



SINCE 604 AD

# KING'S SCHOOL

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## ROCHESTER

### **PRINCIPAL**

### CANDIDATE INFORMATION





# 01

## WELCOME FROM THE CHAIR OF GOVERNORS

Thank you for your interest in King's School Rochester. The Governors are seeking to appoint a dynamic, inspirational Principal to lead the School into the 2030s.

The Governors of King's School Rochester are seeking to appoint a dynamic, inspirational Principal to lead King's School Rochester into the 2030s. The King's School is set in the heart of Rochester Cathedral's Precinct and as such forms part of a close knit, caring community with strong and historic links to the Cathedral. Like many independent schools, King's Rochester has faced sector wide challenges, but is fortunate in that it is well placed with an excellent core team to actively manage the change needed to assure the School is future-proofed. The Governing Body has ambitious plans for the future, as signalled by the School's recently adopted Strategic Plan that looks forward 10 years. The School is in a process of transition to bring in a modern curriculum with a strong focus on STEAM to ensure pupils are well equipped for life beyond King's and the future workplace.

Governors are looking for a candidate with a track record of successful school leadership in a similar setting and the field is also open to those who are interested to step up to Principal having,

for example, been an established senior deputy elsewhere.

The successful candidate will be an experienced educationalist with a passion for learning and pupil development. They will also be required to demonstrate a capacity for strategic thinking in a modern environment and good business acumen. As a key member of the Community, the Principal is required to be an excellent communicator and have the highest levels of personal integrity and appropriate gravitas.

Given King's School Rochester's ancient roots, the Principal is expected to demonstrate a commitment to the traditions and ethos of the School, including the School's association with the Cathedral. The successful candidate will be expected to lead with positivity, respect and transparency.

The role will ideally commence in September 2025, however this can be flexible to ensure the appointment of the successful candidate.

We look forward to hearing from you.

**John Maas CBE**

Chair of Governors

# 02

## ABOUT KING'S SCHOOL ROCHESTER

King's School Rochester is a co-educational, independent school with 650 pupils between the ages of 3 and 18, including 50 boarders. King's currently comprises a Nursery, a Pre-Preparatory School, a Preparatory School and a Senior School. The size of the School creates a strongly supportive, friendly atmosphere with an emphasis on excellent academic results within a full and rounded co-curricular programme. The School is in the process of transitioning to a new structure to be in place by September 2025 and which the incoming Principal will oversee and lead.

King's provides a happy learning environment which is underpinned by a strong sense of care, kindness, moral values, self-discipline and emotional intelligence, giving pupils the courage and confidence to be their best.

Staff, pupils, parents and governors work together as one to create and sustain the learning

environment that makes the School so special whilst nurturing individual pupils and celebrating diversity of talent – there truly is no typical King's pupil. Each and every one is unique, and is treated as such.

Situated in the most historic part of Rochester, adjacent to the Cathedral and Castle, the School has a long and impressive heritage as the oldest choir school in the world, founded in 604 AD. It is part of the Cathedral Foundation, with the Cathedral Choristers being educated at the School. While candidates need not be Anglicans, it is important that they have a deep empathy with the Christian tradition of the School and, in particular, its moral values. The Principal is a member of HMC and the School is also a member of IAPS, the Choir Schools' Association and the Woodard Corporation.

Rochester is just 30 minutes from London on the high-speed rail link and enjoys excellent road connections to other parts of the country.



# 03

## ABOUT THE ROLE

This is an exciting opportunity for an experienced and highly motivated educational leader to play the central role in leading the strategic direction of King's Rochester. We are looking for an incoming Principal to build on the School's firm foundations and address current sector challenges in this historic setting with energy, flair and imagination. The person appointed will be expected to lead, manage and develop all aspects of the School's life efficiently, effectively and successfully.



## PERSON SPECIFICATION



### The successful candidate:

- Will be a strategic and innovative leader who can develop and then deliver a coherent strategic vision for the School, driving it forward with a clear educational philosophy and a strong moral and spiritual purpose.
- Will have an inspirational impact on staff, pupils, parents, Governors and the wider community, shaping and motivating the school collaboratively to face challenges with optimism and a 'can-do' mentality
- Will be committed to organisational learning, developing an active learning community throughout the whole School, staff as well as pupils
- Will be an agent of change where it is needed, not giving soft answers to hard questions but analysing and implementing any necessary structural change with sensitivity and tact
- Will be a capacity-builder and lateral thinker capable of creating 'more with less', imaginatively drawing the best from the School's resources
- Will have a demonstrable alignment with the values and Christian ethos of the School

**And will demonstrate the following experience and skills:**

- A proven educational and leadership experience of the highest quality, gained within a comparable setting, at a senior level (head, deputy or similar)
- A clear educational philosophy, wide-ranging educational interests, and a broad knowledge of current issues and approaches, especially within the independent sector
- An excellent track record in improving educational outcomes, as well as the spiritual, creative, physical and social development of pupils, in a non-selective environment
- High calibre interpersonal and management skills with the capacity to motivate staff and build successful teams across the whole school through consensus and goodwill
- A clear grasp of management and leadership issues, including demonstrable experience of successfully developing and delivering strategic change
- An ability to lead an inclusive and diverse school community
- Outstanding communication skills, written and oral, and the ability to network effectively across a broad social spectrum matching the School's constituency
- A demonstrable commitment to the ethos of King's as a Cathedral school with a strong faith tradition

## KEY RESPONSIBILITIES

- Work with the Governing Body to implement the School's strategic plan, formulating overall aims and objectives, proposing policies for their implementation, and providing the necessary leadership to achieve them.
- Analyse the strategic context for the School and propose imaginative approaches for a changing context, increasing market share in a challenging competitive environment and ensuring the culture of the School is responsive to the changing aspirations of the communities it serves.
- Develop an active learning community, staff as well as pupils, which is excited about the experience of learning and enthusiastic about continuing educational development.
- Provide clear and effective performance management for the School,
- Provide clear direction on the commercialisation of School assets to support reinvestment and develop of the School's Estate.
- Be the public face of the School in the different constituencies that make up the School community, communicating the School's ethos and values with enthusiasm and integrity, and securing the School's good name and reputation.
- To review continuously, in conjunction with the Chair of Governors, the structures for good and effective governance in the life of the School.



These responsibilities are an indication of what will be required of this role and is subject to change as it evolves and this job description forms part of the contract of employment of the person appointed to the post. The post holder will be expected to work flexibly to meet the needs of the School. The duties, responsibilities and accountabilities highlighted are indicative and may vary over time at the discretion of the School. This job description will be reviewed annually and is an integral part of the appraisal and line management process.

# 04

## ADDITIONAL INFORMATION AND HOW TO APPLY

King's School offers a competitive salary structure alongside additional benefits which include:

- Fee remission for children of the successful candidate, where relevant
- On campus accommodation - Oriel House, a period home in the heart of the King's Estate
- A beautiful working and family friendly environment set in stunning grounds, just a few minutes' walk from the historic town centre and amenities
- Close proximity to Rochester train station which is just 30 minutes from London on the high-speed rail link. Easy access to the UK's National Motorway structure.
- Contributory pension scheme

The final detailed terms and conditions will be in the formal employment contract, following an agreement between the successful candidate and King's School Rochester.

### HOW TO APPLY

The search and recruitment process is being led by King's recruitment partner, Regroup Consulting. Interested candidates are encouraged to arrange an informal, confidential conversation by calling +44 (0) 203 62 321 60 or emailing either

**Monika Fryzicka**, Managing Director –  
[monika@regroup.consulting](mailto:monika@regroup.consulting)

or

**Phoebe Brereton**, Head of Research & Project Manager –  
[phoebe@regroup.consulting](mailto:phoebe@regroup.consulting)

**The deadline for applications is 11am (UK) on Monday 20th January 2025.**

Applications should be submitted via email to [kingsrochester@regroup.consulting](mailto:kingsrochester@regroup.consulting) and consist of a CV and covering letter addressed to John Maas, Chair of Governors, outlining your suitability for the role. All applications will be acknowledged within one business day.

### THE PROCESS

Shortlisted candidates will be notified by Friday 24<sup>th</sup> January.

First stage interviews with the Board of Governors will take place during the week commencing 27<sup>th</sup> January.

Final stage candidates will be invited to interviews taking place in early February.





KING'S SCHOOL  
ROCHESTER



## Principal's accommodation

### Oriel House



*King's School Rochester is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. All disabled applicants who meet the minimum requirements of the job as set out in the job description and person specification will be guaranteed an interview.*

*The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks and referencing with past employers and the Disclosure and Barring Service. If you are shortlisted for the position, you will be required to complete a self-declaration form in relation to any criminal record or information that would make you unsuitable to work with children. All members of staff are expected to have proper regard for the School's safeguarding policy and procedures, including up-to-date training. King's School Rochester fully recognises its responsibilities for Child Protection. We are dedicated to safeguarding and promoting the welfare of our pupils, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or culture.*

BE PART OF  
SOMETHING  
*magnificent*

*The recruitment process is  
being managed by Monika  
Fryzicka and Phoebe Brereton  
at Regroup Consulting.*

 (+44) 0203 62 321 60

 [kingsrochester@  
regroup.consulting](mailto:kingsrochester@regroup.consulting)

