

UWC makes education a force to unite people, nations and cultures for peace and a sustainable future.

RETTORE (Head of College)

From August 2026

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UNITED WORLD COLLEGE OF THE ADRIATIC

ITALY

RETTORE (HEAD OF COLLEGE)

Preferred Starting Date From August 2026

This is an outstanding opportunity for an inspirational educationalist and school leader to become head of an exceptional, residential UWC college, fully aligned with UWC's commitment to education as the means to a more peaceful and sustainable world. UWC Adriatic, in a beautiful location on Italy's Adriatic Coast, is home to almost 200 students aged 16-19 and representing more than 78 nationalities.

UWC (United World Colleges) is a global educational movement of 18 schools and colleges joined by a common mission to make education a force to unite people, nations and cultures for peace and a sustainable future. UWC Adriatic was founded in 1982 and has a proud history as the first United World College in mainland Europe.

UWC Adriatic forms an integral part of the picturesque village of Duino, a short distance from the historic port city of Trieste. It is a private, non-profit institution but receives a significant proportion of its funding from public sources, reflecting the esteem in which the College is held regionally and nationally, and opening up opportunities to make an impact. UWC Adriatic is committed to the idea of a holistic education that brings together the academic rigour of the IB Diploma, an extensive extracurricular programme and a strong emphasis on service, compassion and personal responsibility. More than 70% of the College's students are on full scholarships, resulting in a truly diverse school community both culturally and socio-economically, in line with UWC's approach of placing deliberate diversity at the heart of its transformative educational model. Since its foundation, the College has taken many students from Central, Eastern and South-eastern Europe and it is now exploring a wider Mediterranean and Middle Eastern emphasis; a significant number of students are refugees or from crisis-affected communities.

The UWC Adriatic President and Board now seek a talented and highly motivated Rettore (Head) to succeed Dr. Khalid El-Metaal, who has successfully led and served for four years, leading the College out of the Covid-19 pandemic and building firm foundations for future initiatives.

The new Rettore will have a track record of effective senior leadership and a sound understanding of the nature of leadership in a residential school context. They will be able to manage complexity and understand the balance of leading with authority whilst also genuinely seeking consensus. In challenging times globally, their headship will be marked by brilliance, composure, vision and courage. They will be a compelling ambassador for the College, able to work with a wide range of stakeholders and supporters. An authentic and demonstrable commitment to UWC's mission and values is essential and a knowledge of Italian is desirable.

UWC ADRIATIC

UWC Adriatic is a unique proposition: it is part of the UWC international movement but, by virtue of its funding and history, it has a role within the public sphere in Italy; it is a fully residential college, but is fully integrated into its host community; its location puts it at a crossroads of Latin, Germanic and Slav cultures and languages – only 5km from the Italian-Slovenian border which, for the first part of the College's existence, represented the southernmost part of the 'Iron Curtain' between Eastern and Western Europe. The 70% of students on full scholarships is the highest proportion in the UWC movement.

Only 20% of students have English as their first language, and yet the IB Diploma Programme is taught in English and the College maintains an outstanding IB average. The college sees itself as a multinational rather than international school, and takes very seriously its commitment to giving students a full immersion into the life and culture of north-eastern Italy.

At the heart of all UWC Adriatic does is the UWC mission and its commitment to a more peaceful and sustainable world. That mission looks beyond education as an end in itself, and views a UWC education as a means to equip and inspire students to make their own positive difference in the world.





Student Experience

UWC Adriatic is guided by a UWC-wide strategy in support of using education to create a better world. The College sees a deliberately diverse group of students, offering an education based on trust, responsibility and autonomy, and inspiring its young people to live and act in accordance with the UWC mission which celebrates diversity and promotes peace, sustainability and social justice.

UWC Adriatic, in common with the other UWC schools and colleges, is committed to bringing together the IB Diploma Programme, an extensive extracurricular and service programme and residential life into one whole student experience. Students learn about who they are in the context of a diverse community, and pursue the interests and activities about which they are most passionate. It is out of this that students build the commitment and gather the tools to be able to make their own difference in the world.

The fact that so many students do not speak English as a first language, and the diverse educational backgrounds of the students, makes the academic success of the College even more remarkable. In recent years, the College has achieved an IB score of around 35 points (the World IB Diploma Average is around 30 points). Students progress to many of the best universities in the world, with the UWC Davis Scholars Program a particularly important source of financial support for many students progressing to US universities. The College also supports students in their scholarship search outside the US. All students also learn Italian, which is a means of being able to enjoy the College to the full.



Staff

Diversity is not just the preserve of the student community. UWC Adriatic's 30 teaching staff represent many nationalities, covering Europe, The Americas, Southern Africa and Asia. The teachers bring their own experiences and cultural and pedagogical traditions, and it is the Rettore's responsibility to blend these backgrounds into a cohesive, engaged team. The teachers are a mix of long-standing members of the College and newer colleagues, and, as with all UWC staff, their expectation is to be led by a collaborative and empathetic Head who cares for their wellbeing and respects their dedication to mission and school.

The turnover of staff is relatively low, which emphasises the importance of the Rettore's judgement and skill in teacher recruitment – each new colleague needs to work effectively within a small and close-knit team.

The Rettore and Secretary General work closely together in leading the 20 or so non-teaching staff, almost all of whom are Italian. While much of the day-to-day leadership of this team comes from the Secretary General, it will be important for the new Rettore to establish a strong rapport with the non-teaching staff to ensure the administrative arm of the College works as effectively as possible.

Governance

The College is formally registered under Italian law as Collegio del Mondo Unito dell'Adriatico. It is a legal non-profit entity with the status of both ETS (Ente del Terzo Settore – a third sector body) and ONLUS (Organizzazione Non Lucrativa di Utilita' Sociale – a non-profit organisation of social utility).

There are two levels of governance: a Management Board and a Steering Committee. The President chairs both bodies. The Rettore answers through the President to the Management Board and is also a member of this board.

The Steering Committee meets twice a year and reflects the wider community in which the College operates. The Management Board meets more regularly. The Rettore reports to the Management Board but can also expect support and expert guidance from its members both during and between meetings.

The President's role is a little broader than that of a board chair in other systems because it includes responsibility for some of the College's key external relationships. The President is appointed for a five-year term by the Region and with the approval of UWC International.

The role of Secretary General contains elements that in other schools might be covered by a Bursar or Chief Financial Officer, Chief Operations Officer and Development Director. The role is also important in managing the College's governmental relationships.



History

The College's history is inseparable from its location. Trieste was the great port of the Austro-Hungarian Empire and became Italian shortly after the First World War. A turbulent and bloody twentieth-century culminated in Trieste and its surrounding area becoming a crucial border zone, its land border with Yugoslavia marking the line between Eastern and Western Europe. The Region of Friuli-Venezia Giulia is therefore truly a melting pot of cultures and influences.

In the 1970s, as the UWC movement sought to expand beyond its founding college in the UK, UWC Atlantic, Italy and specifically Friuli-Venezia Giulia emerged as an interesting option to host the first college in Mainland Europe and the first in a non-English-speaking country (colleges in Canada and Singapore were added in the first half of the 1970s). It took a tragedy to make the idea a reality: a massive double earthquake in 1976 that took 950 lives. Italy created a substantial reconstruction fund and UWC Adriatic was written into law as part of this, committing both the Region and the national government to its support. It was notable that the main national government support was (and continues to be) from the Ministry of Foreign Affairs, not the Ministry of Education. UWC Adriatic finally opened in 1982.

From the outset, the College was seen as a part of the Region: a college committed unequivocally to peace, it was to be an antidote to the recent turbulent history, a sign of openness, hope and resilience so close to the border with Yugoslavia. The College developed a focus on Central, Eastern and South-eastern Europe, working hard (at times against the odds) to admit students from all the countries of that part of Europe. The College community therefore related directly and personally to the events of the late twentieth century, including the break-up of the Soviet Union, the fall of the Berlin Wall and the conflicts in former Yugoslavia. A longer-term consequence of the College's work was the foundation of the UWC in Mostar following the war in Bosnia and Herzegovina.

More recently, the College's focus has gravitated a little more to the Middle East, the refugee crisis and the wider Mediterranean region.



Location

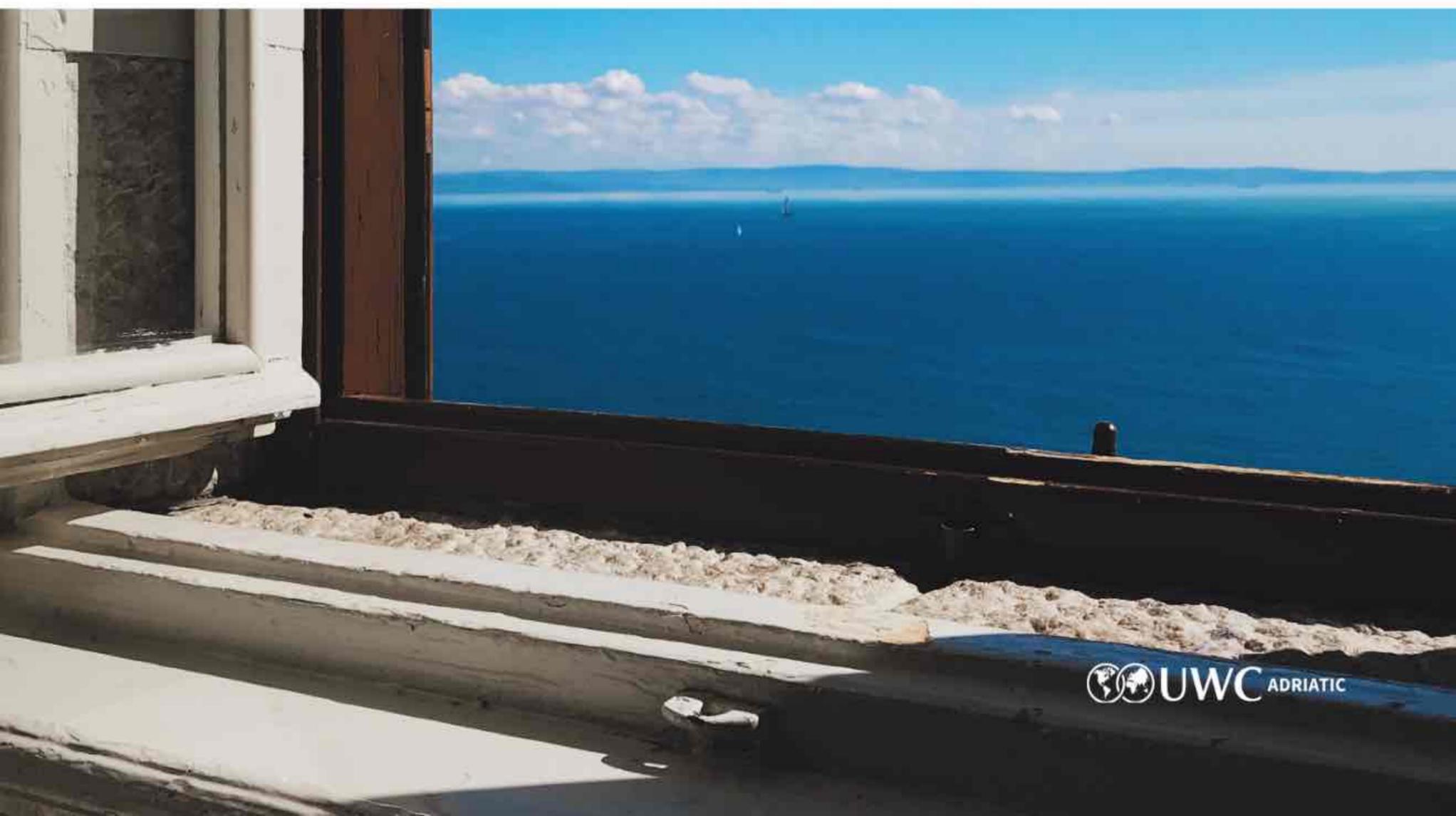
UWC Adriatic is in a spectacular location, with some of its buildings clustered on a clifftop overlooking the Adriatic Sea, adjacent to Duino Castle. The village of Duino is located between the towns of Trieste (20km to its west) and Monfalcone, both of which are easily accessible by bus. The Croatian coast is nearby, the mountains (Italian and Austrian Alps) as well as iconic locations in central and north-eastern part of Italy are all easily accessible.

In some ways a microcosm of the wider Region, Duino is steeped in history and represents a crossroads of cultures: it is both Italian and Slovene-speaking. The 'Rilke Path', commemorating Rainer Maria Rilke's Duino Elegies, starts in front of one of the College's buildings. Duino is situated on a narrow band of land between the Adriatic sea and the Julian Alps, providing plenty of scope for outdoor activities, including sailing, kayaking, climbing, skiing, running and orienteering. Its pretty harbour has restaurants and bars specialising in seafood. Immediately around the village are Karsitic woodlands, which are ideal for walking and running.

The Rettore's residence is in an elegant four-bedroom apartment on an upper floor of the College's most historic building, the Foresteria which was previously part of the Duino Castle complex. The building sits on the clifftop and the apartment has views over the Adriatic Sea.

Nearby, Trieste is an elegant and growing port city, with a beautiful sea-facing main square and a great deal to offer tourists and locals alike. It is a city that is conscious of its past as the primary port of the Austro-Hungarian Empire, but now offers plentiful shopping, good restaurants and numerous cultural venues, including its opera house. Venice is further afield – as little as an hour and twenty minutes by train from Monfalcone.

Trieste has an airport with connections to the major Italian hubs and some European destinations. Many more international destinations are served by Venice's airports. Monfalcone offers good train connections.





Finance

UWC Adriatic's finances have changed significantly over the last few years. The College now receives just under 40% of its funding from public sources, primarily the Region of Friuli-Venezia Giulia and the Italian Ministry of Foreign Affairs. Public funding has been supplemented in recent years by an extremely successful fundraising operation that has attracted substantial gifts from individuals, many of them alumni, and Italian foundations, as well as the establishment of the UWC Adriatic Endowment. Some income also comes from international sources and from national committees that cover parts of the scholarship costs of their students.

It is the College's aim that the numbers of students on means-tested full scholarships should be as high as possible – it is currently c.70%, with only c.10% paying full fees.

The UWC Italian Foundation (SWES Foundation) plays a key strategic role in supporting both the College and scholarships for Italian students attending other UWC schools and colleges. Its most important long term priority is the development of an Endowment Fund, designed to provide the College with a stable and growing source of annual income over time. The Foundation is a separate legal entity, but its governance is designed to maintain a strong strategic alignment with the College and its leadership.

THE UWC MISSION

UWC makes education a force to unite people, nations and cultures for peace and a sustainable future.

The United World Colleges (UWC) is a global educational movement founded on the post-WWII ideas of German educator Kurt Hahn. Its mission is to make education a force to unite people, nations, and cultures for peace and a sustainable future. The movement comprises 18 international schools and colleges across four continents, as well as a network of volunteer national committees in over 150 countries. Students are selected based on personal merit and potential, regardless of background and, in many cases, ability to pay, with most receiving scholarships. UWC's unique model deliberately brings together diverse young people to live and learn, fostering international understanding, compassion, and lifelong action.

The Rettore will be expected to play an active role in the affairs of the UWC movement, including in international governance meetings and regular meetings of the UWC Heads' group and taking part when appropriate in shared projects, task forces and events. The Rettore will also take the lead in ensuring that UWC policies and guidelines are implemented within the College, and in keeping the community fully informed about UWC-wide developments and initiatives. The Rettore should expect to find support and advice readily available within the group of peer Heads and from elsewhere in the international movement.

UWC National Committees are volunteer-run groups in over 150 countries that select students for United World Colleges. They handle the local admissions process, assessing applicants within their educational and cultural context to ensure fairness. Committees are typically made up of alumni, educators, and community leaders who promote UWC's mission. A key function is providing need-based financial aid, with most selected students receiving scholarships. They also offer ongoing support to students and families throughout the UWC journey.

This system of student selection is a vital element of UWC's distinctiveness. The Rettore must be prepared to develop strong relationships with national committees, addressing student issues with them from time-to-time and attending national committee events in Italy and occasionally elsewhere.

THE ROLE

This is a wonderful opportunity for a mission-aligned leader to facilitate the flourishing of students and colleagues in one of the oldest and most beautiful colleges in the UWC movement.

UWC Adriatic, like the movement itself, is bigger than any of its component parts. Proud of its adherence to the UWC mission – evidenced by student diversity, high numbers of scholars, and excellent outcomes – the College carries a powerful legacy, and the vision of its founders is still deeply present. Accordingly, the Rettore must be as humble as he or she is mission-aligned, and marry vision and courage with a respect for institutional memory. Innovation will be required, but it must be introduced with sensitivity. The Rettore's leadership should therefore embody a supportive, service-oriented approach; one that understands the College as an organic structure, where leadership stands at the base, sustaining and empowering the layers above, at the very top of which are the true core of the institution: the students.

IBDP results are excellent, but as with all UWC's, they must be achieved in the context of mission focussed community which looks beyond scores and addresses bigger issues. A microcosm of this might be the student autonomy, responsible development and close relationships with the village community and beyond that are all afforded by the open campus. This is symbolic, perhaps, of a UWC education in the broadest sense: it brings immense benefits and opportunities, but comes with sensitivities the Rettore must be prepared to manage. Residential experience will therefore be extremely useful because of the unconventional nature of UWC Adriatic's residences – integrated locally in a way that requires a different framework for the responsibility of students as well as for their safety and security.

Local and national institutions are fundamental to the success of the College and its financial model, so these relationships must be continuously nurtured and strengthened by the Rettore along with the President. This may require navigating a delicate tension between two visions that can, at times, appear conflicting: on one hand, the ambition to build a highly competitive school with a robust financial model; on the other, the commitment to remain an inclusive institution that offers excellence without compromising accessibility.

All this should explain why the ability to speak Italian is desirable. It is not just about navigating meetings and events; an understanding of the language will enable the Rettore to comprehend the College's cultural setting, to be a part of its host community, and to be able to forge respect within the College and further afield. If a candidate does not have some knowledge of Italian, they should have a serious and genuine commitment to learning the language.

Leading a UWC college demands more than administrative skill; it requires philosophical commitment. A great Rettore must be a bridge-builder between cultures, embodying the very idealism they seek to inspire in students. They need the resilience to manage profound diversity and political nuance, turning conflict into dialogue. Crucially, they must be a compassionate steward of a unique mission, ensuring idealism is grounded in rigorous academics and that the College remains a safe, challenging home for young people from every corner of the world.



ROLE DESCRIPTION

The Rettore is the school's chief executive, accountable to the President, Management Board and Steering Committee, with responsibility for all aspects of the school's day-to-day running within the strategic and financial policy framework established by the Management Board and Steering Committee.



Tasks and responsibilities

Ensure that UWC Adriatic meets its mission of making education a force that unites peoples, nations and cultures for peace and a sustainable future through the provision of an outstanding and transformative international education for 16-19 year olds from different countries and a diverse range of backgrounds.

Admit students with diverse national, cultural, social and economic backgrounds working in partnership with UWC national and selection committees operating in more than 150 countries.

Lead and develop a highly committed and diverse group of teaching and non-teaching staff; supervise all the services and offices of the College.

Have ultimate responsibility for the pastoral care of the approximately 200 students living at the College 24 hours a day for 7 days a week during the weeks of College term time.

Manage a small but diverse organization which includes a variety of stakeholders (teachers, non-teaching staff, students, parents, alumni, local community representatives, national committees, public and private donors, President, members of the Management Board and Steering Committee) giving it strategic leadership and ensuring sound fiscal management.

Ensure safeguarding and student and staff wellbeing is embedded in College culture, policies and processes.

Implement a clear educational vision that embodies the values of the United World Colleges movement and builds on the strengths of UWC Adriatic, including academic excellence, a service ethos and intercultural understanding.

Play an important role in external relations, communication and advocacy, in alumni relations and in promoting public and private funding in order to support the scholarship policy of the College.

Maintain positive relationships with the UWC Italia National Committee and contribute to the success of the Italian UWC selection process.

Build a strong productive relationship with the College President, the Management Board and Steering Committee and its representative institutions.

Ensure proper functioning of the College by concluding contracts for necessary provisions and supervising the purchasing process.

Maintain positive relationships with UWC Italia Foundation (Fondazione per i Collegi del Mondo Unito Stock Weinberg Edward Sutcliffe) and provide support as necessary.

Devote some of their working time to activities related to the UWC Movement, including the UWC Heads' group, National Committees and other UWC International initiatives.

Lead the implementation of UWC guidelines and policies within the College community and play a full part in the affairs of the UWC international organisation (including travel to meetings as appropriate), support the integration of the College into the wider UWC organisation, and act as a channel of communication in relation to UWC International developments and initiatives.

Key objectives

- Working closely with the President, the Management Board and Steering Committee, and staff throughout the College, key objectives will include:
- Motivating the teaching and non-teaching staff, maintaining a culture of excellence and high performance.
- Devise and implement strategies to ensure the long term financial stability of the College.
- Represent UWC Adriatic at UWC international events, meetings and conferences.
- Sustain an inspiring educational environment, congruent with student expectations, UWC ideals and requirements of pastoral care for a diverse community of young adults and minors.
- Be a role model to the whole College community by putting the UWC mission and values into action.





PERSON SPECIFICATION

Candidates will be strategic thinkers with the self-confidence to craft and articulate a clear vision for the College, and the leadership and management skills to deliver it. A sense of humour coupled with a deep understanding of young people and their motivations, hopes and aspirations are also key qualities.

Candidates will be expected to demonstrate that they meet many, if not all, of the following criteria encompassing experience, qualifications, skills and personal characteristics. This list is representative and not indicative of the attributes we might hope to find in an ideal candidate.



Experience and Qualifications

- Proven senior leadership experience in an international or high-performing national school setting, most likely as a Principal/Head of School.
- Demonstrated track record of improving and sustaining strong student outcomes
- Experience leading curriculum development, assessment frameworks, and evidence-based instructional improvement.
- Familiarity with the IBDP and global best practices in teaching and learning.
- Experience managing diverse, multicultural teams in an education environment.
- A recognised teaching qualification and a relevant postgraduate degree.
- Strong experience working with parent communities and external accreditation bodies.



Competencies

UWC mission alignment – clear commitment to the practice of a UWC-style education. An awareness of the organisational complexity of the UWC movement and the partners with which the Rettore will be required to interact on a frequent, regular basis.

Leadership and management – tested strategic and operational skills developed in an international context (ideally in multiple cultural settings and locations), in pivotal positions of responsibility and influence and in schools of scale, complexity and strong reputations for educational excellence.

Proven educational leader and thinker – able to gain the respect of academic colleagues with a record of improving teaching and learning, introducing new pedagogical techniques and updating attitudes among staff and students. A thoughtful leader with a commitment to values-based experiential education. A record of success in skill and behavioural development in both staff and students.

A commitment to the IB – strong credibility in curriculum matters and pedagogy and familiarity with the IB's operations and on-going development. Preferably senior leadership experience gained in an authorised IB Diploma school

Experience of boarding / residential community life – significant time spent in a co-educational boarding school, ideally with specific experience of 16-19 age range and some hands-on experience as a 'houseparent'.

External relations – successful relationship-building with donors, funders, governmental organisations and NGOs, with a particular premium on fundraising experience.

Initiating and leading change – particularly whole school improvement, devising and delivering updates to systems, policies and protocols, encompassing external audit and validation.

Stewardship – record of utilising resources wisely, developing strategic and operational plans, establishing sustainable budgets and successfully implementing them.

Language skills – an excellent command of the English language is essential. Knowledge of the Italian language is desirable. Candidates without a proficiency in Italian should demonstrate a commitment to and a capacity for acquiring proficiency.

Pastoral Guidance – an educational leader who can lead an institution which combines the need for young adults and late teenage adolescents to learn by experience, making their own mistakes at times, yet be sufficiently supported and guided that student health and safety is not unnecessarily compromised.

Other useful experience – capacity and willingness to understand the Italian legal framework in which the College operates, with specific reference to non-profit procurement regulations and labour regulations



PERSONAL CHARACTERISTICS

- Intellectual capacity and stamina to deal with a wide span of duties, and the flexibility to balance the internal and external demands of the role of Rettore. Open-minded and intellectually curious with the personality to inspire others to push boundaries too, and the confidence as a leader to handle the consequences of an active, engaged and challenging staff-student community.
- High level of emotional intelligence; a strong judge of character able to spot talent, recruit, develop and retain excellent staff and forge successful and diverse teams.
- Compelling and passionate communicator, whose crafting and delivery of messages is authentic, precise and consistent.
- Consensual yet decisive and courageous in decision-making; able to inspire and energise debate, facilitate group thinking and move assertively to decision making. Confidence to encourage dialogue on key issues and willingly seeking input and advice from all quarters of the community.
- Confident delegator able to lead and deliver through others, empowering staff to take responsibility recognising that this is also the best way of developing future leaders.
- Strong cultural awareness with total commitment to the values of a multicultural independent residential school. Adaptable yet also clear minded, accepting of differing points of view with commitment to fostering a community in which all parts feel valued and motivated to participate.
- Firm belief in UWC values of service, community, compassionate behaviour and education as the key drivers of future generations.
- Instinctive understanding of what constitutes 'excellent' and what it takes to achieve and sustain excellence, with a determination to constantly seek to improve and strive for better, for students, staff and all stakeholders.



REMUNERATION

The significant role of Rettore will be compensated with a salary and remuneration package that reflects the College's profile and reputation but also its location and its public funding component. Accommodation is provided in a four-bedroom apartment. The search committee will take into account the particular circumstances and experience of each candidate when agreeing a remuneration package. There is the possibility for a non-Italian appointee to take advantage of tax reductions for an initial period of service.





SAFEGUARDING

UWC Adriatic is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointee will undertake his/her role and responsibilities in accordance with UWC Adriatic's Safeguarding Policy and Guidelines, which are available on the College's website, www.uwcad.it. The successful applicant will be required to undergo all checks relevant to the post and references will be taken up.

HOW TO APPLY

The Search Committee and President have retained RSAcademics Ltd to support them in the identification of a diverse and highly talented range of candidates and in the assessment of candidates against the selection criteria.

Unless stated otherwise, all communication about the role and the appointment will be conducted via RSAcademics.

Two members of the RSAcademics team are primarily engaged on this process:

- Chris Edwards, Senior Advisor (International)
ChrisEdwards@RSAcademics.com
- Jean Sullivan, Head of International Search,
JeanSullivan@RSAcademics.com

Interested candidates are invited to contact Jean Sullivan by email or telephone for an initial discussion or to arrange a confidential discussion, including their CV/Resume.

The closing date for applications is Thursday 2nd April, 2026 at 10:00 (GMT)/11:00 (CET). Please consider applying early because Preliminary Interviews will commence before the applications deadline.

You should submit:

- A completed application form.
- A copy of your Curriculum Vitae/Resumé.
- A covering letter, preferably of no more than two pages, addressed to Roberto Antonione, President, UWC Adriatic. The letter should explain your reasons for applying, the relevance of your experience, and how you relate your personal educational philosophy to your understanding of the College and the role.

Applications should be made electronically to RSAcademics. Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position. You will be taken to our online portal where you will be able to download an application form. Please follow the instructions provided to complete and submit your application.

Should you have any queries relating to uploading your application documents, please contact Amy Murphy, Operations Administrator: applications@rsacademics.com / +44 (0) 204 6269 791

The recruitment process will proceed as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone (+44 (0) 204 6269 791).
- Preliminary interviews with RSAcademics colleagues will take place by videoconference between Tuesday 7th and Friday 10th April 2026. Preliminary interviews may commence before the applications deadline and so early applications are encouraged.
- Long list interviews are likely to take place by videoconference with members of the Search Committee between 17th and 20th April.
- Final stage interviews will take place on or around 23rd April. It is the wish of the Search Committee that the candidates selected for the final stage of selection should be able to travel to UWC Adriatic for this purpose.
- RSAcademics will collect references for candidates invited to attend the final round interviews. No referees will be contacted until RSAcademics has received your express permission to do so.

UWC Adriatic is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any appointment to UWC Adriatic is conditional on criminal records clearance, and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained for all candidates called for final interview, and applicants should be aware that questions relating to the candidates' suitability to work in a post involving children will be asked throughout the recruitment process.

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