



MAGDALEN COLLEGE  
SCHOOL OXFORD  
INTERNATIONAL



BANGKOK



Appointment of a

# Founding Master

Magdalen College School International Bangkok

February 2026



AMERICAS ASIA PACIFIC EMEA

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# Opportunity Statement

**Magdalen College School Oxford (MCS Oxford), in partnership with the Canadian International Education Organisation (CIEO), seek an experienced and inspiring Founding Master to establish Magdalen College School International Bangkok.**

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This is a career-defining opportunity to launch a brand-new school, bringing MCS's rich heritage of intellectual excellence and holistic development to the vibrant Thai capital. Opening in 2028, on a state-of-the-art campus, MCS International Bangkok will offer an outstanding British international education to up to 1,400 students. The successful candidate will work in close partnership with MCS Oxford benefiting from close collaboration and a shared ambition to create one of the best international schools in Asia.

If you are an experienced senior leader with a track record of achievement in high performing schools, and the creativity and vision to shape a new school in one of Asia's most dynamic cities, we invite you to consider this transformational opportunity. International experience is not required, and we warmly welcome expressions of interest from leaders in the UK as well as those with experience in top tier international schools.



# Magdalen College School Oxford

**MCS Oxford has a rich and distinctive history. Its former pupils include scholars, war heroes, musicians, Olympians, a Nobel Prize laureate, a Hollywood film director and a saint.**

The school was founded in 1480 by William Waynflete — Schoolmaster, Bishop of Winchester and Lord Chancellor of England. Waynflete believed in education as a facilitator of social mobility, and as such sought to establish a school of an entirely new kind. MCS Oxford quickly flourished as an institution that connected school education with the emerging university tradition and soon became one of the country's leading schools.

Today, MCS Oxford provides an exceptional education for boys aged 7 to 18 and girls in the Sixth Form. In February 2026, the school announced it will become a fully co-educational school through a gradual transition in the next decade. Girls will join the Junior School in J1 (Year 3) and J2 (Year 4) in September 2027, and the Senior School in Second Form (Year 7) in September 2030. All year groups throughout the school will be co-educational from September 2034.

MCS Oxford is consistently ranked among the top 1 per cent of more than 2,400 independent schools in the UK. The school enjoys extraordinary success in public examinations, in securing places at top universities, and in an astonishing array of extra-curricular pursuits. An MCS Oxford education emphasises individual potential and is underpinned by the belief that learning should be as fun as it is fulfilling.

## Aims and Ethos

The school's aims are as follows:

- To facilitate a full and rich intellectual and moral education in a liberal community, fostering a joy in learning which enables each pupil to develop an independent and searching mind.
- To nurture confidence and a willingness to embrace a challenge, developing each individual's participation in and enjoyment of a broad range of pursuits, both within and beyond the classroom.
- To provide a safe, friendly and supportive environment in which individuality is valued through mutual support, respect and toleration.
- To equip pupils to make a positive and lasting contribution to their communities, both now and in the future.

MCS Oxford was last inspected by the Independent Schools Inspectorate (ISI) in October 2023, receiving an "Excellent" rating for both the quality of pupils' academic and other achievements and the quality of pupils' personal development — the highest possible ISI outcome.

In 2024, MCS Oxford was named Independent School of the Year for its contribution to social mobility.





# Canadian International Education Organisation

**MCS Oxford is partnering with the Canadian International Education Organisation (CIEO) in the establishment of MCS International Bangkok.**

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CIEO has over 20 years of experience in international education, and owns and operates over 35 campuses across Asia. These include international schools, bilingual schools, kindergartens and training centres. MCS International Bangkok will be part of CIEO's K-12 international schools division. This division includes four other international schools: Canadian International School of Guangzhou; The Canadian International School of Foshan; Britannia International School Guangzhou and Lanna International School Thailand.



# Magdalen College School International Bangkok

## Introduction

MCS International Bangkok will offer a world-class British education combining rigorous academics with exceptional sport, music, art, drama and service opportunities. The school will follow the British curriculum offering A-Levels and IGCSEs.

## Students

At capacity, MCS International Bangkok will have 1,400 students K-12. The school will open with a soft launch in January 2028 with 60 students from Kindergarten to Year 10. In its first year (starting August 2028), the school is expected to have 125 students from Kindergarten to Year 11 and is projected to grow to 750 students total by 2032.

## Campus

Construction is underway on a state-of-the-art campus in east Bangkok near Suvarnabhumi International Airport and with easy access to the city centre.

Further details on the campus design can be found [here](#).

## Governance

The Founding Master will report to the Board of Governors and work closely with both the Director of Education for CIEO and the Master of MCS Oxford.

## Leadership

The Founding Master will have the exciting opportunity to recruit key senior leaders and develop a high performing founding leadership team to establish MCS International Bangkok as a highly successful new school.





# Role Description

## Context

MCS International Bangkok seeks an exceptional educational leader to serve as its Founding Master. This is a rare opportunity to establish and lead a world-class international school from inception, grounded in the intellectual traditions, values, and academic excellence associated with MCS Oxford, while responding authentically to the cultural, social, and educational context of Bangkok and the wider Asia-Pacific region.

The Founding Master will be responsible for shaping the school's vision, culture, academic model, and reputation, guiding it from pre-opening through its early years as a distinctive, high-performing international institution.

## Key Responsibilities

### Founding Vision and Culture

- To articulate and embody a compelling founding vision aligned with the values, ethos, and academic traditions of MCS Oxford.
- To work in close collaboration with MCS Oxford and CIO to establish the school's strategic direction, academic programme, culture, and identity.
- To translate the vision and strategy into measurable targets and plans, reporting regularly on progress to the Governing Body.

## Role Description

### Student Recruitment and Marketing

- To be a compelling ambassador for MCS International Bangkok, building relationships of trust with prospective families.
- To shape and communicate a compelling, differentiated value proposition, ensuring the school flourishes in a growing but highly competitive international schools market in Bangkok.
- To provide strategic oversight of the admissions function, ensuring a warm, professional, and values-aligned admissions journey.

### Team Development and People Leadership

- To build, lead and inspire a high performing senior leadership team.
- To recruit, retain and develop high calibre staff, positioning MCS International Bangkok as a destination school for the very best teachers, support staff and leaders from around the world.
- To collaborate with MCS Oxford in promoting the personal and professional development of all staff, providing appropriate support, guidance and training activities.

### Operational Management

- To lead the school through all phases of establishment: pre-opening, launch, staffing, and enrolment growth.
- To work closely with the Board to establish clear roles, strong governance practices, and long-term strategic sustainability.
- To ensure the school meets all regulatory and accreditation requirements in Thailand and internationally.



### Stakeholder Relationships

- To build strong, productive working relationships with senior colleagues at CIEO and MCS Oxford, ensuring the school effectively draws on the expertise of both partners.
- To develop good relationships with an internationally diverse, sophisticated and highly engaged parent body.





# Person Specification

The successful candidate will possess most or all of the following experience, skills, knowledge and personal and leadership attributes.

## Experience

- A track record of success as a senior leader in a high performing international or independent school.
- Whole-school or divisional leadership experience with responsibility for academic standards, people, and culture.
- Proven experience recruiting, leading, and retaining high-quality teaching and leadership staff.
- Direct involvement in student recruitment, enrolment growth, and admissions strategy.
- A strong personal academic profile and experience in schools with a culture of academic rigour and ambition.

## Skills and Knowledge

- Excellent communication skills with the capacity to lead as a compelling ambassador for MCS International Bangkok.
- Exceptional relationship building skills with the ability to convey an inspiring vision for our school to prospective families.

- High levels of emotional intelligence and cultural sensitivity, and the capacity to relate well to people from a diversity of backgrounds.
- A strong team builder with the reputation to attract talented teachers and staff, and the leadership skills to create a positive, high performing culture.
- Well-developed entrepreneurial instincts and the commercial acumen to lead a successful start-up school.

## Personal and Leadership Attributes

- A visionary yet pragmatic approach to leadership with the ability to translate ambition into operational reality.
- Comfort with ambiguity and leading in complex, fast-paced environments.
- High levels of resilience, stamina, drive and flexibility to thrive in a start-up context.
- Enthusiasm for living and leading in Bangkok and engaging fully with the local community.

# How to Apply

## Terms and Conditions

The Founding Master will take up post in January or August 2027. An excellent international remuneration package reflecting the importance of the role and the experience of the successful candidate will be offered.

## How to Apply

MCS International Bangkok have retained the services of Perrett Laver to help identify the widest possible field of suitable candidates and assist in the assessment of applicants against the requirements for the role.

Further information including detailed role description and person specification, and information on how to apply can be found at <https://plusportal.perrettlaver.com/> quoting reference number **8289**.

For an informal and confidential discussion about the role, please contact Angus Tait on [Angus.Tait@perrettlaver.com](mailto:Angus.Tait@perrettlaver.com).

The closing date for applications is **09.00 GMT on Friday 20th March 2026**.

The panel will then longlist with Perrett Laver during week commencing 23rd March before proceeding with interviews with the Perrett Laver team over the Easter break. The panel and Perrett Laver will reconvene during week commencing 20th April with first round interviews taking place virtually in early May and second round interviews taking place in person in Oxford in mid-May.

**If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.**

*Should you require access to these documents in alternative formats, please contact Esther Elbro on [esther.elbro@perrettlaver.com](mailto:esther.elbro@perrettlaver.com).*

*If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via [accessibility@perrettlaver.com](mailto:accessibility@perrettlaver.com).*

*Perrett Laver believes that excellence will be achieved through recognising the value of every individual.*

*A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.*

*Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.*

*To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.*

## Privacy Policy

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <https://perrettlaver.com/privacy-statement/>.*





AMERICAS ASIA PACIFIC EMEA

One Embassy Gardens

8 Viaduct Gardens

London

SW11 7BW

UK

T: +44 (0)20 7340 6200