

APPLICATION PACK FOR THE POST OF

HEAD

O Castro International British School,
Vigo, Spain

O Castro 
British School

Co-educational • Day • K to 12 • A member of the NACE International Schools Group



Required for September 2019

www.ocastrointernationalschool.es

a3c
Anthony Millard
CONSULTING

HEAD OF SCHOOL

O Castro International British School



About the School

Founded in 2008 as the first British School in Galicia, O Castro International British School caters for boys and girls of Vigo and its surrounding areas. It is an International British School which strongly believes in the implementation of their philosophy of high academic performance. The school's 'family feel' provides a caring, supportive, inclusive and vibrant learning environment. The principal language for teaching and learning is English, which provides students with the perfect vehicle for achieving fluency. Focused around the British curriculum, with 747 students up to Year 11, and going on into A Levels with Years 12 and 13 in September 2019, the school requires a new Head for September.

O Castro has been part of the NACE group of schools since 2017. NACE Schools Group is an international education provider with more than 35 schools located throughout Europe and India. Since joining the NACE Schools Group in 2017, O Castro's students also get the opportunity to participate in NACE's unique and popular programme of international exchanges and events.

The Board is seeking to appoint a new head following a reorganisation of leadership in the school.



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The Board is now seeking a new Head who will:

- have proven success in school leadership coupled with an international perspective; and be an experienced educator who is inspired by British educational values but not constrained in their thinking or leadership, able to steer the school with assurance and confident leadership;
- be a creative and strategic thinker capable of combining academic rigour, excellence and extra-curricular provision while having the ability to attract, inspire and nurture the most passionate and creative teachers and educational leaders with the energy to deliver excellence, foster collaborative and respectful relationships;
- have leadership skills which promote collaboration and support accountability and ensure that all stakeholders are partners in the education of the students;
- be adept at handling longstanding and new relationships with partners and other key stakeholders, recognising that this often means being sensitive to the nuances of working within a broad context. To be an impressive ambassador for O Castro International British School and be able to perceive how this can inform the future growth of the school;
- have the experience to successfully oversee the organizational evolution of a school, not only on the educational side but also on the commercial side to ensure development of a self-sustaining business with education at the core.

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The Role

A wonderful opportunity for someone with energy, who enjoys leadership, has a passion and vision for education, and likes working in an international context. The ideal candidate will have excellent interpersonal and communication skills – a 'people person' able to motivate and inspire.

It is a job for someone who likes working in a dynamic, modern and developing organisation, where there is a real opportunity to make a contribution and to positively influence the lives of students.

To be successful in this role the candidate should be:

- an experienced and inspirational leader with an open and inclusive style;
- a progressive and modernising thinker who can build a vision for the continuing development of the school.

We are looking for a candidate who has:

- an overriding commitment to and passion for the education, well-being and development of young people from K to 12;
- outstanding communication skills and style, demonstrating enthusiasm and energy;
- the ability to deal with all the financial, business and strategic aspects of operating a school within a wider group of schools;
- an appreciation of, and interest in, the role and potential of advancing technology and its impact on developments in learning in education;
- an international outlook and an appreciation of the richness that a diversity of cultures brings to a British school context.

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Qualifications and experience

- proven track record of success and achievement in academic and commercial school leadership, as well as excellent skills and proven results as an education practitioner;
- experience in successfully developing, implementing and monitoring strategic plans;
- proven track record of success in developing relationships with stakeholders as well as building and leading teams;
- experience of prioritizing effectively in a busy and demanding environment with the stamina and energy to deliver all of the school's plans;
- an international background with recent experience and understanding of the UK education system;
- university degree; any management or leadership qualification would be an advantage.

Professional Leadership and Management

- foster a culture of excellence across the school to guard the school values based upon mutual respect;
- ensure that the ethos and values of the school are sustained and that excellent relationships between staff, students and parents are a continuing priority;
- provide overall leadership to all staff, valuing them amidst a culture of dedicated engagement, openness and a sense of involvement as part of an academic community;
- continue the development of a cohesive and proactive Senior Leadership Team;
- oversee the implementation of policies and procedures to ensure a culture of continuous development and improvement for all teaching and non-teaching staff;
- ensure that the appropriate policies and procedures are in place to recruit, develop, reward and retain staff of the highest calibre.

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Financial and Operational Management

- oversee the overall management of the school in every area;
- be accountable for the commercial development of the school and ensure the business continues to build momentum for the future;
- in conjunction with the NACE Board, lead on the strategic and financial planning of the school;
- ensure appropriate deployment and overall management of all resources;
- manage, monitor and review the range, quality and quantity of resources in order to improve the quality of teaching and learning.

External Engagement

- work closely with the Marketing team to ensure that creative marketing strategies are in place to publicise the school, reinforce its brand and reputation;
- ensure positive relations with current and prospective parents, whilst fostering links to the local community;
- be the figurehead for the school and represent the wider NACE schools within the wider community.



HOW TO APPLY

Closing date: Friday 16th November, 2018, 10:00 GMT

Candidates wishing to apply should:

- Visit the AMC website, clicking on the link 'Apply Now (for current vacancies)' and complete the online form.
- Upload a CV and covering letter to complete the application process.
- If you encounter difficulty with the online procedure, please contact: nikki@anthonymillard.co.uk or telephone +44(0)203 4275414.
- For an informal discussion about the post please contact Nicola Morris on +44 (0) 7917340186 or nicola@anthonymillard.co.uk.
- Applications will be acknowledged and then evaluated against the selection criteria.
- The letter of application should contain the names, addresses, email addresses and telephone numbers of three referees to include your current and past direct line manager.
- Full references will be required for the short list interviews, but will only be taken when AMC has received specific consent from candidates to do so.
- Short listed candidates will be required to bring original documentation, proof of identity and certificates with them to interview.

Anthony Millard Consulting

Anthony Millard Consulting was established in the summer of 2004 to provide the British education sector, both in the UK and internationally, with first class strategic and recruitment consultancy.

In addition to managing the search and selection of Principals, Heads, Bursars, Marketing and Development Directors, advice is provided on governance, management structures, appraisal, development planning, marketing / PR and fundraising.

Our clients range from top international and independent schools to state comprehensive schools, to public and private companies involved in education. These clients are located globally and a list of them can be found on AMC's website.

Further information is available at www.anthonymillard.co.uk

We have a sister company, AMC Teacher, which provides outstanding teachers to the world's top schools - www.amcteacher.co.uk

