



Welcome

Dear Applicant,

Thank you for your interest in joining NLCS Kobe, the newest school in the NLCS family. I am delighted that you are considering joining us as we continue to grow into a leading International school. Moving jobs and country can be a daunting experience and I hope that this pack helps you make a decision about moving your life to Japan.

Japan is a wonderful place to call home. It is safe, friendly and the community in Osaka and Kobe are welcoming and keen to join our school. The food is plentiful, high quality and cheap; the weather is great and Kobe is a calm, international city with beautiful mountains and great accessibility via three airports. It is also well connected by train to Kyoto, Osaka and Tokyo. All in all, I feel, it is a great place to live.

In terms of employees, I am not only looking for exceptional practitioners with an excellent track record of improving the learning of children, but also for colleagues who love teaching, working with children and who will go the extra mile so that the school is a success. The founding team share a passion for excellence and will stop at nothing to ensure an exceptional school and experience for our families. If you would like to join a high performing, professional and friendly team then please do apply.

In return for this commitment, we offer the opportunity to join the NLCS International family and a world class school. Our generous remuneration package including accommodation and yearly return flights will ensure that you are comfortable, happy and looked after. As you are joining a growing school, we aim to promote from within as our team demonstrate their abilities to grow and develop our school.

I look forward to reading your application and wish you the best of luck.

Matthew Williams Founding Principal, North London Collegiate School Kobe

NLCS (UK)

North London Collegiate School (UK) was founded in 1850 by Frances Mary Buss; her aim was to offer an academically ambitious education to girls, similar to that available to their brothers. The School has pioneered women's education for over 160 years and remains among the highest achieving schools in the UK. Exam results regularly top the UK league tables and the School has repeatedly outperformed other prestigious schools in terms of Oxbridge success rates.

Unlike many UK independent schools, NLCS has a firm commitment to ensuring close links with its overseas branch schools. Every effort is made to replicate the ethos and standards of NLCS overseas. Wherever possible, staff for overseas schools are interviewed in London and by NLCS (UK) staff, as well as staff from our overseas schools. All teachers, once appointed, are invited to travel to London for induction and training at the UK school and this is generously funded by our partners.

Once an overseas branch is open, it is regularly monitored and inspected by the UK school, and close links are formed through pupil and staff exchanges, joint departmental projects, educational visits and extracurricular activities, such as videoconference debates and jointly produced student publications.

As the NLCS family of schools expands, it is hoped that partnership activities will expand so that each school in the group develops links with the others. We also hope to see staff join the group in order to build their career with us and benefit from the many professional development and career-progression opportunities, which a group of world-class schools such as ours can offer.



International Schools

In 2011, NLCS opened its first international branch school in South Korea: NLCS Jeju. NLCS Jeju is a co-educational day and boarding school and offers the IB Diploma to all students in the Sixth Form and has achieved outstanding results since its first cohort of graduating in 2014. The School's alumni continue on to excellent universities around the world, including destinations in the UK, USA and Asia.

In September 2017, NLCS opened its second branch school in the UAE: NLCS Dubai. The School is a co-educational, day school, following the IB Continuum, with students undertaking the IB Diploma in Grade 12. It has achieved the highest average IB diploma score in Dubai for 3 consecutive years.

NLCS (Singapore) opened in August 2020, becoming NLCS' third branch school. The School is a co-education day school in the heart of Singapore, offering a bespoke Junior curriculum and the IB Middle Years and Diploma Programmes.





The School

NLCS Kobe opened in August 2025 to students from Grade 1 (UK year 2) to Grade 6 (UK year 7) in the Asia One Centre on Rokko Island, a man-made island 20 minutes from the center of Kobe. In 2028 Grades 6 to 12 will be educated in a new senior school on Rokko Mountain, an area of natural beauty to the north of Kobe. This school will accommodate 560 children, with 60 boarding students. By 2030, we plan to open an additional junior school in the City of Osaka and may have also found a different site for the Asia One Centre school in Kobe itself.

Our school is committed to providing an exceptional academic education within a welcoming and supportive community. We strongly believe in the potential of each individual child. Our vision is to provide an exceptional academic education rooted in the traditions of North London Collegiate School, whilst embracing the culture of Japan.

Our rigorous education program is designed to challenge and expand children's horizons. With dedicated teaching staff, passionate about guiding and inspiring others in their subjects, we encourage students to be curious, creative, and adaptable thinkers, and support them in becoming independent and self-driven learners.

At NLCS Kobe, we honour the educational heritage of our founding school in London, England whilst embracing core Japanese values that emphasise community and personal growth. Our mission is to be the leading International Baccalaureate school in Japan. With our graduates attending prestigious universities worldwide and being known for their kindness, open-mindedness, and their deep understanding of Japanese culture and language. Our students will bring about positive change, encouraging a fairer and more equal society.

As part of a school network with deep roots in the UK, NLCS Kobe is poised to offer a unique blend of international educational excellence and Japanese tradition, fostering a dynamic exchange of ideas and learning. This global approach enriches our students' experiences, broadening their horizons and deepening their understanding of the world.

The Ethos

The ethos of NLCS Kobe echoes that of NLCS (UK) – every effort is made to recreate the ethos of the UK 'parent' school, whilst taking into account and remaining rooted within the local culture and context.

The School aims to provide a first-rate ambitious academic education for every child, which inspires a life-long love of learning and gives the knowledge, attitudes and confidence to flourish.

At North London Collegiate schools, academic success is gained, not through an emphasis on results, by creating an atmosphere of rigorous scholarship; students are encouraged to study beyond the examination syllabus in order to develop their intellectual independence and love of their subjects. The pastoral well-being is of the utmost importance and good relationships are fostered between students and staff, as well as between the students themselves.

The extra-curricular life of NLCS schools is vibrant, both in academic and non-academic fields. Students participate in a wide range of subject-focussed clubs and societies, from weekly book groups to Debating, to 'Mad Scientists' and 'Model United Nations'. In the UK School, over forty academic clubs and societies operate weekly meetings and events, in order to give every opportunity for students to develop their intellectual curiosity, independence of thought and genuine love of subject; there are a large number of student-produced academic journals which reflect the particular interests of these societies.

Non-academic activities also thrive as NLCS schools aims to create an environment in which the whole personality can grow. Extra-curricular Sport, Music, Art and Drama are all of excellent quality and over seventy activities take place at lunch times and after school each day, with large numbers of students involved.





Life in Kobe

Kobe is a major port city in western Japan, offering a vibrant lifestyle with great shopping, restaurants and cosmopolitan neighbourhoods. Situated between the Rokko mountain range and the Inland Sea, Kobe is also one of Japan's most scenic urban areas and consistently ranks as one of the nation's most livable cities. It connects to Osaka, Japan's second largest city, by multiple rail lines in about twenty minutes and Kyoto can also be reached in under an hour. Being a port city, Kobe has a long history of international exchange and remains home to those of varied cultural backgrounds.

NLCS Kobe is located on Rokko Island, a relaxed and modern community about twenty minutes from central Kobe. A popular hub for international residents working in Kobe and Osaka, Rokko Island offers a range of facilities for the foreign community, including western-style housing developments.

Kobe and the broader Kansai area have a subtropical climate. Summers are hot and humid, preceded by a short rainy season around June. Temperatures from June to September are consistently in the mid to high thirties (Celsius). Hong Kong, Bangkok and Taipei all have similar summer climates. Winters are generally dry and close to freezing, though snow in urban areas is rare.

An NLCS Teacher

An NLCS teacher is not an ordinary educator; they embody the distinctive characteristics that set our school apart. They are subject specialists with a profound passion for their discipline, educators who thrive on inspiring and challenging their students. They are deeply committed to our ethos of academic ambition, individual care, and holistic development, creating an environment where every student can flourish. Their dedication extends beyond the classroom, contributing meaningfully to the school's culture and enrichment opportunities, and fostering strong partnerships with parents to ensure the best outcomes for each child.

NLCS lessons have a distinct set of characteristics but are not formulaic. They are not bound by specific structures or adherence to a particular pedagogy, but rely on the teacher's expert knowledge of both their subject and their students to ensure lessons exhibit the following attributes:

- Engagement and pace
- Scholarship
- Discussion and debate
- Adaptive challenge for all students
- Consistent use of positive and ambitious language
- Clear support for the development of English for academic purposes in the subject

Demonstrates a passion for their subject and conveys this enthusiasm in ways that ignite curiosity and inspire students to embrace intellectual challenges. Models the joy of teaching and learning.

Exhibits a continuous desire to maintain a contemporary and up to date focus on their subject through professional development and personal reading habits.

Values each student as an individual, fostering strong personal connections and understanding the transformative power of knowing students deeply and allowing them to feel safe and celebrated for their individuality.

Actively contributes to the school's academic enrichment programme, recognising its vital role in shaping character, broadening horizons, and fostering holistic student development.

Understands the importance of a strong parent partnership, building positive relationships with parents, keeping them informed, and working collaboratively to support each student's growth and success.

Upholds the highest personal and professional standards, understanding that at all times they are an ambassador for the NLCS community.



Things to know before applying

- NLCS Kobe is a popular school to work in and we are looking for exceptional teachers. Please ensure you tailor your application to the school. We want to know why you are applying and what you can offer the school.
- Due to the number of applications, we will be unable to give feedback on application letters or application forms.
- You must be fully committed to the ethos of NLCS and are willing to go the extra mile for the children every day.
- Japan is a wonderful country to live in and our team are very happy here. However, it
 is not for everyone. Please apply with open eyes and do your research about the
 various pros and cons. Cultural intelligence, patience and flexibility are paramount
 characteristics when considering working abroad, especially in a culture possibly very
 different from your own.
- Living costs are low and staff will be able to have a high quality of life with the remuneration and benefits package offered.
- Please ensure that you are happy and comfortable with the dress code mentioned in the accompanying HR pack and the sensitivity around tattoos and piercings.

Safeguarding & Child Protection

The School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. This post is subject to satisfactory background and police checks. Full details are available in the School's Recruitment, Selection & Disclosure Policy and Procedure and the Safeguarding and Child Protection Policy.

Terms & Conditions

A competitive package will be offered to the successful candidate, which will include the following:

- Competitive salary
- Initial two-year contract
- High quality, partly furnished accommodation (for overseas hires)
- Relocation allowance
- Annual return flights to home country
- Japanese health insurance and pension benefits
- Tuition fees for eligible children (aged grade 2 to grade 7 for August 2026)

