



## Kigali International Community School

2020 Estates Gacuriro • BP 6558 • Kigali, Rwanda

[www.kicsrw.org](http://www.kicsrw.org)

# Employment Application

### Contact Information

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Email Address \_\_\_\_\_ Phone Number \_\_\_\_\_

Current Address:

### Personal Information

Citizenship \_\_\_\_\_ Passport Number \_\_\_\_\_

Date of Birth (DD/MM/YY) \_\_\_\_\_ Marital Status \_\_\_\_\_

Names and Ages of Children (if applicable)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

Which position are you applying for? \_\_\_\_\_

Date Available \_\_\_\_\_

How did you find out about this employment opportunity?

- Referred by current KICS Staff member
- Recruitment Website: \_\_\_\_\_
- Other: \_\_\_\_\_

Name of KICS Staff member who referred you (if applicable) \_\_\_\_\_

### School/Certification Information

University/College Name and Address	
Major	Dates Attended
Degree	Certification

Postgraduate University/College Name and Address	
Major	Dates Attended
Degree	Certification

Other University/College Name and Address	
Major	Dates Attended

Degree	Certification

Certification Type	Certification Agency
License #	Expiry
Endorsements	

Other Training and/or Certifications

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**Work Experience (beginning with most recent)**

Employer Name and Address	Position	Dates
Employment Responsibilities		
Reason for leaving position:		

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Employer Name and Address	Position	Dates

Employment Responsibilities
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Employer Name and Address	Position	Dates

Employment Responsibilities
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Have you ever been convicted of a crime?  Yes  No

*If yes, explain the number of convictions, nature of offense(s) leading to convictions, how recently such offense(s) was/were committed, sentence(s) imposed, and types of rehabilitation.*

I give permission to KICS to conduct a background check.

Do you have any special conditions (health, mental, spiritual, cultural, family, etc.) we should be aware of?

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## **Essay - Personal Faith Journey**

Please give a 3-paragraph description of how you came to Christ, including the difference Jesus has made in your life and a description of your regular spiritual disciplines. Please also describe your core Christian beliefs and how you think of discipleship in a school setting.

**I declare that all the information I have provided on all pages of this application is true and accurate to the best of my knowledge. I understand that misrepresentations or incorrect information provided to KICS will result to immediate termination of employment.**



## **KICS Faith and Lifestyle Agreement**

Please review the Statement of Faith, Lifestyle Statement, and Declaration of Moral Integrity Form. Employees of Kigali International Community School must be willing to sign the following statement of faith and Lifestyle Agreement.

### **Statement of Faith**

1. We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God. (II Timothy 3:16, II Peter 1:21)
2. We believe there is one God, eternally existent in three persons; Father, Son and Holy Spirit. (Genesis 1:1, Matthew 28:19, John 10:30)
3. We believe in the deity of Christ: (John 10:33); His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35); His sinless life (Hebrews 4:15, Hebrews 7:26); His miracles (John 2:11); His vicarious and atoning death (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9); His resurrection (John 11:25, I Corinthians 15:4); His ascension to the right hand of God (Mark 16:19); His personal return in power and glory (Acts 1:11, Revelation 19:11).
4. We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved (John 3:16, John 5:24, Romans 3:23, Romans 5:8-9, Ephesians 2:8-10, Titus 3:5).
5. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of condemnation (John 5:28-29).
6. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, I Corinthians 12:12-13, Galatians 3:26-28).
7. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-14, I Corinthians 3:16, I Corinthians 6:19-20, Ephesians 4:30, 5:18).
8. We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all intimate sexual activity outside the marriage relationship, whether heterosexual, homosexual, or otherwise, is immoral and therefore sin. We believe that God created the human race male and female and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin.

By typing your name below, you are stating that you agree with each statement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Spouse's Signature (if married)

\_\_\_\_\_  
Date



## Lifestyle Statement

KICS is a religious, nonprofit organization representing Jesus Christ throughout the local community. KICS requires its employees to be born-again Christians, living their lives as Christian role models (Rom. 10:9–10, 1 Tim. 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity, appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The KICS Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity and homosexual behavior or any other violation of the unique roles of male and female (Rom. 1:21–27, 1 Cor. 6:9–20). KICS believes that biblical marriage is limited to a covenant relationship between a man and a woman.

KICS employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of KICS that each employee will have a lifestyle in which “He may have the preeminence” (Col. 1:18, NKJV).

### Declaration of Moral Integrity Form

“Honor marriage and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex.” (Hebrews 13:4, The Message)

“A pupil is not superior to his teacher, but everyone [when he is] completely trained (readjusted, restored, set to rights, and perfected) will be like his teacher.” (Luke 6:40, AMP) .

KICS expects all of its employees, as well as its volunteers who have unsupervised access to children, to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a ministry position as an employee or as a volunteer at KICS, I recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that as a follower of Christ, I am not engaging in and commit to not engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual activity, sexual harassment, use of (including the viewing of) pornographic material or websites, and sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of KICS. Type your name to certify that the preceding information is correct and accurate to the best of your knowledge and that you are the person completing this application.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Spouse’s Signature (if married)

\_\_\_\_\_  
Date



## MISSION

The mission at KICS is to provide a Christ-centered, U.S. accredited primary and secondary education that challenges students to excel academically and live out a biblical worldview.

## VISION

The vision of KICS is to impact the world for Christ by preparing servant leaders who choose *character before career, wisdom beyond scholarship, service above self, and a lifestyle of participation over apathy.*

## VALUES

1. **Servant leadership.** We believe each person at KICS should live in a way that models the servant leadership of Christ. Putting character before career, wisdom beyond scholarship, service above self and a lifestyle of participation over apathy.
2. **Christ-Centered.** At KICS, we seek to live out a biblical worldview that believes and articulates that Jesus Christ is the Son of God and the only way to have eternal life for all who believe.
3. **Global Family.** Each person created, is an image bearer of God. At KICS, we value the diversity of creation by God the Father over all people, from every country and culture. As such, KICS values and respects the global nature of our family that comes from various countries of the world and is sent out to various countries of the world.
4. **Customization.** At KICS we value that each student is an individual and we desire to help each student grow into the unique gifts, skills and talents God has placed inside of them.
5. **Lifelong Learners.** At KICS we desire for each student to grow in the areas of critical thinking and problem solving for all areas of life.

I have read and am aware of the mission, vision, and values of KICS.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Spouse's Signature (if married)

\_\_\_\_\_  
Date

Please submit this KICS employment form along with your resume and letter of intent to [apply@kicsrw.org](mailto:apply@kicsrw.org).