



THE BRITISH ACADEMY
British International School

THE BRITISH ACADEMY *of Montenegro* Founding Principal

Candidate Information Pack

September 2024

Introduction

An Exceptional School for Montenegro

The Board of Directors of the British Academy seeks to appoint an inspirational **Founding Principal** to join the school as it opens in September 2024.

Central to the formation, establishment and development of the school's character and ethos, the Principal will have the opportunity to shape this extraordinary institution from its foundations. Working with the full backing of the board, they will be charged with the strategic and operational delivery of outstanding, whole-child education on the British Independent School model, following the Cambridge Curriculum.

Founded on the basis of clear market need, the school is destined quickly to become the preeminent primary and secondary educational institution in Montenegro.

This exciting and unique opportunity would suit either an experienced Head or a capable and ambitious Deputy Head and while working in the international context is not a pre-requisite, a proven track-record of implementing new strategies and managing change will be essential for the successful candidate.

Backo Babik

Director

“
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THE BRITISH ACADEMY of MONTENEGRO

LEADERS FOR TOMORROW



Vision Statement

Excellence & Application in Education

The British Academy will ultimately be recognized as the leading private educational institution in Montenegro and the wider region; known for its provision of an excellent, all-round education and for its ability to ensure that each pupil achieves outcomes in line with their potential.

The greatest measure of the school's success will be the future progress and success of students of staff alike – both contributing to the reputation of The British Academy as a well-respected academic institution.

We want students to understand that the learning undertaken during their time in school will equip them not only for further study, but for life. By educating pupils to be critical thinkers with global perspectives and by equipping them with strong and resilient academic and social skillsets, the school will ensure that pupils enter into the world as productive, well-adjusted members of society.

They will be given every opportunity, supported at every turn and prepared for wherever life's journey may take them, within Montenegro and beyond.

Vladimir Perunovic

Director

“ *The school will ensure that pupils enter into the world as productive, well-adjusted members of society.* ”



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The School's Mission

Preparing Pupils for Leadership

In a world dominated by change, all schools have a responsibility to educate pupils in a manner that allows them to meet these challenges head on. The British Academy of Montenegro takes this challenge extremely seriously and has identified, as its mission, the desire to serve the local, national and international communities by providing a outstanding quality of British-style education at an affordable price point.

By combining an excellent and well-established academic curriculum with a warm and nurturing environment and a co-curriculum that ensures that body and mind are equally stimulated, the school will cultivate in pupils the skills that they need to become future leaders. This is a process which will begin at the pre-school level and continue right through to preparation for university.

The British Academy will help students recognize and feed their talents, helping them to identify what they are good at, what they enjoy most and what they can contribute to society at both the local and global scales. While doing this, of course, they will be making friendships and memories to last a lifetime.

Marko Lepicic

Director

*“ ... providing a
outstanding quality of
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The Role

Inspirational Leadership from the Earliest Point

With a blend of exciting opportunity and challenge, we are seeking a serving Head or Deputy who is able to:

- **articulate** a clear passion for education as well as a strong understanding of the challenges and opportunities associated both with the international sector and new school foundation;
- have **proven experience** in school management at the highest levels (either as a Head or as Deputy Head) and be able to speak confidently about strategic projects they have successfully implemented;
- be **fully familiar** with the Cambridge Curriculum and the requirements for its successful operation in the international context;
- have **excellent skills** of administration and management in both the business and academic contexts and have the necessary knowledge and experience both to safely recruit staff and establish the new curriculum structure;
- be **versatile, adaptable** and a **creative** thinker open to collaborative processes for sharing ideas;
- be **comfortable leading and inspiring** staff and working as part of the core team to implement the mission and vision of the school.

It is expected that the successful candidate will be a fluent English speaker and also a hold a degree (at BA or MA level) in education or a related field.



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Advantages of Working in Montenegro

A Beautiful and Prosperous Country

The British Academy is situated in a nation of abundant opportunity, of vibrant culture and of dramatic and varied landscapes. If the opportunity of becoming the founding principal of the British Academy were not attraction enough – the beauty and excitement of Montenegro make the position irresistible. Some of the advantages of the location are listed below:

- living and working in Podgorica offers the opportunity to engage with the thriving and dynamic cultural hub of the country;
- easy access to popular coastal resorts, providing rest, relaxation and the opportunity to sample the wonderful and distinctive local cuisine;
- adventure beckons in the passes of the unspoilt Montenegrin mountain ranges – affording spectacular views of nature at its finest;
- superbly developed ICT infrastructure and a friendly, accessible government committed to growth and development ensure that the school will have positive backing from the outset;
- an excellent and well demonstrated need for the school which will ensure a steady supply of pupils to the school even in its earliest phase;
- excellent connections by land, sea and air to Europe and the UK..



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Remuneration Package & Support

Giving You the Means to Succeed

The directors of The British Academy are seeking to appoint an outstanding founding principal and this is reflected in the remuneration and support package. The successful applicant will have the full backing of the board not only in terms of strategic decision-making and operational management, but in terms of ensuring a smooth transition into the national and local context.

Key features of the package include:

- a **competitive salary**, benchmarked against similar positions both nationally and internationally and reflective of the candidate's current role and experience;
- **high-quality accommodation** for the candidate and their family close to the school site and an attractive **fee remission package** for any children who may wish to attend the British Academy;
- **health insurance** for the candidate and their family;
- a full **support programme** from appointment including visa and work permit acquisition, familiarisation visits and local and national acclimatisation.



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How to Apply

The First Steps on the Journey of a Lifetime

Applications for the post should be submitted through the **TES School Portal** (where all relevant documentation can be found). The deadline for applications is **17:00 on 8th May 2024**. Online longlist interviews will be conducted w/c 13th May with the intention of holding in-person, shortlist interviews in the UK in w/c 20th.

We understand that while the prospect of working abroad at the helm of an exciting new venture is an exciting one, it can also be daunting and that there may well be specific questions relating to personal circumstance that you may wish to discuss prior to application. To arrange an informal discussion with one of the directors, please contact info@isem.agency **before 1st May 2024**.

The British Academy is fully committed to safeguarding in all of its processes. The first priority of the institution will always be promoting the welfare of our pupils. All employees are expected to share in and engage with this commitment – both in submitting relevant documentation and information for pre-appointment checks and in undertaking fully supported safeguarding and child-protection training.

All staff and students of the British Academy are treated fairly and without prejudice or discrimination.



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