



CATS
GLOBAL SCHOOLS

Going Further Than Others in Education

Brief for the position of Head of School, CATS Cambridge





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Welcome

Robert Niu

Chief Executive Officer
CATS Global Schools

Thank you for your interest in joining CATS Cambridge, part of CATS Global Schools (CGS), the overseas division of Bright Scholar Education Holdings Limited, the largest operator of international and bilingual schools in China.

Bright Scholar is a leading education group committed to providing world-class education globally, with over 100 schools and 54,000 students. In China, the Group has an expansive and diverse portfolio of business operations covering regular kindergarten and school education, extracurricular training services, overseas study tours, domestic camps, and education technology.

Bright Scholar's overseas expansion started in 2018, and CATS Global Schools was born in 2021, bringing together all of Bright Scholar's recent acquisitions outside of China under a unified brand. CATS Global Schools now comprises 13 schools, including CATS Cambridge, in the UK, North America, and China, with 18,000 students from 100 countries.

Our vision is to inspire the next generation of world shapers and is supported by our mission to create a global community of schools that go further than others in the pursuit of future-thinking academic excellence.

We are preparing students for the workplace in 2030, combining the heritage of the past with the mindset of the future.

The role of Head of School at CATS Cambridge provides a unique opportunity for an experienced and dynamic leader who, with the support of the wider group, can generate a strategic vision that will drive the school's next stage of development and success. The school is currently being repositioned as selective within the CATS Global Schools portfolio, a journey that the new Head of School will lead to completion.

We are seeking candidates with headship experience, either in the UK or abroad. Postgraduate education-related qualifications and a desire to share your views on education are desirable.

You will be able to evidence substantial contributions to a school's effective leadership and development. Although you will have ultimate responsibility for all areas of the school's pastoral, boarding, and academic activities, maintaining and developing high standards of teaching and learning will be a key focus. You will also understand the business perspective of the school's operation as an international boarding school.

I look forward to learning more about how you will make a significant, positive difference as part of our global team.



An introduction to CATS Cambridge



CATS Cambridge offers an outstanding day and boarding pre-university educational experience to students aged 14+ from all over the world. The school's values are Wisdom, Innovation, and Responsibility, and as such, we are looking for a leader who embodies and demonstrates these values.

Our students live and work at the custom-built Cambridge campus, located on the North East edge of the city centre. Programmes of study include GCSE, A Levels, and the CATS University Foundation Programme (UFP), preparing students for admission to universities across the country and the world. We pride ourselves on our approach to teaching and learning, with small class sizes and an informal atmosphere ensuring that students are treated as individuals and build great relationships with staff. CATS Cambridge

is a diverse, colourful, energising, and welcoming environment.

You'll have the rewarding opportunity to work with a diverse student body representing over 40 nationalities. While this brings unique challenges, it also offers the chance for deep fulfillment and a highly satisfying teaching experience.

CATS Cambridge is a member of the Independent Schools Association (ISA) and is inspected by the Independent Schools Inspectorate (ISI). The school is also affiliated with the Independent Schools Council (ISC), Council for Independent Education (CIFE), Association for the Education and Guardianship of International Students (AEGIS), the Boarding Schools' Association (BSA), and holds a sponsor licence with UK Visas and Immigration (UKVI).



Cambridge Location

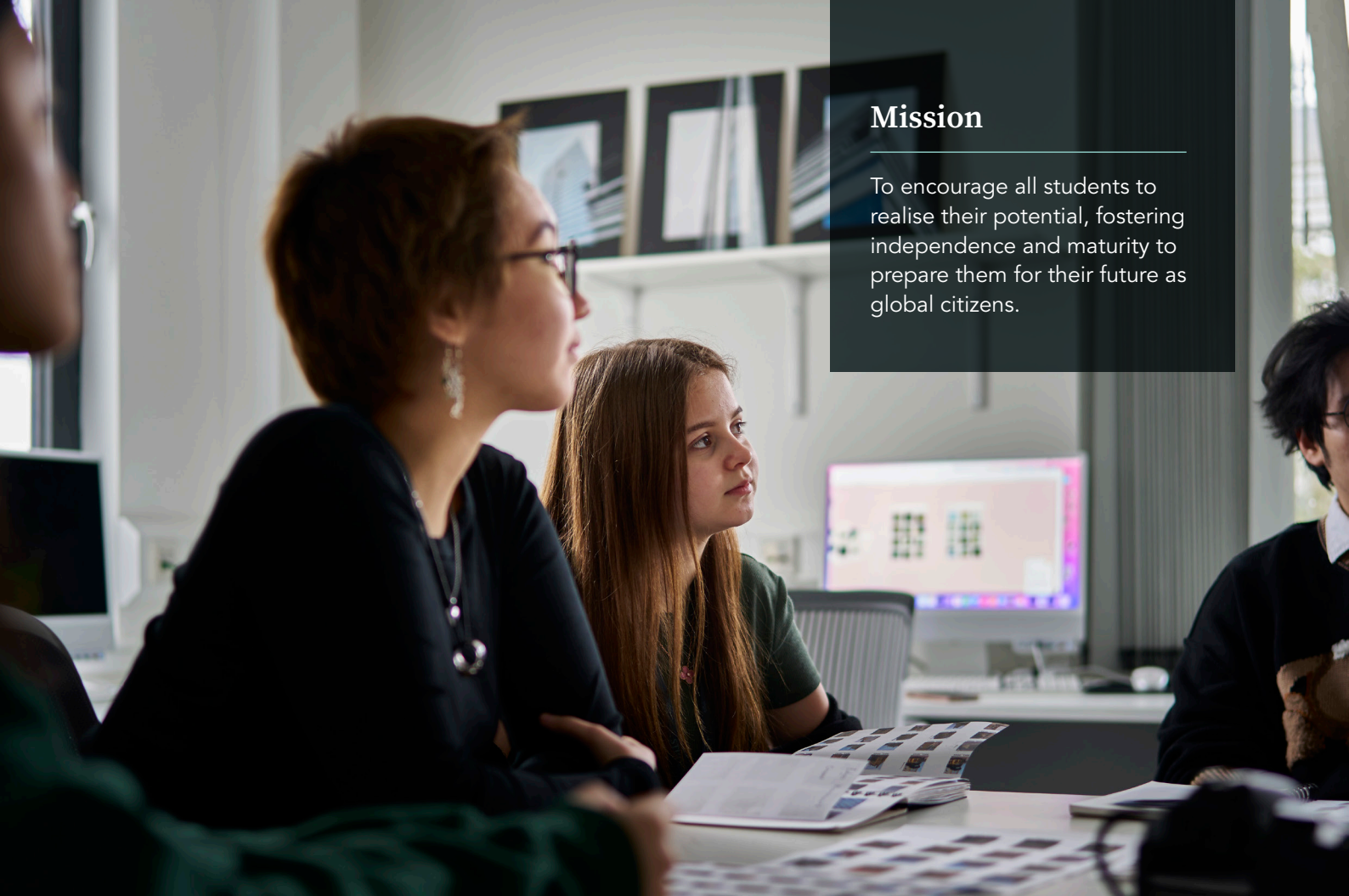
Home to around 40,000 students from around the world, Cambridge offers an unparalleled transformative educational experience, blending history and tradition with innovation and advancement.

University of Cambridge links

Students benefit from established links with academics from the University of Cambridge with regular lectures, visits and workshops.

Adding value at every level

Small class sizes, personalised attention, and enriching extracurricular opportunities support academic, personal, and social growth.



Mission

To encourage all students to realise their potential, fostering independence and maturity to prepare them for their future as global citizens.



Innovation

We look to our history as we innovate our approach to educate the world shapers of tomorrow



Wisdom

By advocating the enthusiastic pursuit of knowledge and nurturing the ability to learn, our students develop the wisdom to navigate life with confidence



Responsibility

With a focus on personal responsibility and global citizenship, we prepare our students to become effective decision makers able to thrive at university and beyond



Programmes of Study

GCSE
Pre - A Level
UFP
A Levels



40.2%

A level grades
were A*/A in 2025



40+

conditional progression
agreements with UK
universities

The Role

Job Overview

Reporting to the Chief Executive, the Head leads the school community as its most senior member of staff. They are responsible for the school's strategic and day to day management, including educational provision, welfare of students, communication with parents, appointment and management of staff, and its successful operation as an ongoing commercial enterprise.

The Head will ensure effective systems are in place for managing staff and for performance management. They will maintain the highest standards academically and in co-curricular areas. Pastoral care, safeguarding and robust policies and enforcement in health and safety will all be essential to underpinning the educational ethos of the school. They will ensure that the school's individual ethos and values underpin all aspects of life in the school.

Other key responsibilities will be to:

- Communicate a clear and convincing vision for the school, translating this into strategy and clear operational plans to ensure the on-going success of CATS Cambridge.
- Provide leadership and direction to ensure that all staff contribute effectively to the efficient running of the school.
- Prepare for and address external challenges and opportunities, ensuring the school retains the flexibility to respond to changes in the UK and international education markets.
- Contribute effectively to CATS Global Schools (CGS) as a whole, sharing best practices with other heads.
- Uphold the highest standards in pastoral care and champion the provision of a premium student experience.
- Develop and implement a leading sector approach to teaching and learning for all students.
- Ensure high standards of achievement in external examinations and support students to progress to Oxbridge, Russell Group and other university destinations for them.
- Encourage and provide opportunities beyond academic achievement for the development of students to help them become well-rounded, independent, self-assured adults.
- Take a leading role in promoting the school to prospective students, parents and agents within local, national and international markets identified by the central sales team.
- Develop and deliver effective presentations for marketing and informational purposes.
- Develop and maintain partnerships with the wider community: locally, nationally and internationally.
- Recruit, deploy and retain the highest quality teachers, management, administrative and support staff appropriate for the needs of the school.
- Develop and implement a high quality, modern approach to professional development of staff.
- Ensure the health, safety, and welfare of students, employees and visitors.
- Communicate with CGS senior management regularly about the needs, successes and general operation of the school.
- Ensure that the School abides by the requirements of all inspectorates and regulatory bodies.
- Drive commercial innovation to enhance the School's sustainability, growth and long-term success.



Person Specification

The ideal candidate will demonstrate:

- A strong academic background and teaching qualification along with clear evidence of a commitment of professional development – both personally and for those managed.
- Successful headship experience in a secondary school or independent college setting, ideally with experience of recruiting and working with international students.
- Experience of managing ISI inspections and a deep understanding of the updated framework Boarding school experience, ideally able to demonstrate the cultural sensitivity required to enable students from all parts of the world to integrate and thrive.
- Strong understanding of the current education environment, future curriculum developments and their probable academic, pastoral and commercial impact.
- Commercially aware, understanding the demands of working within the private sector and of financial management.
- An appreciation and experience of ensuring growth in pupil numbers and the commercial drivers essential to the financial viability and success of a school.
- Strong interpersonal skills with the ability to lead, engage and motivate staff as well as manage key relationships with parents, members of the local community, the CGS team and other stakeholders.
- An evident enthusiasm and passion for promoting the school and the educational experience it will provide.
- A capacity to be a strong presence in all areas of school and to cultivate a climate of high expectations, creative thinking and innovation.
- Excellent communication skills at all levels both internally (staff, pupils, parents) and externally (promoting education / boarding to potential pupils and parents).

They will also maintain standards of ethics and behaviour in and out of School. In particular:

- Treat students with dignity, building relationships rooted in mutual respect.
- Have regard for the need to safeguard students' well-being.
- Show tolerance of and respect for the rights of others.
- Help to create and maintain a safe working environment for everyone.
- Understand and act within the relevant School, national and statutory frameworks.
- Develop and maintain a full understanding of current child protection procedures.

How to Apply

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

Isabel Patchett, Search Consultant:
isabelpatchett@rsacademics.com or
Charlotte Faber, Senior Advisor:
charlottefaber@rsacademics.com

Closing date: 10.00am on Tuesday 5th May 2026.

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the [RSAcademics website](#).

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the [RSAcademics website](#)).
- A covering letter addressed to Karin Askham, Executive Head CATS Schools. The letter should be a maximum of two pages and explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Laura Cave, Project Manager (Leadership Appointments), at applications@rsacademics.com. Laura may also be reached by calling our Head Office on +44 (0) 204 6269 790.

Safeguarding

CATS Global Schools is committed to safeguarding and promoting the welfare of our students and expects everyone connected with the organisation to share this commitment. All positions are subject to safer recruitment pre-employment checks in line with KCSIE guidelines.

Commitment to Inclusion and Diversity

We are committed to diversity, inclusion and belonging. Building on our core values – Pioneering, Persevering, People – We pledge to deliver a series of events, guest speakers and focus groups to make CATS Global Schools and employer of choice for all.