

BRIGHTON COLLEGE INTERNATIONAL



Join us:

Head of Prep School Brighton College Abu Dhabi

CLOSING DATE: 10AM ON FRIDAY 3 NOVEMBER 2023



THE SUNDAY TIMES

EXECUTIVE SUMMARY

Brighton College, with its partner in the UAE, Bloom Education, is seeking an inspirational, charismatic and ambitious Head of Prep School.

This is an exciting opportunity for a proven senior leader to shape the ongoing development of this school and work as part of a talented and experienced team of Heads of School across the family of Brighton College schools. The successful candidate will combine a track record of highly successful leadership experience, developed in the UK or internationally, with the cultural awareness and global perspective to inspire the entire College community and manage diverse stakeholder relationships.

We are looking to appoint a Head of Prep School with the energy and vision to lead this world-class academic institution, distinctive in its own right but with the Brighton College DNA running right through it. First class communication skills with the gravitas to act as a visible leader and ambassador are crucial, as is the commercial drive to build upon the school's success.

Brighton College Abu Dhabi is one of three Brighton College schools in the UAE; the Heads of School work closely together, and also with Brighton College's partner in the UAE, Bloom Holdings and its education division, Bloom Education. Brighton and Bloom have enjoyed a strong and fruitful partnership for more than a decade.

This opportunity represents a career-defining, professional challenge for an educational leader who shares our aim of developing well-educated, respectful and intellectually curious young men and women ready to take a full, active and positive role in the world.



About Brighton College

Brighton College - awarded the title of 'School of the Decade' by the Sunday Times - is consistently recognised as the UK's leading co-educational independent school. The College is renowned for its inspirational teaching and innovative education, whilst placing curiosity, confidence and kindness at the heart of its approach to education.

Academic results place Brighton College UK in the top 10 schools in England with pupils gaining access to some of the world's top universities – there are currently 226 former pupils studying at Oxford and Cambridge. In 2023, 94% of GCSE grades were 9-7, whilst 97% of A-level grades were A*, A or B.

World-class facilities enable us to share a huge variety of opportunities with pupils and allow for innovative and exciting approaches to teaching and learning. The school site in Kemptown has seen the addition of stunning new facilities, sustainably designed by leading international architects. These include

the Music School and Sarah Abraham Recital Hall, the Yeoh Building teaching complex, and the School of Science and Sport.

In addition to the 'School of the Decade' award in 2020, Brighton College has achieved numerous other recent accolades: UK Independent School of the Year (Sunday Times); Most Forward Looking School in Britain (The Week); Top School in Britain for STEM Subjects (The Week); Head Master of the Year (Tatler). The College's last full ISI inspection in 2022 awarded the top grade in every category.

Curiosity, Confidence and Kindness

We promote curiosity and a love of learning from the earliest age when pupils join us at 3, right through to our leavers at 18, which is one of the reasons they do so well in examinations and go on to some of the top universities around the world.

Academic interest on its own is not enough though, and results, excellent as they are, do not tell you much about the richness of a Brighton education. Meeting our pupils does; all visitors comment on their confidence and politeness as they engage with everyone and anyone and are unfailingly great company. This confidence – the right sort of

confidence – arises from their being encouraged to participate in lessons and co-curricular activities such as drama, music, sport and debating, in which they learn to cooperate and show each other mutual respect and kindness. We always stress the importance of kindness, and we encourage pupils actively to seek opportunities to demonstrate their commitment to this vital quality.



About Brighton College International (BCI)

Brighton College was one of the first UK independent schools to take its distinctive approach to education to markets beyond the UK. From the outset of this international development in 2011, when Brighton College Abu Dhabi opened, our driving ambition has been to ensure each new addition to our family of schools is recognisably a Brighton College school.

The Brighton College International (BCI) group now has schools in Abu Dhabi (established 2011), Al Ain (2013), Bangkok (2016), Dubai (2018) and Singapore (2020). The family of schools is continuing to grow, with Brighton College Vietnam opening in Hanoi in August 2023, and Brighton College Prep Kensington opening in London in September 2023.

Brighton is a happy place, with a warm, inclusive and respectful community in which our staff are delightful and positive, and our pupils are intellectually curious and charming. BCI has put in place the structure, resources and team to ensure that this character – what we describe as our DNA – prevails in our international schools in Abu Dhabi, Al Ain, Bangkok, Dubai, London, Singapore and Vietnam.

Brighton College's Head Master, Richard Cairns, is actively engaged in the work of the international schools, and the team is led by Graeme Owton as the Chief Executive, with Nicola Collins as the Deputy CEO and

Director of Schools. A team of talented colleagues provides support across operations, curriculum, admissions, marketing and innovation.

The Heads in our family of schools receive support from and regular communication with the BCI team, whilst being given the autonomy to lead their schools and ensure their school works most effectively in its local context.

Beyond the formal structures of the group and the quality assurance visits by Brighton College UK, there are numerous instances of collaboration within our family of schools. These include professional development for

teachers, pupil collaboration, shared webinars and guest speakers across the group. Alumni from every school are part of the Brighton College Connect network, with several thousand members.

With each Brighton College International school embracing the educational values, distinctive character and high standards of Brighton College UK, the Brighton DNA is evident throughout the exceptional family of schools.



EMIRATI CULTURE

Learn about the rich legacy of knowledge and tradition that has shaped the UAE's journey by visiting the Presidential palace, Qasr Al Watan and the Sheikh Zayed Grand Mosque, just two of the many cultural landmarks in Abu Dhabi.



SUNSHINE

Expect sunny blue skies throughout the year in Abu Dhabi. With pleasantly warm weather from November to May, the opportunities to enjoy the great outdoors are extensive. In the summer months, with high temperatures, residents enjoy summer shopping sales (and excellent air-con).



SKYLINE

Marvel at the constantly changing panoramic view of the city's skyline. With some of the tallest and most stunning architectural wonders of the modern world, this sight is certainly unique. The first circular skyscraper and the first building reaching over 300m were both built in this gem of a city.



DESERT SAFARIS

Take a break from the city and go off-road in the desert with camel rides and sandboarding followed by a BBQ under the stars. For the more adventurous, dune-bashing and off-road desert driving are other options to enjoy in the Arabian desert.

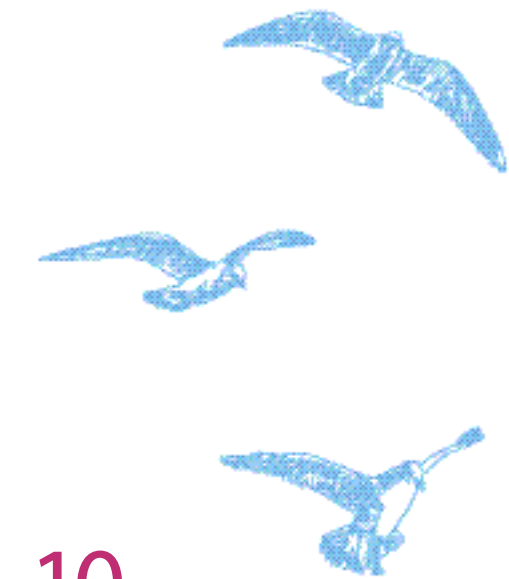


FORMULA 1

Experience the twists and turns of the Formula 1 finale at the Abu Dhabi Grand Prix. The Yas Marina Circuit is one of the most technologically-advanced tracks in the world and a living, breathing part of life in Abu Dhabi. You can even cycle on the track during the week!



10 reasons to live in Abu Dhabi



BEAUTIFUL BEACHES

Unwind at the weekend with a day at the beach club or retreat to the ocean for swimming and watersports. Abu Dhabi's location on the Arabian Gulf ensures the most beautiful stretches of sand and scenery. With dozens of beaches to choose from, you'll never be far away from the golden sands.



INTERNATIONAL DINING

Explore the plentiful food offering in Abu Dhabi, catering for all tastes. From indulgent fine dining such as 99 Sushi Bar, Hakkasan and Talea which all received their first Michelin star in 2022, to delicious cheap eats. Seasoned residents will point you towards Hamdan Street for top Arabic specialities such as falafel and shawarma.



MALLS AND SOUKS

Shop until your heart is content in the brilliant blend of souks and malls. Whether you're looking for traditional Arabian coffee and perfumes, gold jewellery or camel milk soaps and chocolates, everything can be found in Abu Dhabi's famous souks. Meanwhile, Yas Mall is spread across 2.5 million square feet and has over 400 brands, a 20-screen cinema and a family entertainment zone.



TRAVEL

Use the home of Etihad Airways to schedule your next adventure. Abu Dhabi is the perfect hub for travel and is seen as a gateway to much of Asia, Europe and Africa.



TAX-FREE INCOME AND A STABLE CURRENCY

Benefit from the UAE Dirham being seen as among the world's most stable currencies in terms of exchange rate stability. Tax-free salaries, available for all inhabitants of the UAE, makes Abu Dhabi one of the best locations to build a future.



BRIGHTON COLLEGE ABU DHABI

ABOUT THE SCHOOL

Brighton College Abu Dhabi strives to turn out well-educated, respectful and intellectually curious, confident and kind young men and women, who are ready to step forward in life taking a full, active and positive role in the UAE and the wider world.

Academic Life

Having opened in September 2011 on a purpose-built site with world-class facilities, the school caters for over 1,800 pupils aged 3 to 18 seeking a progressive British education with a global outlook, underpinned by the aims and ethos of Brighton College UK.

Brighton College Abu Dhabi is regarded as a leading school in the region. Brighton College Abu Dhabi has produced standout A-level and GCSE results year on year, enabling pupils to proceed to the best universities in the UK, the USA and around the world. The 2023 Schools Index recognised Brighton College Abu Dhabi as one of the top 3 schools in Abu Dhabi. Additionally, compiled in partnership with Carfax Education Group, Brighton College Abu Dhabi was named as one of the 'Top 15 schools in the Middle East' and 'Top 100 Schools in the World', with our focus on 'preparing pupils to be curious, confident and kind'.

Preparatory School

The Prep School follows the English National Curriculum which is enhanced and modified to reflect our location and the international mix of pupils who attend the school. Pupils in the Prep School are taught by talented and enthusiastic class teachers, with a significant emphasis on English and Mathematics development. Specialist teachers work with the children across specific subject areas, such as PE, Computing, Science, Music and Modern Foreign Languages.

With a broad and varied curriculum, the Prep School develops participation and independence in learners. Each pupil is encouraged to develop their own talents to the full, laying the foundations for a successful transition to the Senior School and beyond.

Senior School

Pupils move into the Senior School in Year 7 and begin their secondary education with a focus on preparation for GCSE courses. The curriculum they follow is academically rigorous and designed specifically for pupils learning in an international community whilst maintaining a strong local context.

At the end of Year 11, pupils sit their GCSE examinations and begin the transition into the Sixth Form. In Year 12, most pupils concentrate on four subjects and further deepen their skills and understanding in preparation for university study. A-level examinations are then taken in three or four subjects at the end of Year 13.

Pastoral Care

A culture of kindness is integral to Brighton College Abu Dhabi. Along with achieving outstanding academic results, our pupils leave the College as well-rounded and confident young adults.

Our pastoral system ensures that everyone feels supported in academic and personal matters. Pupils are allocated to one of the College Houses, and each year group has a tutor who is responsible for the day-to-day organisation of pupils and who helps guide and monitor pastoral progress.

Our pupils play an active role in deciding themes and topics to ensure the Personal Social Health and Economic Education (PSHEE) curriculum is bespoke, relevant and supportive.

Individuality is celebrated and, above all else, Brighton College Abu Dhabi is well known for its warm and positive atmosphere allowing all pupils to thrive.



LIFE BEYOND THE CLASSROOM

The Arts

Artistic endeavour encourages the pupil body to be curious, courageous and original and, in doing so, enlivens and complements the academic life of the College. Opportunities exist for visual arts, music, drama and dance – all of which have outstanding reputations in nurturing the creativity, passion and individuality of each pupil.

Brighton College Abu Dhabi was named ‘Best School in the UAE for Theatre, Dance and Performing Arts’ in the Top Schools Awards 2021, a celebration of our pupils' creativity and confidence.

Sport

Sport forms an integral part of a pupil’s life at Brighton College. Our ‘sport for all’ ethos allows pupils to experience, enjoy and succeed in a wide variety of sporting activities. Brighton College Abu Dhabi benefits from the partnership with Zayed Sports City and the outstanding array of top-class sports facilities it has to offer. Strong partnerships exist between the three Brighton Colleges in the UAE with joint sports events and access to the state-of-the-art facilities across campuses.

Our main team sports are football, netball, cricket, athletics, swimming, touch rugby, volleyball, basketball and badminton and there are regular opportunities to participate in competitive matches. Additionally, pupils take part in a range of other sporting activities such as gymnastics, dance, table-tennis and many more.

Activities

The co-curricular activities on offer beyond timetabled lessons reflect the diverse skills, interests and enthusiasms of our community. Pupils throughout the College can pursue passions and interests with over 150 different activities on offer. From book clubs to junk modelling, choirs to Model United Nations, each individual is able to try something new and broaden their horizon and develop new skills.

Social Responsibility

Social responsibility and community service is an essential element of the Brighton College DNA. We believe that everyone can be an activist, and we encourage all our pupils and staff to get involved with community and global initiatives.

Campus and Facilities

Brighton College Abu Dhabi sits on an eight-acre campus, which has been designed to maximise the use of every available space and offers state-of-the-art facilities including:

- Large classrooms and a range of specialist teaching and learning spaces.
- Outstanding sporting facilities.
- Spacious purpose-built playgrounds and outdoor learning environments.
- An impressive Creative and Performing Arts wing, housing a 500+ seat theatre, large dance studio, drama studio and teaching spaces, music classrooms, instrumental practice rooms, a recording studio, art studios, photography dark room and a cutting-edge design centre.



About the role

The Head of Prep School, over-arching responsibility will be to manage the School’s ongoing development, encompassing the following priority tasks:

Key Responsibilities

The Head’s primary, over-arching responsibility will be to establish and then manage Brighton College Abu Dhabi’s ongoing development, encompassing the following priority tasks:

- Work with the Head to ensure the College has strong strategic and operating frameworks that enable sustained growth and high performance, including excellent education and pastoral care in the context of its mission, ideals and ethos.
- Work with the Head to ensure the College has a clear educational vision, incorporating academic excellence, a service ethos and inter-cultural understanding, which reflects the aims and vision of Brighton College.
- Establish and maintain excellent pastoral and academic provision across the Prep School and ensure this is honed and developed in line with modern day best practice.
- Establish a reputation for excellence in the Prep School and ensure strong performance expected of a premium international school.
- Recruit highly-committed academic leadership and teaching staff, who will lead on innovative teaching and learning best practice.



- Line manage an academic prep school leadership team to ensure a rigorous process for regular assessment, recording and reporting is in place and that data is used to inform teaching and learning strategies and implement effective intervention approaches to improve pupil progress and achievement.
- Take responsibility for the effective performance of teachers and teaching assistants in the Prep School. This includes overseeing the induction, appraisal and professional development of the prep and pre-prep staff.
- Maintain strong partnerships with Brighton Colleges internationally and Brighton College UK.
- Develop and maintain robust admissions processes and criteria for the Junior School.

- Work closely with the Marketing and Recruitment Department.
- Support the Head on external relations, communication and advocacy; advising and working with a range of stakeholders including pupils, parents, sponsors, Brighton College alumni and representatives of the local community.
- Attract and retain pupils whose • Oversee pupil admissions and grow the Prep School roll in line with the targets set by the Head and Governing Board, ensuring that the School attracts and retains pupils whose profile align with the values and ethos of the School and the Brighton College family of schools.
- Ensure a consistently high standard of safeguarding, safety and wellbeing across the Prep Department.
- Any other reasonable management request.

Qualifications & Experience

- Bachelor’s degree in Education.
- A proven track record of highly successful Prep School. leadership experience, and an understanding of the challenges faced by a modern day international school in an urban context within the UAE.
- Proven experience of leading, developing and motivating high calibre, diverse teams with a strong commitment to the continued professional development of all colleagues.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider community.
- 5 years of teaching experience.

Benefits

An attractive tax-free salary that reflects the seniority of the role and the profile and ambitions of the school. In addition, the package of benefits will include an accommodation allowance, fee remission and private medical insurance. More details will be shared with candidates progressing to the final round of interviews.

PERSONAL SKILLS

- A compassionate leader with the skills to lead a diverse team and support teachers in developing their practice.
- A leader who works highly effectively as part of a team, building positive relationships with colleagues.
- A leader who shares our values and respects our ethos.
- A leader who will lead by example, modelling our values daily and playing a full part in the wider life of the school.
- A leader who has a personal philosophy of teaching which reflects our school values and pedagogical approach.
- A leader who can motivate pupils and teachers to achieve their potential.
- A leader who has outstanding relationships with children and colleagues.
- A leader who has excellent interpersonal skills – confidence liaising with other teachers and parents is essential.
- Dynamic, self-motivated and flexible.
- Diplomatic, discreet and highly professional.

The application process

The closing date for applications is 10am Friday 3rd November 2023.

Preliminary interviews will commence before the applications deadline and Brighton College reserves the right to appoint a candidate prior to the closing date. Early applications are therefore encouraged.

You should submit:

- A completed application form (available on website)
- A copy of your Curriculum Vitae/Resumé (maximum 3 sides)
- A covering letter addressed to Mr Scott Carnochan, Head Master, Brighton College Abu Dhabi. This letter should explain your reasons for applying, the relevance of your experience, and how you relate your personal educational philosophy to your understanding of the school and the role. Letters of application that are largely generic are discouraged and may lead to your application not being considered.

Further information can be requested from Ms Joanne Cullen (PA) via jcullen@brightoncollege.ae

Only applications containing all three documents listed above will be accepted.

Applications should be made electronically through TES.

Please apply at www.tes.com via the Apply Now link accompanying the announcement of the position. Please follow the instructions provided to complete and submit your application documents.

The recruitment process will proceed as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact Ms Joanne Cullen via jcullen@brightoncollege.ae
- Longlist interviews will take place in the week commencing 13th November 2023.
- Final round interviews will take place in the week commencing 20th November 2023 and will include representatives of BCI and Bloom Education.



Remuneration

The salary for this role will be per annum depending upon skills and experience.

Safeguarding and equal opportunities

All Brighton Colleges Abu Dhabi is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the successful completion of pre-employment checks, including an enhanced police check, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates.

The College is committed to ensuring that the recruitment and

selection of staff is conducted in a manner that is systematic, efficient and effective, and which promotes equality of opportunity.