

Educational Excellence
for Life and Leadership



HARROW
INTERNATIONAL
SCHOOL
BANGKOK

Brief for the position of

HEAD



ODGERS BERNDTSON

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BACKGROUND

Harrow International School Bangkok is a school rich in tradition, both in Bangkok and as a part of a family of six schools dating back to 1572 with the foundation of Harrow School in London. Founded in 1998, Harrow Bangkok is the largest member of the AISL Harrow Family of Schools and opened its doors as the first original Harrow School in Asia. Harrow Bangkok is a co-educational day and boarding school providing a British-style independent boarding school experience, in an Asian context, for some 1,600 students from 18 months to 18 years, in a state-of-the-art campus in north Bangkok.

A Harrow Bangkok education is meaningful and holistic, and for life. The school offers a wide and diverse range of extracurricular activities which enrich and extend the academic studies of all students, ranging across creative, community and sports activities. Students also develop leadership skills and empathy through active involvement in charity and community service and are celebrated for showing a commitment to an all-round education, making ethical decisions which make them better global citizens prepared to make a difference in the wider world.



SCHOOL VALUES

Educational excellence ensures Bangkok Harrovians flourish at school and beyond, enabling them to lead purposeful and meaningful lives, able to influence their chosen profession and the world around them.

Harrow International School Bangkok is absolutely committed to being a truly world-class school, rooted in the Harrow values of Courage, Honour, Humility and Fellowship. It is the clear school of choice in the whole South-East Asian region.

- **Courage** – so as to innovate and take risks, inspire change for the better, challenge adversity and complacency, make the most of opportunities, and put fear of failure to one side and stay the course, even when it is difficult.
- **Honour** – so as to do the right thing; have the highest standards and lead by example; take responsibility; and, ultimately, be worthy of the trust of others.
- **Humility** – so as to recognise that one's self is a work in progress and that struggling with weakness is essential to growth; and become increasingly aware that talent and achievement alone, however impressive, are not sufficient to succeed as a human being.
- **Fellowship** – so as to build binding, constructive relationships that help all members of the School community to make a positive contribution; and to believe that the strongest relationships of all are based on faith, hope and love.



THE CURRICULUM

Harrow International School Bangkok offers a British Curriculum starting from the Early Years Foundation Stage curriculum to IGCSEs and beyond at A Level.

Harrow Bangkok's Lower School is made up of Early Years and Pre-Prep Phases. The Early Years Centre is a truly magical place where children will start on an educational journey that is hard to match. Students from 18 months to 5 years old have a dedicated building tucked away in a quiet corner of the campus where every day is a new adventure. They follow the British Early Years Foundation Stage curriculum with a 'play-based' approach to learning and a strong emphasis on teaching care and concern for others, respect for cultural diversity and for themselves.

Students in the Pre-Prep phase are aged between 5 to 10 years. There, students are given an excellent grounding in core skills interwoven into an exciting thematic curriculum with learning at the centre of all that is done. The curriculum is divided into Academic, Leadership in Action and Pastoral with the belief that each strand is vital to a child's education. The academic curriculum is based on the UK National Curriculum which is refined and shaped to reflect the international setting.

The Upper School consists of three phases, Prep (Years 6-8), Shell Remove and Fifth Form (Years 9-11) and the

Sixth Form (Years 12-13). In the Prep phase, a dynamic and culturally relevant curriculum is designed to develop the essential and transferable learning skills articulated in the Harrow learning journey. Building on the exceptional foundations laid in the Lower School, students will strengthen the High Performance Learning thinking and performing skills required to become autonomous and effective learners.

In Shell (Year 9), students undertake study across all areas of the curriculum, cementing the necessary foundations for the IGCSE examination years in Remove (Year 10) and Fifth Form (Year 11). High Performance Learning skills are continually developed, with ample opportunities for students to collaborate, overcome challenges and self-reflect whilst maintaining balance with co-curricular interests that extend far beyond the academics.

The Sixth Form Rayleigh Centre is a contemporary, open-plan space with designated A Level teaching rooms, a university career guidance library, a student common room and numerous private study areas. The school offers a comprehensive choice of subjects, with all students encouraged to develop their interests through a wide range of activities. These might include, MUN, community service trips and the Sixth Form Debating Society, to name a few.

SPORTS

Located on the most spacious international school campus in Bangkok, Harrow Bangkok provides an extensive sports programme in line with the school's tradition of providing a broad, holistic education. Harrow Bangkok seeks to provide 'sport for all, whilst striving for excellence'. All students are given ample opportunity to experience a range of sporting activities, with the aim to promote achievement, progress and excellence, whilst at the same time fostering the development of self-confidence in every child.

After school each day as part of the extracurricular programme, students have the opportunity to take part in over 50 different sports training activities. A huge breadth of sports are on offer and range from individual activities to the more traditional team sports. Through these activities, students learn the value of being physically active and develop positive personal and social attitudes.

Students have access to superb sporting facilities that allow the School to host a wide range of BISAC, FOBISIA and SEASAC competitions.

These include:

- Double Sports Hall (air-conditioned).
- Shaded Multi-Purpose Outdoor Courts (60m track, 2 basketball and 3 volleyball courts).
- High-Quality Grass Football Pitches (3 senior, 2 junior and 2 floodlit) and Rugby pitch.
- Fitness Suite, Dance Studio, Climbing Wall, 8 Lane, 25m Swimming Pool.
- Six Floodlit Tennis Courts (Australian open surface).
- Fully Equipped Gymnastics Apparatus Room and Dedicated Athletics Jumping and Throwing Area.



LEADERSHIP IN ACTION

The Leadership in Action (LiA) programme immerses students in extracurricular activities structured according to six themes, in order to develop the attributes of Leaders for a better world: service, charity, teamwork, creative expression, leadership and challenge.

Harrow Bangkok aims for its students to experience and work towards resolving global challenges and become proactive contributors to a more peaceful, tolerant, inclusive and secure world. Through the programmes, both inside and outside of the classroom, students have the opportunity to move out of their comfort zones and to undertake new experiences. Whether it be building a raft on the school lake and spending 24 hours on it, acquiring new skills such as lifeguarding or conquering a 40-metre Tyrolean rope climb, students are given plenty of opportunity to develop and demonstrate the six leadership attributes and are expected to throw themselves in and have a go.

The LiA programme is embedded in the school curriculum in activities such as expedition week,

challenge days in the Prep phase, work experience placements in the SR5 phase and the exchange programme with other schools in the AISL Harrow family of schools and beyond. The Leadership and Service curriculum asks students to make choices about all that they do, write reflections, and accumulate points across the six Leadership Attributes in order to fulfil the curriculum objectives.

PASTORAL CARE

Harrow International School Bangkok is at the forefront of pastoral care, with a strong commitment to supporting all students through proactive, early support and intervention. The best way to ensure the welfare of its students is to proactively empower them with the skills and confidence they need to address any issues they may face rather than simply reacting to problems as they arise. To achieve this, Harrow Bangkok draws from expertise from across the globe, bringing together best practice and approaches from around the world to ensure that the students receive the very best care.

Harrow Bangkok recognises the importance of equipping its students with the skills and knowledge they need to meet the challenges of a dynamic and rapidly changing world. These include social and emotional competencies essential for success in later life. To this end, a strong emphasis is placed on pastoral education, providing students with the opportunity to learn and grow in a supportive and nurturing environment.

In the Lower School, the pastoral curriculum is supported by the Resilience Project Curriculum. The Resilience Project is a schematic curriculum that delivers emotionally engaging programs. It provides evidence-based, practical well-being strategies to build resilience under the headings of Gratitude, Empathy, Mindfulness, and Emotional Literacy. The embedded curriculum and stand-alone well-being lessons help to develop the social and emotional literacy of young people, building their confidence and resilience as they navigate the challenges of childhood and adolescence.

In the Upper School, tutor-led sessions provide a protected time for students to reflect on their well-being and to learn about the big social and environmental challenges that the future holds. These sessions take place every morning as well as in a dedicated lesson each week, ensuring that students can develop the skills and knowledge they need to succeed in the years ahead.

At the heart of the pastoral system in the Upper School is the house structure, which is designed to provide a supportive and nurturing environment for all students. Each house is led by a Head of House, who is an expert in pastoral care and is responsible for overseeing the welfare of the students in their care. The house structure allows for a personalised and comprehensive approach to pastoral care, with each student having a dedicated form tutor who is there to support them on a day-to-day basis.



THE HOUSES

The House system is at the centre of the students' lives at Harrow Bangkok and is cherished as a means of developing students into becoming effective young leaders. It encourages cooperation and friendly competition within a supportive environment and instils into the students a sense of resolve, determination, creativity, collaboration and an awareness of the importance of community.

All Pre Prep, Prep and Secondary students and staff are allocated to a House, all of whose names reflect leaders with courage and determination. These include the old Harrovians and statesmen Winston Churchill and Pandit Nehru (India's first Prime Minister) as well as the poet Lord Byron. Thailand is honoured through its brave Queen Suriyothai and the public service of the Sonakul family and Helen Keller, who overcame physical adversity to become a renowned author and human rights campaigner, completing the esteemed group.



BOARDING

Boarding at Harrow Bangkok offers a 'home from home' experience, with an international culture that celebrates the diverse mix of nationalities represented at the school. Day or full-time boarding options exist for students from Year 5 onwards. The main priority in boarding is to provide the best pastoral care for all children ensuring each individual need is met.

Life in boarding provides fantastic opportunities for children to advance academically and socially; boarders are engaged in a wide range of after school activities as well as provided with a well-structured study routine. Campus facilities are available after school and at the weekend for boarders and they all also enjoy the regular trips off campus.

LOCATION

Located on a spacious green 35 acre campus in North Bangkok, the garden campus is second to none in Bangkok, providing imaginative and safe play areas for younger children and a tranquil outdoor oasis for senior students.

The quality of day to day life experienced by Harrow Bangkok staff is mirrored in Bangkok being recently recognised as the world's top tourist destination and the best city in the world.

Today's Bangkok is a modern metropolis with shiny skyscrapers and the latest tech solutions, as well as an abundance of golden temples and historic buildings. Thailand's natural beauty boasts pristine beaches, rainforest-clad mountains, and ancient historical sites to explore. For those wishing to take a break, Don Mueang International airport just 10 minutes from campus offers a cheap, convenient gateway to other South East Asian destinations.

AISL HARROW FAMILY OF SCHOOLS

Located on a spacious green 35 acre campus in North Bangkok, the garden campus is second to none in Bangkok, providing imaginative and safe play areas for younger children and a tranquil outdoor oasis for senior students.



THE ROLE

Job Title: Head of Harrow International School Bangkok
Line Manager: Chief Education Officer (CEdO)



CONTEXT

This is a truly exciting time to be joining the School and the wider AISL Harrow family of schools.

The successful candidate will inherit an established school with real strengths and significant ongoing ambition. Operating in a highly competitive environment the School is at capacity in terms of student roll and delivers excellent academic results and A Level outcomes year on year. With a dynamic Senior Leadership Team and thriving community, the next Head will have a platform to continue to develop this school and position it at the forefront of educational excellence in Bangkok.

In pursuing this aim, the next Head will benefit from the resources and expertise of a leading global education brand as they will be joining a well-established, ambitious and expanding family of international schools. There will be opportunities to contribute to the strategic development and growth of the group whilst growing professionally through collaboration with high performing colleagues across the AISL Harrow family of schools.

KEY RESPONSIBILITIES

More specifically, the key duties and responsibilities of the next Head will be:

STRATEGIC LEADERSHIP AND VISION

- To develop and deliver a clear strategy for the further development of the School.
- To translate this strategy into a coherent, measurable plan for continued development in every aspect of school life in ways clearly aligned to the mission of AISL Harrow Schools.
- To ground this strategy in the context of a rapidly shifting external environment, and in the international education sector more broadly, ensuring that the School is well positioned to seize opportunities and respond to changes locally, nationally and internationally.

EDUCATIONAL DEVELOPMENT

- To provide clear, inspirational academic leadership, ensuring that educational standards and expectations continue to rise and that students are fully supported and challenged to realise their potential.
- To maintain a strong, current knowledge of the latest pedagogical developments globally and lead by example in encouraging all leaders and staff to be outward facing in their approach to their work in the School.
- To work closely with the Senior Leadership Team to develop and maintain educational programmes of the highest quality.

COMMUNICATIONS AND MARKETING

- To be a compelling ambassador for the School with prospective parents, ensuring that the School continues to flourish at a time when new competitors are entering the market.
- To develop and lead on sophisticated internal and external marketing strategies to ensure that the School's distinctive offer is clearly and effectively articulated.

STAKEHOLDER MANAGEMENT

- To build a strong, productive working relationship with colleagues at AISL, particularly the Education Team.
- To work effectively with the Governors, attend all Governor and sub-committee meetings and to produce termly reports for Governors.
- To build strong relationships across professional associations and to value connectivity with such bodies.





PEOPLE AND RESOURCE MANAGEMENT

- To provide effective leadership to a high-quality Senior Leadership Team delegating effectively such that colleagues are supported to deliver their remits to the highest standards.
- To attract, develop and maintain a team of high-quality teaching, administrative and support colleagues, further developing the School as a destination for high calibre staff.
- To work with the Director of Finance and Operations to ensure effective financial and resource management.

EDUCATIONAL AND ORGANISATIONAL CULTURE

- To be a visible champion of the distinctive Harrow International ethos and educational philosophy.
- To deliver the highest standards of pastoral care, ensuring that the welfare, social, moral and personal development of students is at the heart of all decision-making within the School.

COMPENSATION & BENEFITS

- Base Salary x12 months.
- A performance-based bonus of up to 20% of the annual base salary.
- The international medical plan provided for the Head and residing dependents.
- Staff quarters provided for the Head and residing dependents.
- Children's education support: 90% of tuition remission for up to 2 dependent children.
- Annual passage: premium economy class air tickets covering the Head and his/her residing dependents.
- Relocation: Shipment of personal effects up to THB 100,000. from the point of hire to the school base and from the school base to the home base.
- Dependent's Definition.
- Dependent(s) herein is defined as your legal spouse and dependent children through the age of 18 or 21 with proof of full-time student status, who are living with you in the School base.
- A company car is provided.

THE PERSON

The next Head will be an exceptional leader with the vision, ambition and leadership skills to guide the School to realise its full potential. They will possess most or all of the following experience, skills, qualities and personal attributes:

EXPERIENCE

- A track record of successful Headship experience developed in the UK and/or the international schools sector.
- A track record of serving as a successful Deputy Head, with experience in high performing schools and/or leading high performing teams.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider school community.
- Proven experience of leading and developing high performing teams with a clear commitment to the continuing professional development of all colleagues.

SKILLS AND KNOWLEDGE

- Strong strategic leadership skills with the capacity to manage complexity and direct the continuing development of a large organisation.

- First class communication skills with a demonstrable ability to act as an effective and compelling ambassador for the School in a competitive market.
- A proven track record of successful delivery of the English National Curriculum plus GCSE/A Level programmes and a demonstrable commitment to the importance of a rich extra-curricular programme.
- An appreciation of the use of academic data to measure and evaluate student progress.
- A broad understanding of the rapidly evolving international education sector and the opportunities and challenges this presents.
- High levels of emotional intelligence and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds.
- A good understanding of the business aspects of modern school leadership.
- Has strong knowledge and substantial experience in the UK safeguarding standards.

PERSONAL ATTRIBUTES

- A highly visible leader with the charisma, energy and ambition to inspire, motivate and bring together the different constituencies which make up the School community.



HOW TO APPLY

Harrow Bangkok has engaged the services of Odgers Berndtson to assist with the recruitment of the Head.

Letters of application, CVs and completed application forms should be submitted online (preferred) at: www.odgers.com/88669

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form. This can be found at the end of the application process. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

For an initial discussion, please contact:
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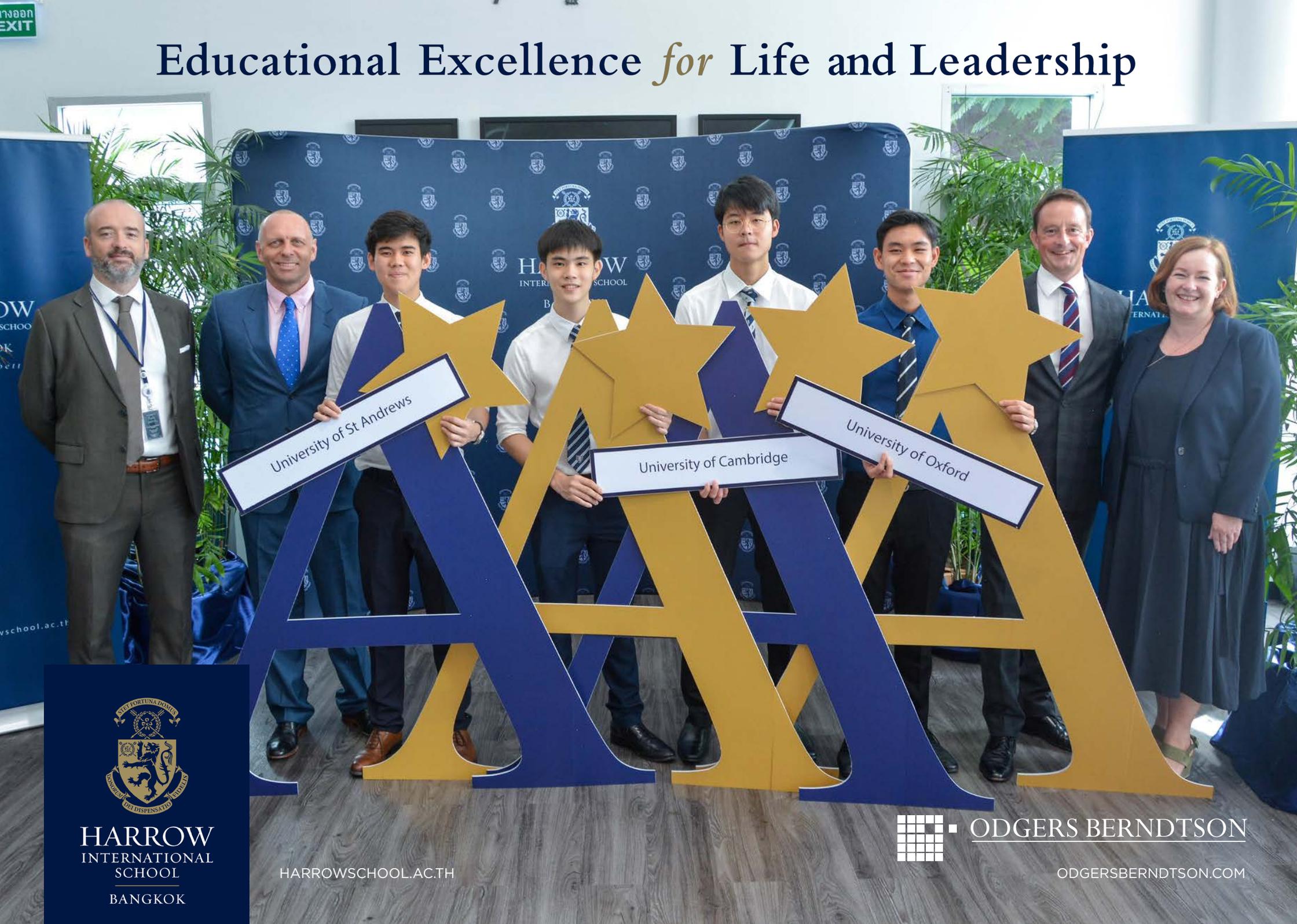
The closing date for applications: **Friday 12 May at 09.00 GMT.**

If shortlisted, you will be invited for a first-stage interview on **Wednesday 14 or Thursday 15 June** at Harrow School, UK. Candidates shortlisted for the final stage will be invited to attend a briefing visit and final interview at Harrow Bangkok.

Harrow 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 the Disclosure and Barring Service (DBS) or other relevant background checks.



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