

# APPLICATION PACK FOR THE POST OF PRIMARY PRINCIPAL

NPS International School, Singapore



## About the School

NPS International School seeks to appoint an outstanding and inspirational Primary Principal to work in partnership with the Head of School, leading the school into its next phase of development with drive, initiative and passion. The position is due to commence either in April or July 2025, depending on the successful candidate's availability.

NPSI produces world class outcomes and was established in Singapore in 2008 to cater to the growing international demand for high-quality education. High academic standards and values deeply rooted in the NPS community results in the school being recognised as one of the highest academically achieving schools in Singapore and the world. In recent months the school has further diversified its study body.

It is a member of the National Public Schools (NPS) network, which has an established reputation for upholding the highest quality standards in education in IGCSE, IB and CBSE academic programmes across 14 campuses. NPSI employs a staff of 170+, the majority of whom have post-graduate qualifications. The school has 1300 students enrolled from Early Years to Grade 12/IB2.

The NPS learning experience is designed to offer students opportunities to excel academically, engage in co-curricular activities, build leadership skills, foster social responsibility, and cultivate a passion for lifelong learning. A great emphasis is placed on the holistic development of all the learners. The School's central model is to act as a family, learning together and grounded in mutual respect. The School has a dedicated team of staff all of whom are passionate about nurturing and supporting the student and parent community.

## Vision

NPS International School's vision is to inspire young minds and empower them to have a positive impact on the world.

## Mission

Providing a child-centred, holistic and value-based learning experience.

Encouraging creativity, innovation, confidence and critical thinking in a safe and nurturing environment.

Fostering leadership, empathy and engagement in humanitarian and environmental service.

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The School is currently offering the Cambridge Curriculum within the Primary Phase and would welcome applications from candidates who have a deeply rooted understanding of pedagogy and practice in the Early Years and Primary Phases of an all-through school.

They will be strategic thinkers, operationally adept and be able to lead and manage change with considerable class and empathy.

They will be able to promote an approach to education which considers both the academic and holistic development of the students

ensuring they are bound closely to intellectual growth and the pursuit of knowledge, as well as the development of leadership skills.

They will demonstrate energy and enthusiasm for leading the phases within the school and aspire to reach the highest standards for the students through implementing creative approaches to teaching and learning and developing an innovative learning experience for the students.

They will demonstrate a track record in Primary leadership with expertise in identifying and prioritising areas for development.

They will be able to demonstrate the ability to work with staff, parents, the Head of School and the wider community and forge excellent relationships across the whole school.

They will have energy, focus and be committed to the highest quality assurance standards of an international school. Knowledge of an accreditation framework is highly desirable.

They will possess the leadership and management skills necessary to grow and develop a diverse team, with the ability to shape opportunities for professional development which recognise the strengths and needs of all staff.

The successful candidate will show that they are committed to their leadership journey and be well researched practitioners understanding that leadership competency derives from a critical accumulation of knowledge and experience, underpinned by constant reflection.

They will ooze enthusiasm and be committed to excellence in supporting and developing NPSI students and staff.

They will have broad and significant experience as an existing Principal or senior leader and ideally within an international school setting. They will be visible, radiating confidence to their peers and with a positive, fun, determined and growth mindset.

The successful candidate will have gained experience in a first-class school setting. S/he will be an excellent communicator and be able to foster collaboration within their team, as well as a hands-on approach and a desire to visibly lead from the front. The candidate should have experience in cultural and systemic adaptation, have flexibility of the mind and a desire to continually grow as a school leader.



### Responsibilities and Duties

The Primary Principal will be responsible for:

- Demonstrating professional leadership in the Early Years and Primary phases of the school with the ability to nurture the community to grow life- long learners.
- Setting high expectations of performance, behaviour, integrity and self-discipline amongst the NPSI staff and students and the entire school community.
- Working in close partnership with the Senior Secondary Principal and Head of School to enable a cohesive approach to the journey of the student.
- Leading on safeguarding with the Whole School DSL and understanding the key aspects of child protection which allows a school to thrive and develop.
- Developing the curriculum throughout the Early Years and Primary phase where learning and achievement are at the core, based on a proven track record of curriculum implementation which allows students to gain the vital skills to move through the next phase of their educational journey.
- Establishing and maintaining the highest standards of professionalism and integrity with complete respect for culture, traditions and aspirations of this school in Singapore.
- Taking full responsibility for all the policies, procedures and academic operations of the Early Years and Primary School and being accountable to the Head of School for the successes of the Early Years and Primary phases.
- Growing and developing an outstanding team of teachers capable of delivering the highest standards of academic teaching and learning, based on global best practice in Early years and Primary provision.

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**Experience and Education**

The appointed candidate should:

- Be an experienced Early Years and Primary international leader aiming at excellence across the school with a drive for improvement and a culture of holistic development.
- Hold a degree in education and a higher degree in a related field, including educational leadership, and be a qualified teacher.
- Hold vocational qualifications in leadership e.g. NPQH.
- Have knowledge and experience of a variety of curricula approaches including the Cambridge Curriculum and the International Baccalaureate.
- Have already demonstrated success in Primary School leadership and management of a high performing international school.
- Have international educational exposure and perspective.

The successful candidate should:

- Be a skilled academic leader who can effectively lead and manage a Primary School, including Early Years' students.
- Have a clear vision for the Primary School built on the vision and values of NPSI within Singapore.
- Be an effective leader of change and strategic development.
- Be able to market the school and continue to develop the NOR.
- Be a collaborative and visible leader and team player capable, when necessary, of decisive management.
- Be a powerful and effective communicator who will command the interest and imagination of staff, students and parents.
- Be a positive role model, able to inspire and lead the Primary School community.
- Be an internationalist who understands the particular needs of students and families living and working in Singapore or Asia.
- Demonstrate the ability to lead pedagogical excellence and professional development.
- Further information about NPSI can be found at: [www.npsinternational.edu.sg](http://www.npsinternational.edu.sg)

Closing date: Friday October 23<sup>rd</sup> 2024.