

INFORMATION PACK FOR THE POST OF  
**PRINCIPAL**



Appointment for August 2018 or sooner if possible

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# 1. Denla British School

## 1.1 Introduction

Located in the province of Nonthaburi approximately 45 minutes north of central Bangkok, Denla British School (DBS) opened for its first full academic year on the 28<sup>th</sup> August 2017. Initially enrolling children aged 3-11 (Early Years 1 to Year 6), DBS will extend to Year 8 in 2018, and then to Year 13 in future years. At capacity the School will cater for approximately 1600 pupils. Since our launch, DBS has attracted a significant amount of interest from local families, with enrolments continuing to grow on a daily basis.

To prepare pupils for the transition into a British Curriculum school, DBS established a uniquely designed 'Transition Programme' which opened in May 2017 and a Summer Camp that ran for a 4-week period in July and August. The DBS Board is now seeking an inspirational leader to succeed the Founding Principal and drive the School through its next exciting phase of development and growth.

## 1.2 Vision and the DBS Way

Our vision is to nurture future leaders through the provision of an academically rigorous and well-rounded education, structured on the DBS Way that emphasises four key principles:

### An Enhanced British Curriculum

Our education programme combines a progressive and rigorous academic curriculum with a fulfilling and diverse co-curriculum. By combining these elements, pupils benefit from an extended school day and the opportunity to develop as able, well-rounded young people. Our enhanced British curriculum ultimately prepares pupils for IGCSEs and A-Levels.

### Academic Excellence for All

With the encouragement and support of dedicated teachers, pupils benefit from a personalised approach to teaching and learning that encourages them to reach their highest levels of achievement. Our motto, Semper Ad Maiora (always to greater things), embraces challenge and we want all Denla British School pupils to be fully engaged in their learning, work hard and excel.

### Entrepreneurialism

The demand for young people with an entrepreneurial mind-set is continuously increasing. The global economy that today's young people graduate into necessitates individuals who are business-minded, problem-solvers, strong leaders, and excellent team players. At Denla British School, experiential learning helps pupils to develop these skills and introduces them to the concept of entrepreneurship.

### Preserving Thainess

We are committed to preserving the "Thainess" of our society by placing importance on Thai language, culture, and arts. We also value the need to teach our pupils the importance of respect, thoughtfulness, considerateness, kindness, generosity and mindfulness. Our pupils benefit from the rigour and breadth of an enhanced British curriculum, without losing their strong links to Thai culture.

## 1.3 The Denla Story

Denla British School builds on Denla Schools' existing tradition of providing outstanding education within Thailand. Our first school, Denla Kindergarten, was established in 1979 with the aim of providing quality, caring education for young children. Denla Rama V, our second school, opened in May 2006 to meet ever increasing demand. Today, Denla Schools are proud to provide nursery and kindergarten education for approximately 3,000 children from 2 to 6 years of age. Denla have built up an enviable reputation on the strength of our leadership, our vision and mission, the diligence and loyalty of our 600 staff and the achievement of our pupils. Denla Kindergarten children often gain scholarships at their destination schools. Denla Kindergarten Schools offer three distinct programmes:

- Thai Programme
- English Programme
- International Programme

The Denla Schools' Group has now reached another very exciting moment in our history by opening Denla British School. The School remains true to the 'Thainess' of Denla's ethos and blends this with an exciting, international outlook, grounded in the strength and tradition of a UK independent day school style education. Denla British School enhances an already strong Denla community which engenders lasting friendships, provides a natural feeder school for the Kindergarten pupils, a care for one another and a commitment to quality.

## 1.4 School Organisation

Denla British School is organised according to three phases of education to ensure that the ethos and standards of the School are embedded at all stages of the pupils' education.

- Pre-Prep for pupils aged 3 – 7.
- Prep for pupils aged 7 – 13
- Seniors for pupils aged 13 – 18

## 1.5 Curriculum

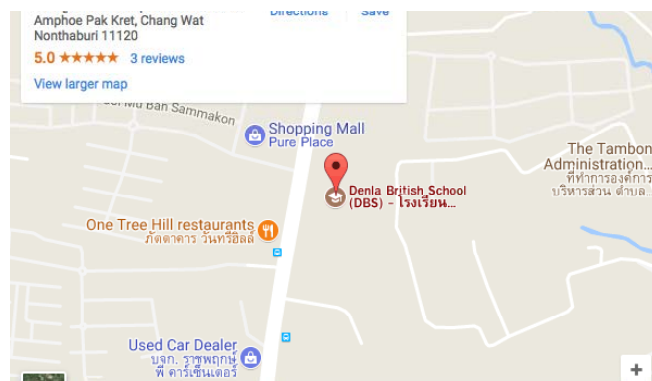
Our curriculum is based on the best practice models of UK independent schools and the National Curriculum for England. Our rigorous but broad core curriculum prepares pupils for the academic demands of IGCSE and A-level. It is complemented by an integrated co-curricular programme that ensures pupils develop the interests and skills they need to lead successful and fulfilling lives at university and beyond.

We offer children a breadth of experiences in a diverse range of subjects, from the traditional academic subjects through to visual and performing arts, and sport, allowing each pupils to discover for themselves their passions and interests. We recognise the importance of world languages and provide sufficient curriculum time for pupils to become proficient in English and Mandarin, as well as extend their expertise in Thai language. Our specialist teachers, with their excellent subject knowledge, support each child in fulfilling their passion and nurturing their talent. From Year 5, all subjects are taught by specialist teachers and prep time is allocated as part of the extended school day.

Our school day starts at 8.00am and finishes at 3.30pm for children in Pre-Prep and 4.50pm for Prep and Senior pupils. The main curriculum is further enhanced by a weekly programme of extra-curricular activities, held either at the end of the school day or on Saturdays, and through holiday programmes.



## 1.6 Location



## 1.7 Facilities

The School's campus extends across more than 18 acres and is situated on a primary road where many gated communities, restaurants, shopping malls and other facilities can be found.

The state of the art, purpose built facilities have been designed to provide an inspirational teaching and learning environment, and provide pupils of all ages with access to an array of premium facilities. The first phase of the building programme is complete and constitutes the main Pre-Prep and Prep School buildings that house a superb range of specialist facilities including:

### Indoor Facilities

- Early Years centre
- Science labs
- Mac Suite
- Music Centre
- 2-D and 3-D art rooms
- Maker space
- Library
- Indoor 25m and 12m learner pools
- Sports hall
- Dance and fitness studios.
- A black box, 200-seat, theatre
- 76sqm classrooms
- Dining Hall



### Outdoor Facilities

- Full size football pitch
- 400m running track
- 3 tennis courts
- Golf training area
- Basketball courts
- The DBS garden
- Play areas



The Senior School buildings will be delivered in the second phase of works and have been planned to include for an equally impressive array of specialist teaching and learning spaces that will promote the most contemporary ways of curriculum delivery.

The campus also includes on-site staff accommodation.

## 2. Governance and Leadership Structure

Denla British School employs over 100 staff who are all committed to education and enjoy the family oriented nature of our school. Our British and international staff work alongside local staff who are employed across the various operational functions of the School.

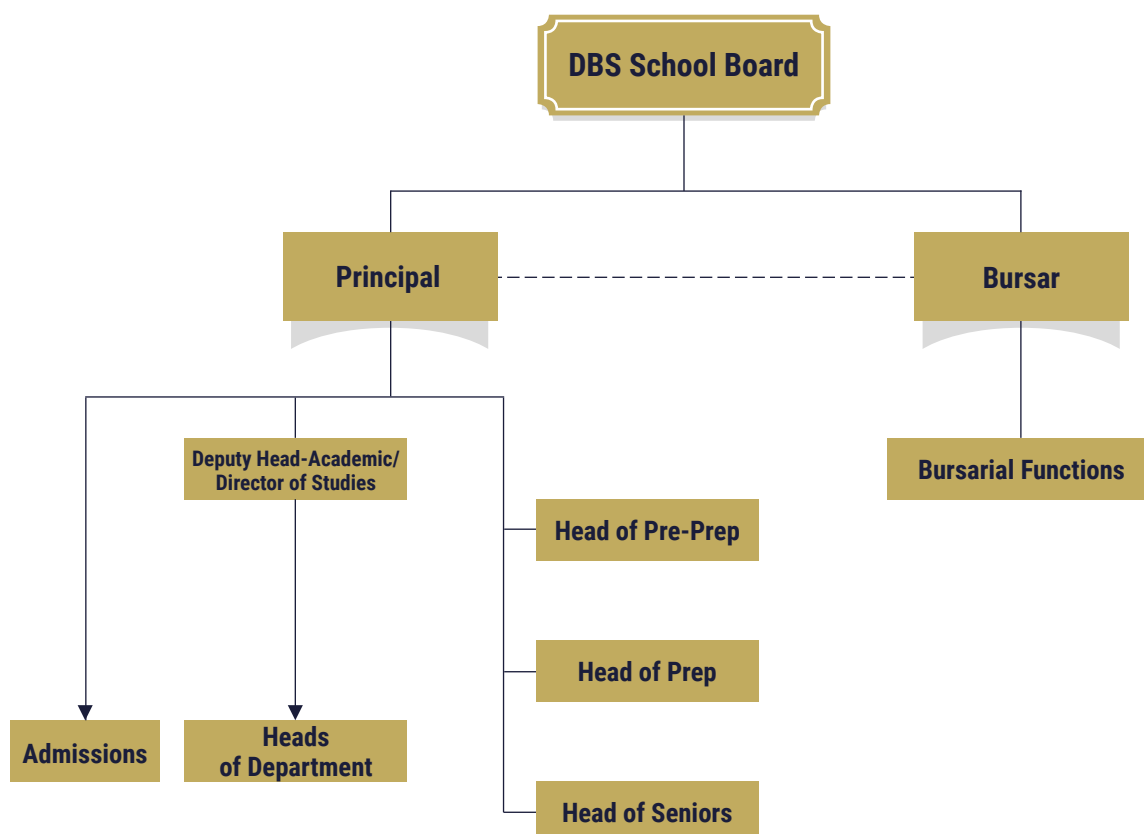
### 2.1 Governance

The Pandejpong family have been the proprietors of Denla Schools since the opening of their first Kindergarten in 1979. Mr Arn. Pandejpong is the Founder of Denla Schools and Chairman of the Board of DBS. His two sons, Dr. Toryos Pandejpong and Dr. Temyos Pandejpong are both Directors of Denla Schools and Board members of DBS. As Directors of the Schools, they both take an active role at DBS focusing specifically on strategy, business development, construction, financial planning and operations. The proprietors are committed to working closely with the Principal and Senior Management Team, supporting them to enable the vision and objectives of the school to be met.

Regular Board meetings are held with the Principal and Bursar. The Directors meet weekly with the Principal and Bursar and interact daily on a less formal basis.

### 2.2 Management Structure

#### Denla British School Management Structure



## 3. The Appointment

We are currently seeking to appoint an outstanding individual to be our Principal and succeed our Founding Principal. The selected candidate will possess the vision, ability and experience to lead the School as it progresses and expands into the upper years of Prep and Senior School education.

Following its successful opening, the Principal will be accountable to the Board for establishing Denla British School as a highly successful, ambitious school; for growing the Prep and Senior School cohesively; and for delivering the DBS Way.

The Principal will have ultimate responsibility for the strategic leadership of the education provision, the pastoral care and discipline, the appointment and development of academic staff and the recruitment of pupils. Supported by a Senior Management Team, the Principal will have responsibility for the day-to-day management of the School and its operations. The Principal will also have significant involvement in the promotion of Denla British School in the wider local, national and international communities and for achieving appropriate external accreditation e.g. CIS, FOBISEA and/or COBIS membership, British Schools Overseas inspection.

### 3.1 Responsibilities

#### Strategic Leadership

- To oversee the growth of Denla British School and to communicate a clear, compelling vision for the School.
- To work closely with the Board of Directors to articulate a clear strategic direction for Denla British School that builds on the DBS Way.
- To build and develop a strong senior team and academic staff, ensuring that the objectives of Denla British School are achieved.
- To attend and participate in all meetings of the Board and to present accurate and timely reports as appropriate.

#### Teaching and Learning

- To champion the distinctive Denla British School ethos, actively leading and promoting the School's enhanced British curriculum delivered through an extended school day similar to a UK independent day school.
- Demand ambitious standards for all pupils and instil a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of academic excellence for all and the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities.
- To deliver the highest standards of pastoral care, ensuring that pupil welfare and social, moral and personal development inform all decisions made within the School.
- To be a visible presence within the Common Room, encouraging and promoting teaching that is inspirational, innovative and professional.
- Develop and maintain an outstanding learning environment that enables all pupils to fulfil their potential.
- Assess, monitor and evaluate teaching standards across the curriculum in order to continuously improve practice and maintain first class learning throughout the School.

#### Management

- To recruit, retain and develop a high calibre Common Room to ensure that Denla British School's distinctive curriculum is delivered to the very highest standards at all levels.
- To promote the personal and professional development of staff, providing appropriate support, guidance and training.
- To meet the annual budget agreed by the Board; supported by the Bursar.
- To establish a routinely executed, annual continuous school improvement cycle that integrates self-review and quality assurance processes with performance management and development planning to ensure that the vision and objectives of the School are met.
- To prepare the School for external accreditation and inspection processes.

- To ensure that the School meets and maintains all of its legal obligations, including compliances with Safeguarding and Health & Safety regulations, and other legislation as appropriate; working with the Board and the Bursar.

### **Stakeholder Relationships**

- To be an ambassador for Denla British School and build strong and positive relationships with existing and prospective parents.
- To enroll pupils in line with Board agreed targets.
- To actively promote Denla British School and represent the School at all appropriate events and functions.
- Foster and maintain links with other school principals, industry associations and other bodies for the benefit of the School.

## **3.2 Person Specification**

### **Essential Experience and Qualifications**

- An outstanding and proven track record of successful school leadership.
- A strong academic background, stature and experience that will command the respect of pupils, parents, colleagues and the wider community.
- An understanding of the demands of a UK independent day school environment.
- Experience of leading change and/or innovation that has resulted in improved pupil outcomes.
- Successful teaching experience that illustrates a commitment to academic progress and the welfare and safeguarding of pupils.
- Experience of the assessment, appraisal, guidance, support and professional development of all teaching staff.
- Experience of curriculum development.
- Knowledge and understanding of recent educational developments and best practice.
- Experience of leading and managing staff and successfully building broader stakeholder relationships.
- Demonstrable experience of seeing a project through from start to finish.

### **Desirable Experience and Qualifications**

- Experience as a Principal/Head or Deputy Head in a prestigious, high performing school.
- Experience of working in a UK independent Prep or Senior school.
- Evidence of post-graduate study e.g. Ph.D., Masters, the UK National Professional Qualification for Head Teachers.
- Experience of growing pupil enrolments.
- Experience of teaching outside of the UK
- Experience in teaching pupils for whom English is an additional language
- Experience of leading a school through an external accreditation process such as CIS accreditation.

### **Personal Qualities**

- Strong leadership skills and proven ability to motivate and inspire others to reach organisational goals.
- A charismatic, visible leader with the gravitas to cultivate strong relationships to support the development and growth of Denla British School.
- Well developed external networking, representation and influencing skills.
- Excellent interpersonal skills and influencing abilities in order to engage with the School's Board and internal colleagues.
- Ability to be flexible, to assimilate new information quickly in a new environment, to work effectively and sensitively and appreciate different cultures.
- Excellent and accurate verbal and written communication skills.
- Be willing to work hard and with enthusiasm, avoiding a nine-to-four approach, and with a generosity of spirit which accepts that there will be a significant amount of out-of normal-hours work in this significant leadership role.





### 3.3 Terms of Appointment

The post attracts a competitive, **six-figure** salary and a benefits package appropriate for the experience, skills, and personal circumstances of the successful candidate. Benefits include:

- Annual performance related bonus
- Accommodation
- Start and end of contract flights
- Tuition fee concession at DBS
- Medical insurance
- Visa costs

## 4. Living in Bangkok

“

It's easy to say that the thing I love most about Thailand is Thai food. But then I'm reminded of that feeling of freedom during a motorcycle trip upcountry. And of the sensory overload of a busy morning market – or a night out in Bangkok. And of encounters with history and culture, the new and the old, at just about every turn. Did I mention the white-sand beaches, jungles, ancient ruins and Buddhist temples? Indeed, the food satisfies – but on second thought, Thailand offers so much more.

”

**Austin Bush, Writer, 2016**

Just one of many pieces of writing that tries to encapsulate the magic of Thailand. There is the buzz and excitement of Bangkok, a city that caters for many different interests and tastes. There is history, culture, vibrant markets and sensational food. There is also luxury and convenience; 5\* hotels, fine-dining restaurants, modern shopping malls and supermarkets provide everything you would expect to find in a developed global city.

There are the glittering temples, tropical beaches and nature reserves that make Thailand such an awe-inspiring place to explore. You can play in the gentle surf of Ko Lipe, dive with whale sharks off Ko Tao, scale the sea cliffs of Krabi, and recuperate at a health resort on Ko Samui. Alternatively, visit religious festivals in north-eastern Thailand, underground cave shrines in Kanchanaburi and Phetchaburi, or hilltop temples in northern Thailand.





## 5. How to Apply

The Board of Denla British School have engaged EduReach Education ([www.edureach.co.uk](http://www.edureach.co.uk)) to support them in all aspects of the School's opening. EduReach Education will manage the process of appointing the Principal on behalf of the Board and this work will include receiving applications, the initial screening of candidates, responding to enquiries and all other aspects of the recruitment process.

In order to apply, please consider the details of the candidate information pack, complete all sections of the application form including the supporting statement that sets out your interest in this position, how you meet the requirements of the role and your ambitions for the school. Completed applications should be sent to [philippaibbs@edureach.co.uk](mailto:philippaibbs@edureach.co.uk) by the closing date.

The closing date for applications is **Monday 2<sup>nd</sup> October 2017**

Preliminary discussions with candidates will take place during September and early October.

Longlisted candidates will be invited for an interview during the week beginning **16<sup>th</sup> October 2017** either via Skype or in person according to their current location.

Final interviews will be held during the week beginning **13<sup>th</sup> November 2017 in Bangkok**.

Please contact Philippa Ibbs, Operations Executive at EduReach Education, on **+44 207 340 8688** or [philippaibbs@edureach.co.uk](mailto:philippaibbs@edureach.co.uk) should you wish to arrange an informal discussion about this role.

### 5.1 Safeguarding

Denla British School is committed to safeguarding and promoting the welfare of children and expects all staff to respect this commitment. The post is subject to an appropriate criminal background check and satisfactory reference checks.





DENLA BRITISH SCHOOL  
BANGKOK