

APPOINTMENT OF:

WCI International Director

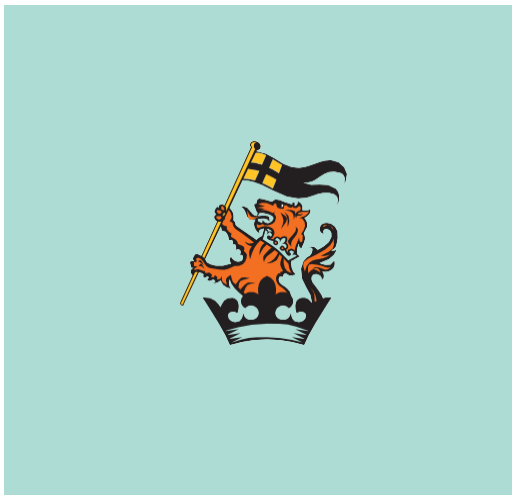
wellingtoncollegeinternational.com



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INTRODUCTION TO WELLINGTON COLLEGE INTERNATIONAL

Wellington College International is a subsidiary of Wellington College in the UK, the highly prestigious independent school founded by Queen Victoria in 1853. For over 160 years, the College has been committed to providing the highest possible standards of education to young people.

Located on a stunning 400-acre parkland campus in rural Berkshire, Wellington College is one of the world's foremost co-educational boarding and day schools.

While Wellington continues to build upon fine traditions which date back over 160 years, it remains determined to adapt its values and practices for the 21st century in a dynamic and sustainable way. Wellington is a Christian foundation, which celebrates and respects children from all religious faiths and backgrounds. A commitment to leadership, service and an international outlook lies at the core of Wellington College, which has at its heart the values, chosen by the whole community, of Kindness, Courage, Respect, Integrity and Responsibility.

In the International Schools market, Wellington College International (WCI) is proud to be recognised as a family of leading International Schools, with six schools in China, one in Thailand, one in India and one due to open in Indonesia this year. The first school, Wellington College International Tianjin, opened in 2011.

WCI provides a unique learning opportunity due to the breadth and depth of the education offered, which goes beyond academic success into every sphere of extra-curricular and pastoral school life.

WCI have three International Schools with Wellington College China (WCC), at Tianjin, Shanghai, and Hangzhou. All are among the leading International schools in their region, providing pupils with an excellent all-round education based on the same ethos and identity which characterises a Wellington education in the UK.

Wellington College UK also provides support and has a close association with three further schools with WCC. Under the name Huili, which specialises in bilingual education, the schools in Shanghai, Hangzhou and Nantong offer exceptional quality bilingual education following the Chinese National Curriculum combined with the Wellington approach to holistic education. These schools are already leading bilingual education thinking both in China and internationally.

In addition to China, WCI are very proud to have opened their first international school in Thailand in 2018. Wellington College International Bangkok (WCIB) has been exceptional. Offering education that is already recognised in the crowded international schools market in Bangkok, and making history by being the first school to achieve full COBIS accreditation in year 1. Wellington College International Pune opened in 2023. Wellington College Jakarta is on schedule to open in 2024.

The opportunities which arise for the staff and pupils at all schools as a result of being part of such a diverse and exciting family of schools are numerous but include exchanges, cultural trips and collaborative learning opportunities for both children and adults alike. WCI is continuing with its growth and development plans, with sights set firmly on opening new schools over the coming years.



Key dates:

Closing date: 11th March 2024

Longlist interviews: Week commencing 18th March 2024

Wellington International Family of Schools

Wellington College China: www.wellingtoncollege.cn

Wellington College International School Bangkok:

www.wellingtoncollege.ac.th

Wellington College India: www.wellingtoncollege.in

The Post

We are currently seeking to recruit an additional International Director due to the exciting growth in our family of schools. International Directors take responsibility for supporting WCI's current partners and for extending WCI's interests by increasing the recognition of Wellington College as a family of premium schools that are commercially successful. The role will involve supporting the Managing Director and the Director of Business Development with business development opportunities through the development, and implementation, of a focused strategy and networking. This is an additional role in our growing team, working alongside the existing International Director.

The successful candidate is likely to be an experienced UK and international educator and school leader, who has strong commercial and financial acumen with demonstrable knowledge and understanding of developing and implementing strategic plans. Outstanding interpersonal and communication skills will enable them to influence, negotiate and build relationships with a diverse range of stakeholders and to work collaboratively with Wellington's stakeholders, partners and staff. Experience of leading school start-ups and of working internationally would be desirable.

For an informal discussion about this opportunity, please contact:

Scott Bryan, Managing Director sb@wellingtoncollegeinternational.com or

Chris Woolf, International Director: cdw@wellingtoncollegeinternational.com

For further information visit: <https://wellingtoncollegeinternational.com/>

To apply for the post, please visit:

<https://vacancies.wellingtoncollege.org.uk/>



Wellington Family of Schools

Wellington College:

www.wellingtoncollege.org.uk

Eagle House Prep School:

www.eaglehouseschool.com

JOB DESCRIPTION

Job Title: International Director

Department: Wellington College International

Reports To: Managing Director

Responsible For:

The post-holder is responsible for supporting the Managing Director in leading and managing Wellington's international schools' business.

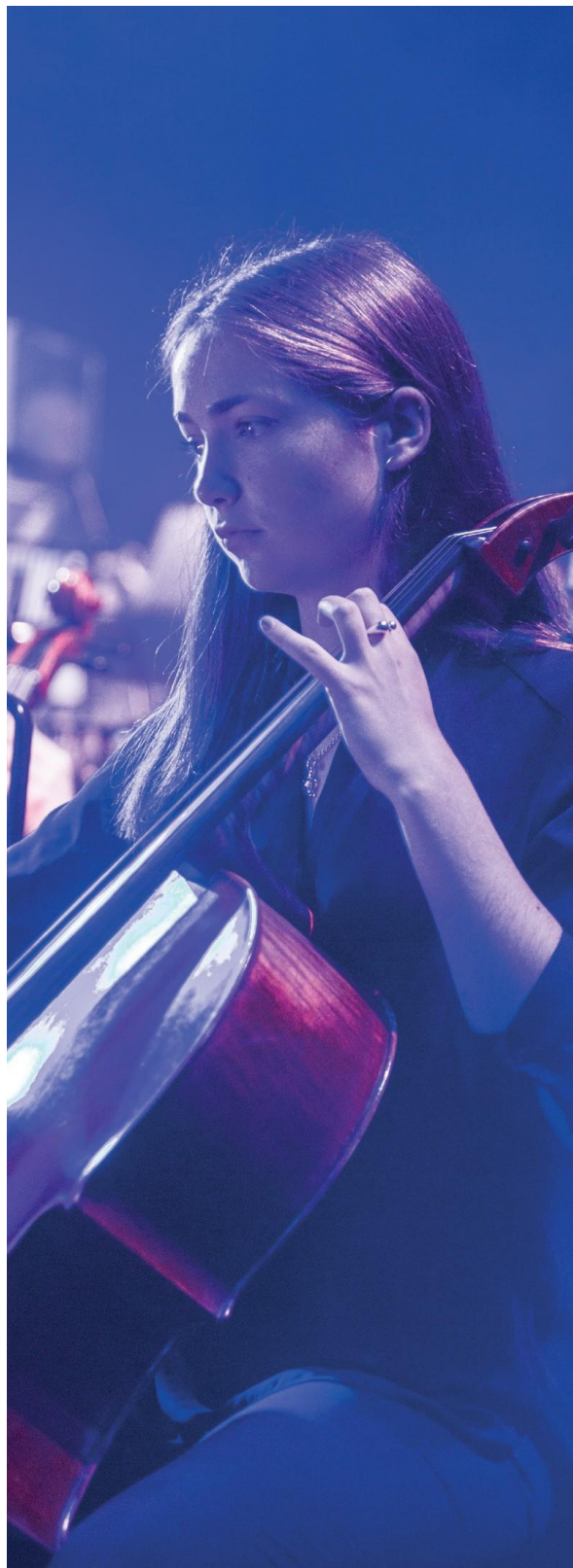
Purpose of the Position:

To support the Managing Director in WCI schools and business in the region. To support existing and new partners in delivering outstanding schools that are distinctively Wellington. The successful candidate will be based in the UK (WCI Office at Wellington College in Crowthorne) but must be willing to travel extensively.

Main Tasks and Responsibilities:

Academic (School Operations)

- Act as a main liaison point for partners in specified regions
- Represent WCI on international school boards, as agreed
- Identify and recruit additional Board members to take WCI seats at designated schools
- Ensure high quality governance support and structures of WCI schools
- Organise Annual Reviews (inspections), including leading the teams and providing quality recommendations for school improvement
- Assist with recruiting Masters and Bursars for positions in international schools
- Ensure WCI fulfils its contractual obligations regarding providing professional consultancy support to our international partners
- Define and lead strategic approach to provide scalable professional support, guidance and connections to existing partners across all areas both from TWC and the network itself
- Assist partners in start-up operations by providing expert guidance
- Support with expert guidance and training in all aspects of school operations
- Review, monitor and update Quality Assurance mechanisms
- Develop WCI Manual for new and existing schools
- Investigate alternative ways in which WCI can meet its aspiration to be a valued partner



Commercial (Business Development)

- Identify new partners and markets for potential growth of WCI business within region
- Filter new approaches, access potential partners, oversee due diligence
- Identify and develop new academic management/operating models to support growth of WCI business

PERSON SPECIFICATION

Educational Attainment:

Essential:

- Educated to degree level
- Postgraduate teaching qualification

Desirable:

- Masters in Educational Leadership (or evidence of similar professional development)
- Second language

Essential Experience

- Significant experience in a leading, ideally independent school, covering 3-18 age range
- Significant experience in international education
- Knowledge of compliance and accreditation processes
- Demonstrable evidence of understanding and implementing of high quality governance
- Excellent track record in delivering ambitious targets, both educational and financial
- Ability to build excellent relationships with stakeholders
- Evidence of leading and developing high-performing teams
- Knowledge and experience of strategic planning processes



Desirable Experience

- Knowledge of working in Asia
- Knowledge of setting up a new school
- Experience of working in a UK Independent School
- School Inspector
- School Governor
- Business Development

Skills and Personal Qualities

- Self-motivated and able to work alone without direction
- Adaptable and flexible when working across different time zones
- Excellent communication skills to enable effective dialogue with colleagues, staff, visitors and where applicable, pupils
- Organised and self-motivated, with a proven record for meeting targets and deadlines
- Able to perform well and remain professional whilst under pressure
- Dedicated team-player, who strives for excellence and leads by example
- Tactful and discreet, whilst adhering to observing Safeguarding and professional standards
- Displays a smart and professional appearance, representing the College in a positive manner
- Reliable and stable
- Well-developed problem-solving skills
- Enthusiastic, with an eagerness to learn and a commitment to personal continuous professional development
- High level of accuracy and attention to detail
- Committed to contributing to the College community
- Good numeric and computer skills (Microsoft Word, Excel and Outlook essential)



Essential Values, Behaviours and Attitudes

All employees should be committed to the ethos and culture of Wellington College and are expected to actively promote and demonstrate the five core values:

- Kindness
- Integrity
- Respect
- Responsibility
- Courage

In addition, the College expects all staff to show ambition and display curiosity both personally and professionally.



OUR BENEFITS



Career Progression

Our Professional Development programme ensures staff continual professional development. We invest time and support to our ECTs through mentoring programmes, the Wellington College Learning Alliance and the annual Festival of Education.



Competitive Salary



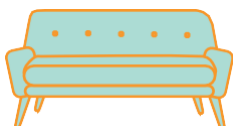
Health Scheme

Cash Plan
Health Scheme



Free Lunch

We provide all staff with a free lunch, breakfast and supper while on duty and complimentary refreshments throughout the day.



Social Club

Napoleon's Retreat



Pension

Pension Scheme



Cycle to Work Scheme



Train Station

Crowthorne Station 5 minute walk from the College.



Free Parking



Fitness Classes & Gym Membership



TERMS OF APPOINTMENT

A competitive salary commensurate with the seniority of this post and the experience of the successful candidate will be offered.

HOW TO APPLY

For further details, including how to apply, please visit the vacancies page of our website at:

wellingtoncollegerecruitment.wellingtoncollege.org.uk/

The closing date for applications is:

Monday 11th March 2024

Interviews will take place:

From 18th March 2024

The College is committed to equality and diversity, safeguarding, promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants for any of the positions available at the College must be willing to undergo a number of safeguarding checks including an enhanced Disclosure and Barring Service check, reference checks with previous employers and where applicable, a Barred List, Prohibition and EEA check.



WELLINGTON
COLLEGE



Wellington College
Crowthorne
Berkshire
RG45 7PU

EMAIL US:

HumanResources@wellingtoncollege.org.uk

CALL US:

+44 (0)1344 753292