



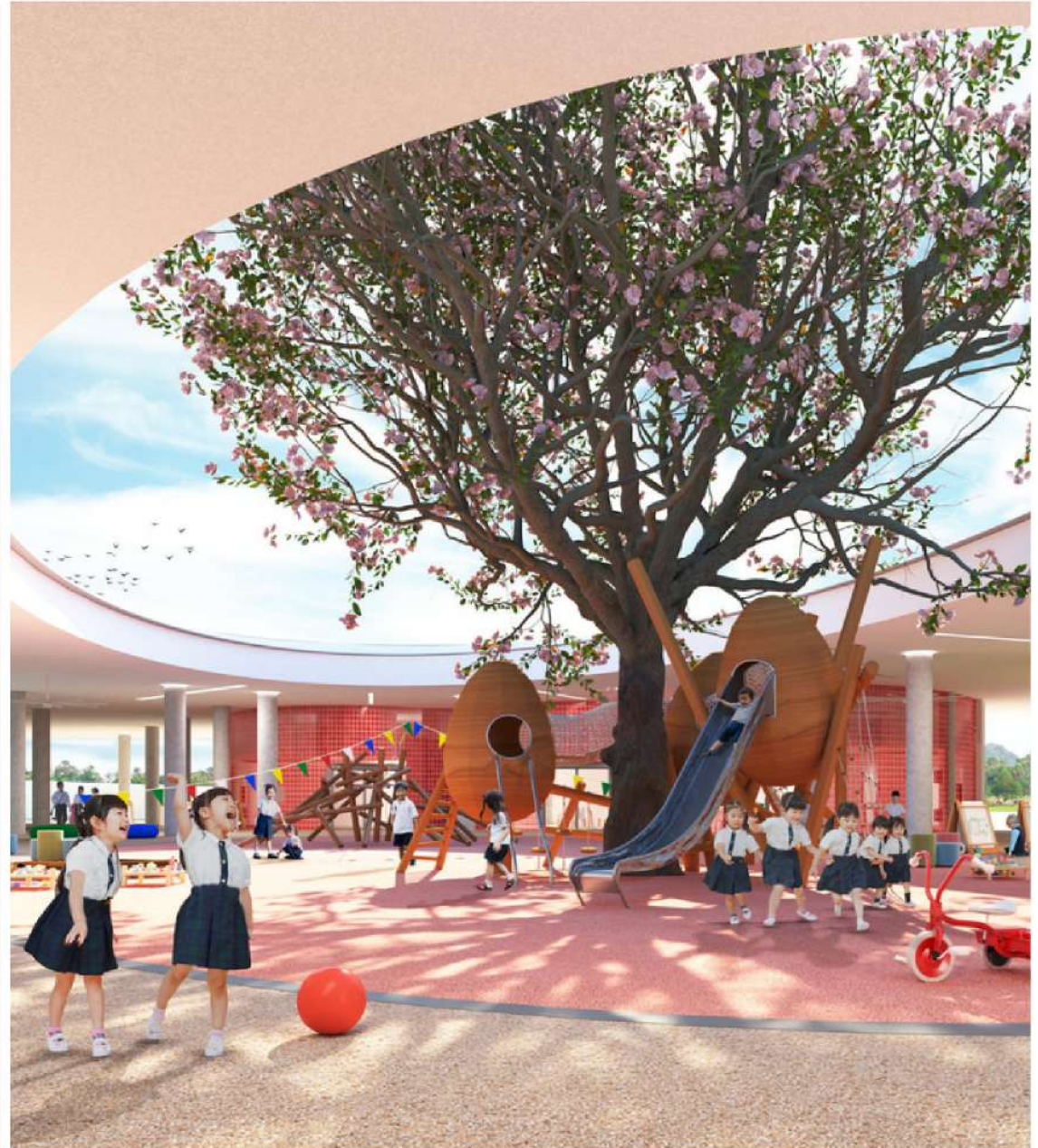
The King's School
Canterbury

VATTANACVILLE

Candidate Brief for the
position of **Principal**

Required for
April or August 2024

a3c
Anthony Millard
CONSULTING





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Anthony Millard Consulting and The King's School, Canterbury are delighted to invite applications for the role of Principal, The King's School, Vattanacville, Cambodia.

The successful candidate will oversee the School's all-round excellence in education from Early Years through to entrance to the top universities in the world.

With strategic partner Vattanac Properties, and boarding at its heart, the School offers an intellectually exciting programme blending historical and educational roots with modern purpose and state of the art, purpose-built facilities.

Vattanac Properties Ltd. is a subsidiary of Vattanac Group, a prominent business group in Cambodia and is the School's sole investor.

With the Pre-K3 stage opening in September 2023, it is expected that the pupil role from 2024 will be 20+ rising to 60+ by year two, with plans for greater growth when the secondary campus opens in 2026.

The educational experience is built upon strong academic and co-curricular programmes supported by the highest standard of pastoral care. It will be 'British' in ethos but attract an international student body. Provisional COBIS accreditation was achieved in 2023 with full accreditation a goal of the SLT for 2024.

Students follow the English National Curriculum up to the age of 16 and sit IGCSE at the end of Year 11. In the Sixth Form, Year 12 and 13, the IB Diploma Programme will be offered, giving a greater breadth of study and to facilitate entry into universities across the world.

THE KING'S SCHOOL, CANTERBURY, UK

The King's School, Canterbury, UK, anchors a 21st Century education within the illustrious history of the oldest school in the country.

The tradition of education associated with The King's School, Canterbury dates back to 597AD and the arrival of St Augustine in Canterbury. In 1541 Henry VIII established 50 King's Scholars as well as a Headmaster and the school came to be known as The King's School.

The School is situated in the heart of Canterbury, with much of the School housed within the precincts of Canterbury Cathedral. Enjoying exceptional co-curricular facilities, the dual pursuit of academic and co-curricular excellence is at the heart of a King's education. The quality of the teaching and the breadth of the activities outside the classroom mean that the lessons learned, and the skills acquired, stay with King's pupils for life.

Situated within the new Malthouse site, The King's School, Canterbury, International College educates up to 80 international pupils, aged 12-16, for whom English is a foreign language. The International College prepares them for further education at either The King's School or another appropriate senior school.





THE LOCATION

Cambodia has one of the fastest growing economies, coupled with very reasonable cost of comfortable living. With a tropical climate, and steeped in rich, ancient history, Phnom Penh also offers an accessible jumping off point to experience other parts of South East Asia.

The school's city campus is in the heart of Phnom Penh, with the planned Vattanacville development just 20 minutes east. It fuses the cosmopolitan aspects of urban life with the luxury of breathing room found in suburban living. Vattanacville comprises a collection of unique villages connected by tree-lined boulevards and a network of parks with multiple vibrant ecosystems.

The King's School campus is a stunning, state of the art provision, and is hailed as the best in the country. The close proximity

to nature enhances health and wellness, connecting to indigenous plants and wildlife.

Compared to the suburban style of the villages, the heart of Vattanacville is a vibrant commercial and cultural district. Residents have convenient pedestrian access through natural parkways to transit, leisure amenities, and schools.

Vattanacville creates a truly unique and modern Cambodian lifestyle experience by integrating and transforming the best of local and global standards.

Featuring storm water management, solar radiation blocks, and wind path utilization systems, Vattanacville's walkability amplifies the sustainable features of this beautiful region and wonderful area to live.



The King's School, Vattanacville development via CGI

The Principal reports directly to the Board of Governors for the school, and maintains a close working relationship with The King's School, Canterbury.

The Principal will keep the School's Governing Body and Senior Leadership fully informed about the work of the school through the submission of updates and progress reports and will consult, draw on advice and guidance when appropriate.

The Principal's working relationships with Vattanac Properties, colleagues at The King's School, Canterbury, UK, and the Heads of other King's, Canterbury international schools will be essential to the development of the school and its strong ethos.

A strong strategist, the Principal's vision, inspiration, leadership, and management will be fundamental in creating a climate which enables every member of the school community to flourish.

The Principal will promote the ethos and philosophy of the school and the vision and values set out by The King's School, Canterbury, UK, and will be expected to engage in continuing professional development to meet the present and future challenges of the role, and to undertake a process of performance management.



KEY RESPONSIBILITIES

Academic

- Develop and embed, in cooperation with The King's School, Canterbury, UK, an inspiring educational vision that takes account of the School's ethos, the Cambodian context, and the School's particular circumstances.
- Oversee the development of the academic curriculum and co-curricular provision, ensuring that the School is able to meet any local legislative requirements whilst at the same time offering an education that is distinctively British and true to The King's School, Canterbury, UK, traditions.
- Ensure that there are appropriate policies and procedures, in place to support the educational vision.
- Foster a culture of continual improvement in teaching and learning.
- Develop and implement systems to maintain the quality of teaching and learning, and ensure the School is excellently prepared for inspection both by The King's School, Canterbury, UK, and other inspecting bodies.

Admissions

- Draw up the School's marketing and student recruitment strategies and annual plans with appropriate colleagues to ensure that student enrolment objectives are met.
- Keep under review the desired student profile and ensure that marketing and recruitment strategies are adapted accordingly.
- Continually develop the School's profile in the wider area, for the purposes of effective student recruitment and reputation management, working with other colleagues as appropriate.

Organisational Leadership & Management

- Work with Vattanac Properties and the UK School's Leadership Team to ensure that the School maintains a constructive relationship with relevant governmental authorities.
- Work with The King's School, Canterbury, UK, to set the vision for the School and ensure that strategies and development planning are up-to-date, relevant, and in line with the School's stage of development.
- Keep under review and, when necessary, further develop management and organisational structures to enable the School to fulfil the strategies and objectives set.
- Establish policies, systems and processes to enable the smooth opening and fully compliant running of the school.
- Prepare the school for all required inspection and accreditation regimes.
- Review and develop the School's financial management, reporting and budgetary systems, in collaboration with relevant colleagues.
- Work with relevant colleagues to ensure that fee income meets expectations, and that expenditure is controlled in line with the budget.

Community

- Engage readily with the wider school community, ensuring the wellbeing of all.
- Assure the well-being of students through outstanding pastoral care delivered through the boarding provision, house and tutor systems, as well as through the implementation of effective health & safety, safeguarding and security policies.
- Ensure that the School's boarding provision is managed in line with best boarding practice at The King's School, Canterbury, UK, other leading British boarding schools, and the Boarding Schools' Association (BSA).
- Establish excellent methods of communication and engagement with parents.

Leading People

- Recruit, develop and retain an outstanding leadership team and ensure they are well motivated and equipped to deliver the School's strategic vision.
- Promote a culture of high expectations underpinned by continual personal and professional development.
- Promote effective communication, cooperation, and constructive relationships within all staff teams.
- Develop and implement effective systems for quality assurance, including robust performance management for all staff.
- In line with the ethos, practices and standards established within The King's School, Canterbury, UK, oversee the recruitment of all staff, seeking to appoint teaching staff who will contribute to high standards of teaching and learning and the wider co-curricular and community activities.
- Promote a culture of, and demonstrate a commitment to, Equality, Diversity and Inclusion.





PERSON SPECIFICATION

The Principal may be an aspiring or existing Head, ideally with start up experience. The qualities, experience and qualifications sought, and which will enable them to excel, are summarised below.

The successful candidate will be an academically strong graduate and a first-rate teacher. They will have an exemplary leadership record and manifest a truly collaborative style of leadership approach.

The ability to engender trust, manage others effectively, delegate skilfully and empower all colleagues to show initiative and give of their very best is imperative.

Above all, they will be a broad-minded educationalist, keen to keep abreast of curriculum development and co-curricular

programmes to ensure a breadth of education and opportunity for pupils at The King's School, Vattanacville, and where a culture of learning, remains at the heart.

He or she will possess the following qualifications and skills:

- Academically well-qualified
- Master's degree (desirable)
- Strong track record of recent and relevant professional development
- Demonstrate full support for being part of a 'family' group of schools
- Show resilience and determination



EXPERIENCE REQUIRED

- A record of unequivocal success as a school leader gained in the British educational system in the UK or internationally.
- Experience of a 'through school' (desirable) and/or an empathy with such schools offering an education provision for Early Years through to Sixth Form, and the significant benefits to parents.
- Experience of a boarding environment and a passionate advocate for boarding.
- Experience of leading school growth and development underpinned by strong strategic thinking and effective development planning, policy and processes.
- Experience of, and demonstrable enthusiasm for, a truly holistic approach to education that aligns to The King's School, Canterbury, UK's dual pursuit of academic and co-curricular excellence which values wide-ranging interests, intellectual ambition and the development of self-discipline.
- Commercial experience and/or a strong understanding of commercial imperatives.
- A strategic thinker, able to get the very best from both staff and Governing Body.
- A clear vision for an exceptional, globally focused education that blends British and Cambodian traditions.



The package for this role includes:

- Competitive salary according to experience.
- Accommodation and all utilities.
- Medical insurance for self, spouse and dependent school-age children.
- Annual flight allowance for self, spouse and dependent school-age children.
- Continued Professional Development and opportunity to work with a supportive Board.



The King's School, Canterbury, Vattanacville has engaged the services of Anthony Millard Consulting to assist with the recruitment of the Principal.

To apply, candidates should complete the online form on the vacancy page at www.anthonymillard.co.uk and upload a CV and covering letter which addresses the competencies in the job description and person specification.

REFERENCES

Names, addresses, email addresses and telephone numbers of three referees (including current and past direct line managers) are required, but will only be taken up with each candidate's consent.

DATES

12 October: Closing date

w/c 16 October: Long list interviews, virtual

w/c 6 November: Final interviews at the school in Cambodia

For an initial discussion about the post, please contact AMC Consultant: **Wendy Ellis: wendy@anthonymillard.co.uk**

The King's School Vattanacville are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applications.



The King's School
Canterbury

VATTANACVILLE

Thank you for your
interest, we look forward
to hearing from you.

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