

CANDIDATE INFORMATION PACK

FOUNDING HEAD OF SENIOR SCHOOL



SPGS INTERNATIONAL
SCHOOL BANGKOK

Start Date: April or July 2027

WELCOME FROM THE HEADMASTER

It gives me great pleasure to introduce you to SPGS International School Bangkok. This will be no ordinary school. We will work closely with St Paul's Girls' School (SPGS) in London to provide an authentic SPGS education, enhanced by both Thai and international features, that puts core values at the centre to create a community of kind, caring and motivated individuals. We will live by our belief that excellent results come from a broad and rich holistic education where learning takes place everywhere.

St Paul's Girls' School is a remarkable place to work and study. I spent eleven highly rewarding years there as Director of Music and Deputy Head, so I am delighted to be entrusted with bringing what makes SPGS special to Thailand. I know from first-hand experience that working in a fast-paced top school environment provides stimulating challenges and comes with huge rewards for the right person.

This is an opportunity for an exceptional individual to play a pivotal senior role alongside me at the start of this exciting journey, and I look forward to meeting shortlisted candidates soon.

LEIGH O'HARA
Headmaster

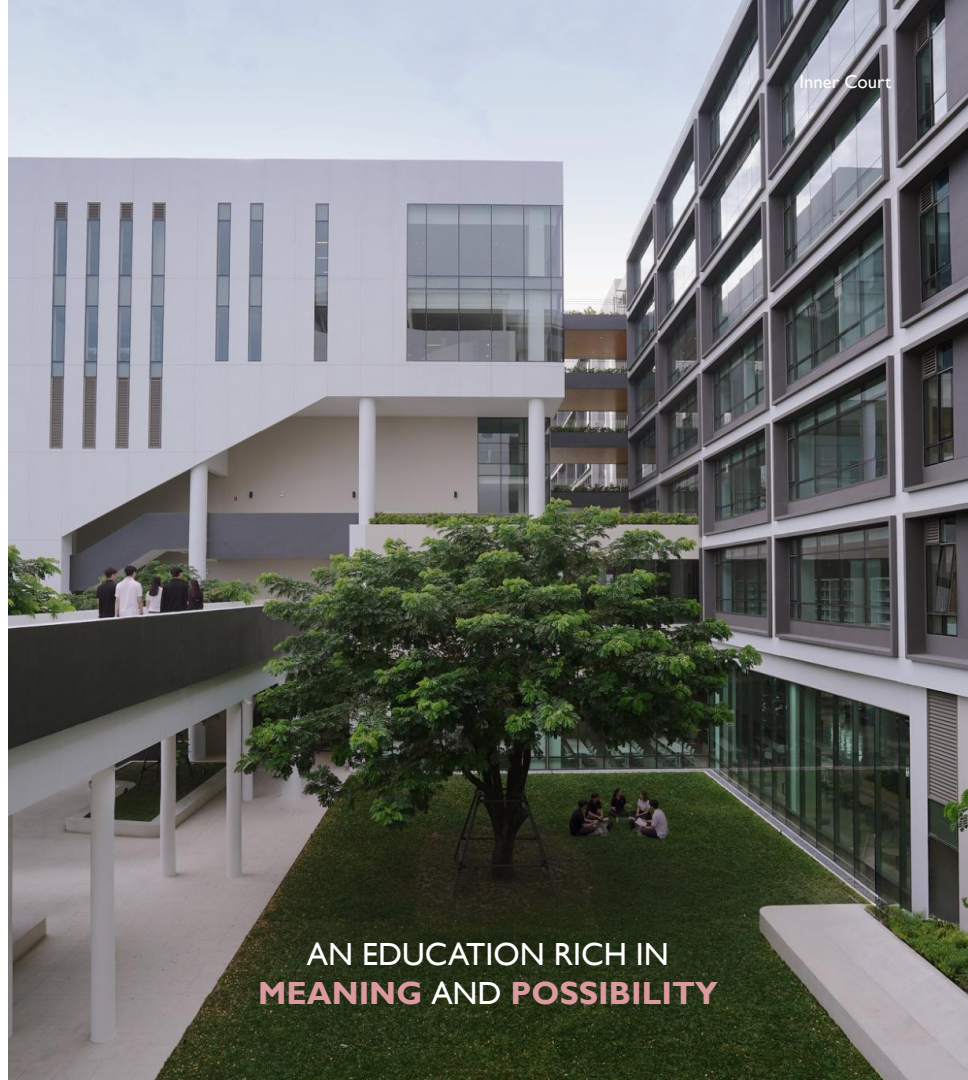


SPGS INTERNATIONAL SCHOOL BANGKOK

In June 2025, SPGS International announced its partnership with Country Group Development to establish a world-class international school in Bangkok. Country Group Development shares SPGS International's values, and unwavering commitment to be the best in everything it does, making this an exciting addition to the exceptional projects for which they are both well-known. SPGS International School Bangkok will offer boys and girls an enhanced British Curriculum from Nursery to Year 9, iGCSE and SPGS School Directed Courses in Years 10-11, and the IBDP in Years 12-13. Nursery to Year 6 commenced in August 2026, with around 100 students, and Years 7-9 will join in August 2027. Expansion in subsequent years will lead to a through school of about 1,700 students.

The central location of the superb purpose-built facilities in one of the most vibrant multicultural cities in the world fits well with the mission, values and aspirations of SPGS International School Bangkok. A vibrant, holistic and innovative education will motivate students to achieve academic excellence and personal growth by embracing their individuality. Students will gain core values, rooted in Thai traditions, whilst thinking critically and creatively, to become internationally aware contributing citizens. Aspirations and achievements will go well beyond what one would normally expect from a school, making SPGS International School Bangkok an exciting and stimulating place to work. The partnership with St Paul's Girls' School is instrumental and involves collaboration with curriculum, learning, teaching and the co-curriculum as well as visits taking place in both directions so that we can achieve our vision to be more than an international sister school and bring an authentic SPGS experience to Bangkok.

The Junior School opened in August 2026 followed by the Senior School which will open in August 2027. The Senior School will follow the English National Curriculum at Key Stage 3, iGCSE and St Paul's School Directed Courses at Key Stage Four and the IBDP in the Sixth Form. It will offer an authentically SPGS experience with extensive co-curricular programmes, wellbeing embedded across school activities, and students encouraged to be individuals. We believe that excellent results and university destinations will naturally come from a rich and meaningful holistic education.



AN EDUCATION RICH IN
MEANING AND POSSIBILITY



Early Childhood Centre

MISSION



We nurture a deep respect for diverse people, perspectives, and cultures, grounded in the Thai values that shape our school. Our students develop their own passions and strengths as they learn the importance of teamwork, integrity, leadership, and community, so that they can build a more sustainable and peaceful world.

A lifelong love of learning is cultivated through a rich, expansive curriculum with opportunities for meaningful scholarship and co-curricular engagement. Our students learn to think independently, act with compassion, and approach personal and global challenges of tomorrow with creativity, resilience, and confidence, whilst caring for themselves and others.



Main Gym

CORE VALUES



Kindness & Compassion
Respect & Humility
Patience & Perseverance
Creativity & Curiosity



ST PAUL'S GIRLS' SCHOOL, LONDON



ST PAUL'S
GIRLS' SCHOOL

St Paul's Girls' School is a historic and highly successful day school in west London. It was founded in 1904 by the Worshipful Company of Mercers as one of the first purpose-built schools for girls. A shared enthusiasm for academic endeavour lies at the heart of the school with students encouraged to think deeply and explore ideas beyond the curriculum alongside a vast co-curricular provision. The holistic education has created some astonishing results, and the school has been the most successful in the UK for 11 out of the last 12 years. University acceptance is similarly impressive with around 40% of all students every year going to Oxford and Cambridge as well as increasing numbers moving on to Ivy League colleges in the United States.

Regardless of exam results, St Paul's Girls' School is an extraordinary place with a distinctive ethos, focused on nurturing creativity, curiosity, and a love of academic discovery. The school is full of opportunities where students are encouraged to take responsibility, get involved and broaden their outlook. SPGS offers a classical yet forward-looking education, encouraging students to take risks, think ambitiously and play a leading role in the world beyond school. It is no coincidence, therefore, that SPGS counts leading scientists, journalists, artists and politicians amongst its alumnae.

The co-curricular programme at SPGS is wide-ranging and ambitious with student-led clubs and societies, as well as academic enrichment, sitting alongside activities run by expert staff. Music has always played a central role at the school. Gustav Holst was Director of Music at the school for over 30 years, and his legacy continues to this day in the exceptional music department. The quality and scale of participation in drama, art and sport is also very high, and the co-curricular programme is key to the success of the rich education offered at SPGS. Most important of all, SPGS ensures that all students receive the kindest and most individual of pastoral care.





WORK WITH US

Working with us means joining a vibrant, passionate and intellectually curious community inspired by the distinctive ethos of St Paul's Girls' School in London. We value kindness, respect, creativity, and perseverance, and believe deeply in education's power to shape thoughtful, compassionate young people.

We seek reflective, collaborative professionals committed to academic rigour, excellent pastoral care, and the holistic development of students. In return, we offer a supportive and forward-looking people-centred environment with strong opportunities for career progression and professional development, alongside a competitive salary and benefits including health insurance, generous annual leave, free lunch, and access to sports and fitness facilities.

What Makes a Successful Colleague in Our School

Successful colleagues share a genuine commitment to educating young people as individuals, alongside excellence in their field. Teachers combine subject expertise with intellectual curiosity, high expectations, and a passion for inspiring independent thinking both in and out of the classroom. They will want to give time to support students who need help and know their students well. They value strong relationships and contribute fully to the wider life of the school including the extensive co-curriculum.

Our professional and support staff bring expertise, efficiency, and care to their roles, recognising that their work underpins every aspect of school life. Collaborative and proactive, they help create an environment in which students and staff can thrive.

Across all roles, we value ambition with compassion, professionalism with humility, and a shared desire to make a meaningful difference to the whole school community.



SAFEGUARDING

SPGS International School Bangkok is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and appropriate police checks. References will be rigorously checked before any offer of employment is made. We expect all staff to share this commitment.

INCLUSIVE RECRUITMENT

SPGS International School Bangkok welcomes applications from all sectors of the community as we aspire to attract staff who match the social and cultural diversity of our pupil intake. We seek to offer fair and inclusive employment policies, interviews and arrangements that avoid bias and support all applicants and staff equally.



SPGS INTERNATIONAL
SCHOOL BANGKOK

LIVING IN BANGKOK

Bangkok is a vibrant, energetic city where modern skyscrapers rise beside golden temples, where bustling street markets are only minutes from luxury malls, and where a cosmopolitan lifestyle coexists with centuries-old cultural traditions. Bangkok is home to more than 10 million people and serves as the political, cultural, and economic heart of the country. Despite its scale and pace, the city has a remarkably welcoming atmosphere. Thai people are known for their hospitality, and the city has a long history of embracing international residents.

One of the first things new arrivals notice is how affordable and convenient life in Bangkok can be. Accommodation varies from sleek modern condos in the city's bustling districts to quieter, family-friendly homes in suburban areas. Many of the most popular areas are connected by the excellent BTS Skytrain and MRT metro systems, which make getting around easier in a city that is famous for its traffic. Bangkok also offers affordable taxis and popular food delivery apps. If you need to get somewhere fast, you can even hop on the back of a motorbike taxi or grab one of the famous Tuk Tuks. The cost of living is generally low by international standards, allowing for a comfortable lifestyle. Bangkok is one of the world's great culinary capitals with everything from street food to high-end international dining and shopping ranges from traditional markets to designer stores. Healthcare is another strength of life in the city which boasts many private hospitals, offering high-quality care with English-speaking staff.

Socially, Bangkok offers something for everyone. The city's large and diverse expat population means it's easy to meet people and form connections outside of work. The city is very family-friendly with its playgrounds, parks, and activities for children. Bangkok is also a fantastic base for travel and it's easy to reach beautiful islands, mountainous regions, and cultural heritage sites within Thailand. Internationally, the city's airports offer good value direct flights to destinations across the world, making weekend escapes and regional adventures very accessible. Thai society values politeness, respect, and calmness and these qualities are deeply appreciated in both personal and professional life. With such a welcoming people, it does not take long to adapt to life in Thailand, and many develop a deep connection with its people and decide to make Bangkok their permanent home.

THE ROLE

Overview

This is an exceptional opportunity for an experienced forward-thinking educational leader with a global outlook to play a pivotal role in creating a world-class Senior School which aims to bring an authentic co-educational version of St Paul's Girls' School to Bangkok. Although the Senior School will not open until August 2027, as part of our commitment to excellence the Head of Senior School will ideally start in April 2027 and play a leading role in the pre-opening stage of this part of the school. The postholder will report to the Head of School and be responsible for the successful launch, growth and stability of the Senior School including the appointment and development of a team of passionate educators. The Deputy Head Learning and Teaching, who joined us straight from St Paul's Girls' School, has been in post since August 2026 and will lead and support the appointment of the teaching staff. As well as the day-to-day operations during pre-opening and beyond, their vision, inspiration, and leadership will create a dynamic learning environment where students' wellbeing and achievements are paramount.

The Head of Senior School will collaborate closely with the Head of School to create and implement a strategic vision that delivers an outstanding educational experience true to our vision and mission and authentic to SPGS in London. They will need to inspire and challenge as an ambassador for the school whilst also being accessible to staff, students and parents. Creating a school of this calibre will require a person of distinct dedication, energy and commitment who will work tirelessly towards achieving this vision. There will be many challenges but also huge rewards for the right person.

The postholder will report to the Head of School and line manage the Senior School Senior Management Team which will initially consist of:

Deputy Head Pastoral

Deputy Head Learning and Teaching

As the school grows, there will be other posts such as Assistant Head Co-Curricular and Head of Sixth Form who may join the senior team. The Head of Senior School will be able to shape this team as the school develops.



KEY RESPONSIBILITIES

The following responsibilities are not exhaustive but give an indication of the scope and accountabilities of the role. As the school grows, some of these will be managed through careful delegation and the postholder will be expected to develop capacity in their team, and middle managers, through a commitment to continuing professional development. In consultation with the post holder, this job Description will be amended in the light of the changing needs of the school.

During the pre-opening stage, duties may be more wide-ranging and require significant flexibility. At this point the role will focus on setting up and establishing many of the areas covered in the sections below. The priority will be completing the recruitment of staff and the development of curriculum and co-curriculum as well as ensuring that the faculties and resources are in place for a successful first term.

Leadership

- Work with the Head of School to translate the mission into a strategy underpinned by measurable actions to support the growth of the school and SPGS standards
- Work collaboratively with leadership in other parts of the school to deliver a through experience where the Senior School's identity is both distinctive and a part of the wider school
- Report to the board on the Senior School strategy, priorities and recommended developments
- Monitor the effectiveness of all strategic plans and adjust as required
- Foster a stimulating, motivational culture with a strong sense of school identity and community
- Be a visible, accessible and inspirational figurehead for pupils, staff, and parents, modelling the highest standards of teaching and leadership
- Create an open and accountable culture amongst all staff so that continuing professional development is evident at all times
- Create and monitor measurable objectives for the Senior Management Team and be proactive in developing their capacity and performance
- Monitor and review policies and procedures to ensure that they are actively promoted
- Prepare the school for any inspection or accreditation requirements

Curriculum

- Steer the delivery of a forward-thinking, innovative and carefully sequenced curriculum which is aligned with the mission and authentic to SPGS whilst taking account of the school's international outlook and location in Thailand
- Be an informed advocate for changing technology and ensure that educational strategy includes the benefits of AI, including in adaptive teaching
- Understand the current trends and developments in curricula and be able to make reasoned decisions about a suitable curriculum for the school
- Ensure that students are prepared for the transition to sixth form and university
- As appropriate, teach a limited number of classes to model exemplary practice
- Undertake regular communication with SPGS in London to ensure that Learning and Teaching practices are aligned where possible

Staff

- Take a leading role in staff training and continuous professional development
- Ensure that the school remains fully staffed by recruiting and retaining the best teaching staff
- With the Head of School, develop an effective performance management system which engages staff and identifies those who are underperforming
- Ensure measures are in place to support underperforming staff with targets that will inform decisions about contract renewals or early termination
- Oversee the staff induction and probation programme and respond accordingly to any concerns
- Be responsible for overall staff wellbeing and morale by engaging in regular communication including gathering feedback so that issues can be identified and rectified quickly
- Form positive relationships with all teaching and non-teaching staff throughout the school
- Cover for absent staff or staff shortages as required

Students

- Ensure that students' wellbeing and development remains at the centre of all decisions
- Devise and monitor systems/data to capture and communicate student achievement and attainment
- Take a student-centred approach to supporting those who are underachieving including comprehensive communications with all stakeholders
- Devise and monitor a pragmatic and educationally sound homework policy
- Ensure that appropriate and accessible reading material is available in school
- Provide opportunities for student voice in school decision-making including student council
- Ensure that a wide range of student achievements are recognised to encourage a sense of community rather than competition

KEY RESPONSIBILITIES

Co-Curriculum

- Develop and monitor a broad, rich and inclusive co-curricular programme
- Ensure that the programme encourages student-led activities and opportunities for student leadership and autonomy
- Ensure that academic enrichment is a key part of the programme
- Work with Music, Drama and Sport staff to develop these areas as priorities
- Develop and monitor events, concerts, sports fixtures and exhibitions to motivate students
- Put systems in place to oversee student involvement as part of their holistic education
- Assist planning, organising or delivering school enrichment events and activities
- Plan, lead and deliver co-curricular activities as part of the school's programme
- Take an active role in the wider life of the school, supporting students to develop a rich depth of experience beyond classroom learning

Safeguarding and Wellbeing

- Uphold the highest standards of safeguarding and child protection by pro-active attention to policies and procedures
- Take on the role of DSL in the first instance at the school's opening
- Design, deliver and monitor regular training for all stakeholders including parents
- Make sure that all students can identify a trusted adult and know how to seek help or support
- Monitor school procedures and practices and report any concerns immediately
- Ensure the effective delivery of an excellent wellbeing programme considering the school's context and ensuring students develop into happy, caring and resilient young people
- Establish practices that support the physical, emotional, and social development of every student
- Take a personal interest in each individual student's development, both in the curriculum and co-curriculum, so that they feel noticed, valued and cared for
- Recognise that health and safety is everyone's responsibility and comply with the school's policies and procedures and the laws of Thailand
- Create a behaviour policy appropriate for the age and stage of the pupils and which aligns with the school's values and ethos
- Create an environment where pupils achieve to the best of their ability and feel safe

Parental Engagement and Communication

- Recognise the importance of relationships with parents at the Senior School and make time to listen to them
- Provide ample opportunities for open communication to ensure quality engagement
- Lead and actively engage with rigorous and robust reporting systems to keep parents fully informed of their child's progress
- Find opportunities to engage with parents to ensure that they understand the school's mission and values
- Design, and play a role in, parent workshops and events to help them support their child's development

Marketing and Admissions

- Work closely with the Director of Marketing and Admissions and Head of School to develop a clear, consistent and compelling vision for the school in all marketing materials and media
- Demonstrate the energy, skills and desire to promote a new school and actively engage in all events and activities which promote the Senior School, including social media
- Work proactively to review and achieve ambitious student targets
- Devise and monitor admissions processes that are age and mission appropriate
- Be an ambassador and advocate for the school and SPGS International
- Ensure that marketing materials represent the Senior School appropriately as part of a through school by carefully checking in advance of distribution

Resource Management

- Work with the Head of School and Bursar to administer and monitor budgets to ensure the provision of a wide range of resources to support the curriculum
- Show an understanding of budgeting and financial forecasting so that the Senior School is on a sound footing financially and be able to respond to any queries
- Devise a system to allocate budgets so that budget-holders ensure an excellent range of resources are in place to support the needs of all pupils
- Plan for future financial and physical demands that will be needed to deliver the school's mission

KEY RESPONSIBILITIES

General

- To attend whole school and Senior School leadership and other meetings as appropriate
- Chair regular Senior School Senior Management Team meetings and one-to-one meetings with line reports
- Represent the school with students, staff and parents, working flexible hours as necessary
- Regularly review own practice, set personal development targets
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and colleagues
- Work within the school's health and safety policies to ensure a safe working environment for all staff, students and visitors
- Teach and/or provide teaching cover, as and when required
- Deliver engaging assemblies and other whole school events
- Perform ad hoc duties as they arise from time-to-time
- Meet deadlines



PERSON SPECIFICATION

QUALIFICATIONS, EXPERIENCE AND SKILLS

Essential:

- Bachelor's degree and relevant teaching qualification
- Success in senior leadership roles in a high-performing school
- Success in delivering secondary education and understanding of the secondary curriculum
- Ability to design and implement an engaging and developmentally appropriate curriculum and learning activities
- Strong interpersonal skills for building positive relationships with all stakeholders
- Excellent organisational and time management skills
- Ability to work in a way that promotes the safety and wellbeing of children

Desirable:

- Master's degree in educational leadership
- Experience as a Head of Senior School or Senior Deputy Head in a high-performing school
- Previous background in UK secondary school education, with experience overseas
- Experience or understanding of British independent school education
- Experience delivering the IBDP programme
- Experience with EAL learners or working in multilingual environments

LANGUAGES

- Fluent in English
- Knowledge of Thai or willingness to learn is advantageous but not essential

PERSONAL ATTRIBUTES

- Empathy, understanding, and alignment with the values and mission of SPGS International School Bangkok
- Patience, flexibility, and a genuine passion for working with young people
- Creativity and enthusiasm to foster a dynamic and stimulating learning environment
- People person who is willing to be hands-on and lead with passion
- Commitment to holistic education and child development in an international setting
- Open and reflective with a strong interest in continuous improvement
- Collaborative approach to leadership underpinned by personal conviction and strength of character so that conflict is navigated through active dialogue and collaborative problem-solving.
- Good judgement and able to balance conflicting and complex situations
- High expectations and ambitious for the school and every individual within it
- Articulate and confident in all communications
- Dynamic, engaging, with a sense of humour
- Proactive, positive, passionate, detailed, solution-focused and pragmatic

BENEFITS

There is a comprehensive range of benefits which will be confirmed upon appointment. They include:

- Competitive salary
- Annual bonus
- Flights from home country at start of contract plus relocation allowance
- Flights to home country for summer break during contract
- Flights to home country at end of contract
- Accommodation allowance and support
- International health insurance for the post holder and immediate dependents
- Free places for up to two dependent children in the school
- Visa and work permit applications costs covered
- Access to school sports and fitness resources
- Professional development opportunities and a personal allowance
- Generous annual leave
- Free lunch

HOW TO APPLY

Please read the person specification and experience carefully before applying as we will be unable to progress with any applications that do not meet these requirements.

All applications should be made via **TES/Schrole**. Please add as much detail as you can to your profile to aid us in longlisting as we are expecting many applications. Click this link to go directly to the vacancy:

[Head of Senior School](#)

You will be required to upload a cover letter and CV with your application. The cover letter should be no more than two pages long, show how you meet the specification criteria, and give an outline of your vision for the role.

Applications will be considered on a rolling basis, so early application is encouraged.

Key Dates

Closing date: Monday 28th September 2026 at 12 noon (UK time)

Longlist interviews: Will take place on a rolling basis and completed by the first week of October

Shortlist interviews and tasks: Will take place in the first/second week of October

The successful candidate may need to travel to Bangkok or meet a member of our team in London before the appointment is confirmed.

Shortlisted candidates will be required to fill in a short application form, including details of three referees, to ensure that we meet the highest standards of safer recruitment. Interviews will be online or face-to-face depending on location.

If you have any questions that are not answered in this pack or on TES/Schrole, please email jobs@spgsibangkok.com. Please note, that we cannot accept applications via email.





SPGS INTERNATIONAL
SCHOOL BANGKOK

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