFA can assist with the selection and appointment of the following:

Heads

Bursars

Development Directors

Fundraisers

CFA's fees are available upon request.

CFA Education can also provide a consultancy service on a variety of issues including those relating to governance and management.



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