

BNB Governance and Leadership

A clear organizational structure ensures effective up and down communication and unity of command. BNB new structure is designed just to do that. At the top of BNB hierarchy is the board of directors that approves all important decisions and policies recommended by the chief executive director and the senior management team.

BNB Board

The board of directors (five in number) chairman, vice chairman and three members have dual responsibility to oversee BNB. The main function of the board of directors is to provide oversight for the organization and appoint chief executive director, approves all policies, development plan, and annual budget, evaluates CEO performance and approves all senior posts recommended by the chief executive director. The chief executive director is a nonvoting member board that presents plans and policy initiatives and maintains all records of the board decisions and deliberations. Together with the board chair, the CEO makes the agenda for the board meeting and will serve as a secretary to the board although the board could also appoint one of its members to serve as board secretary.

The BNB board will re-commit itself to evolving into strong and professional board that will meet current and future challenges of the organization. It will do so by enacting a professional code of ethics and meets regularly and assists management in making all important decision that makes BNB stronger organization. Aware that it may not be feasible to meet in person as desired, the board will make most of its decisions through electronic communication while make efforts to make in person meetings when it is necessary and possible.

BNB Leadership

Strong leadership is an important pillar for strong organization. To do so, BNB will appoint or hire key senior management posts that among others include, academic services director, fiancé and admin director and training and consultancy services director. The new structure will also have Learning Advancement, technology & Innovation Manager who will oversee the Library, Laboratory, Pedagogy, and Technology and innovation centers. Additionally, the new organization will have stronger and organized human resources and Media//Marketing/ Promotion units.

The Chief Executive Officer (CEO)

The chief executive director (CEO) is responsible for overall development and growth the organization and reports to the board chairman or vice chair in his/her absence. All senior managers and directors report to the CEO. The main functions of the CEO are to ensure the smooth and

efficient running of the organization by supporting the various directors and managers to function effectively. It is also the primary role of the CEO to maintain ensure smooth relationship with government and wider community by building a positive image of BNB. Being for-profit company, the CEO ensures that the company is profitable year after year and ensures that it is competitive in its business. He/she is the chairman of the executive management committee and ensures that all major decisions are properly consulted and have the support of the management team.

Executive Management Committee

Chaired by the CEO, the executive management committee is a body of senior managers of the organization that the CEO consults in making all important decisions. Members include, academic services director, human resources director, advancement, technology and technology and innovation manager as well as director for training and consultancies.

Education Services Director

The educational services director ensures quality of learning. He/she coordinates all academic activities and supervises the principals of the various academic units (High School, Middle School, Elementary School and Kindergarten). He/she will also be responsible for smooth running of all learning services like libraries, laboratories, ICT and pedagogy centers ensuring that each of them are well stocked with needed learning resources and managed and maintained properly. In addition, he/she will also coordinate functions of various committees like PTA/Students council, supervisors, departments and technology and innovation centers. The four education units (Kindergarten, elementary, middle school and high school) will each have competent principals and deputies that are responsible for ensuring delivery of quality education, effective learning, teachers' supervision and support. The academic service director chairs the academic committee that is composed of the principals and learning resources manager, the education services manager and department heads. This committee will be responsible for making all important academic decision and ensures maximum learning, academic excellence and discipline.

Training and Consultancy Director

Complementary to formal academic program, BNB will establish training and consultancy services department with primary function of extending education related services to the community by offering teachers training program that uses the school as a learning laboratory, conduct evening classes for working students who cannot attend formal day school, tutorial services and short trainings in various fields and offer short vocational and skills trainings for community members. A competent director will be hired to lead this department and he/she will report to the CEO. By providing these and related services, the director will also be charged with responsibility of generating strategic income to ensure sustainability of the organization.

