

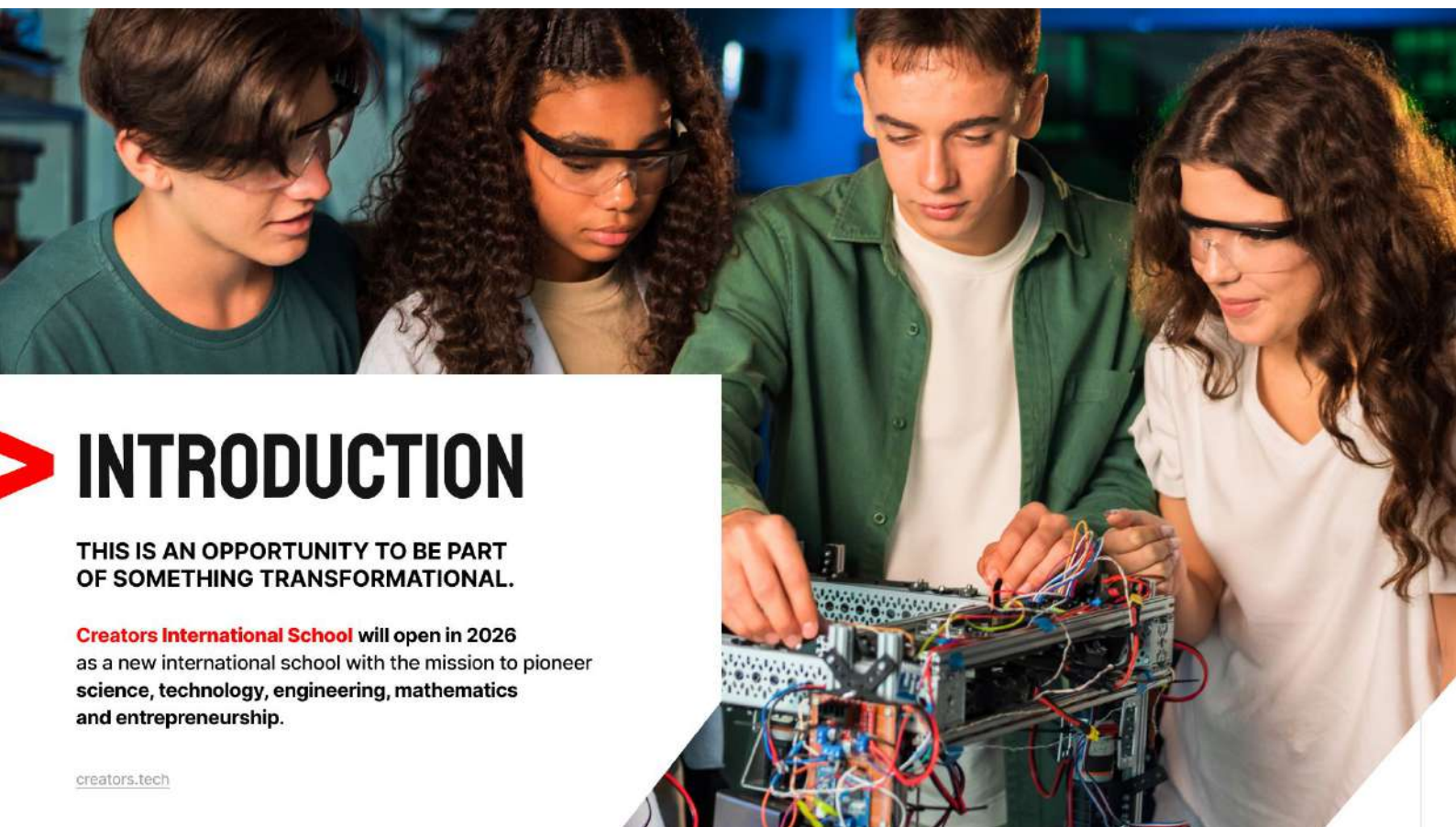
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For April 2026 (or earlier if available)

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> INTRODUCTION

THIS IS AN OPPORTUNITY TO BE PART
OF SOMETHING TRANSFORMATIONAL.

Creators International School will open in 2026
as a new international school with the mission to pioneer
science, technology, engineering, mathematics
and entrepreneurship.

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< / INTRODUCTION

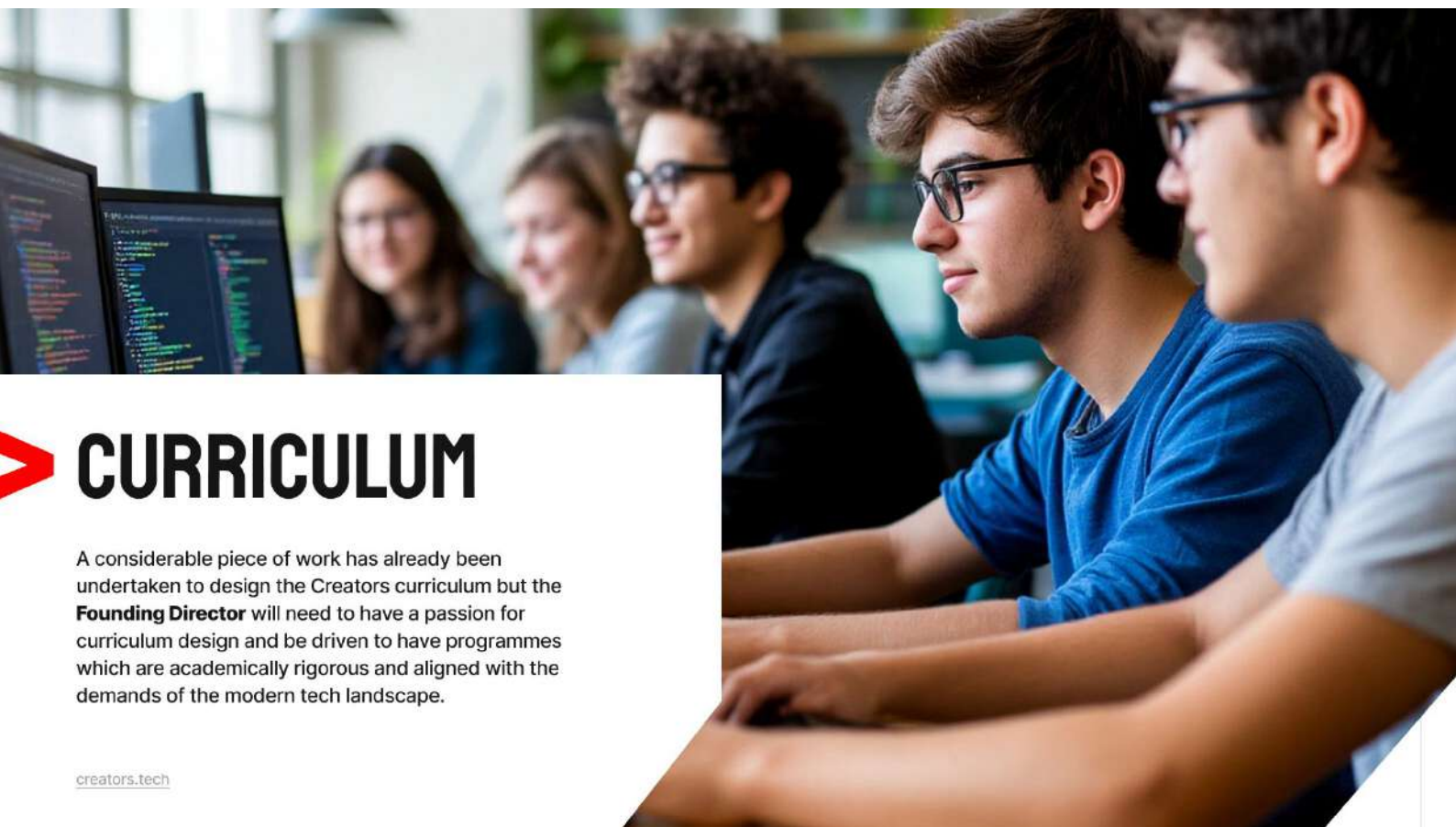


This will be a cutting-edge school dedicated to fostering creativity and innovation and aiming to become one of the leading mathematics and science led schools internationally. The curriculum will give priority to the learning and teaching of science, mathematics and technology, and is designed not just to educate but to inspire. The mission is to ignite curiosity in the minds of tomorrow's leaders and give the students the power to gain the knowledge and practical skills needed to turn groundbreaking ideas into reality. The School seeks to be the launch pad for the next generation of tech pioneers, innovators and leaders who will shape a better, smarter and more sustainable world.

The search is now on for a visionary founding Director who can take the lead in shaping this unique start-up STEM-focused school, with a strong emphasis on entrepreneurship and leadership development. The Founding Director will require experience across all aspects of a school, and founding experience would be a distinct advantage. They will need the hunger and ambition to deliver this compelling vision of a rigorous boundary-pushing education.

The role may appeal to an experienced Head with a passion for STEM or to an aspiring leader who seeks a step up. It will be a unique opportunity for a visionary individual who has a pioneering spirit and a passion for innovation, leading and learning.

Creators will welcome students from Year 3- Year 13 (ages 7-18) with both day and boarding students. It will be a British International school offering iGCSE and A Levels with the English curriculum being significantly enhanced and led by a bespoke, detailed, mastery-focused Creators STEM curriculum. It is anticipated that up to 30% of the student body will be supported by scholarships so that those students with the greatest gifts in STEM are able to access this unique environment.



> CURRICULUM

A considerable piece of work has already been undertaken to design the Creators curriculum but the **Founding Director** will need to have a passion for curriculum design and be driven to have programmes which are academically rigorous and aligned with the demands of the modern tech landscape.

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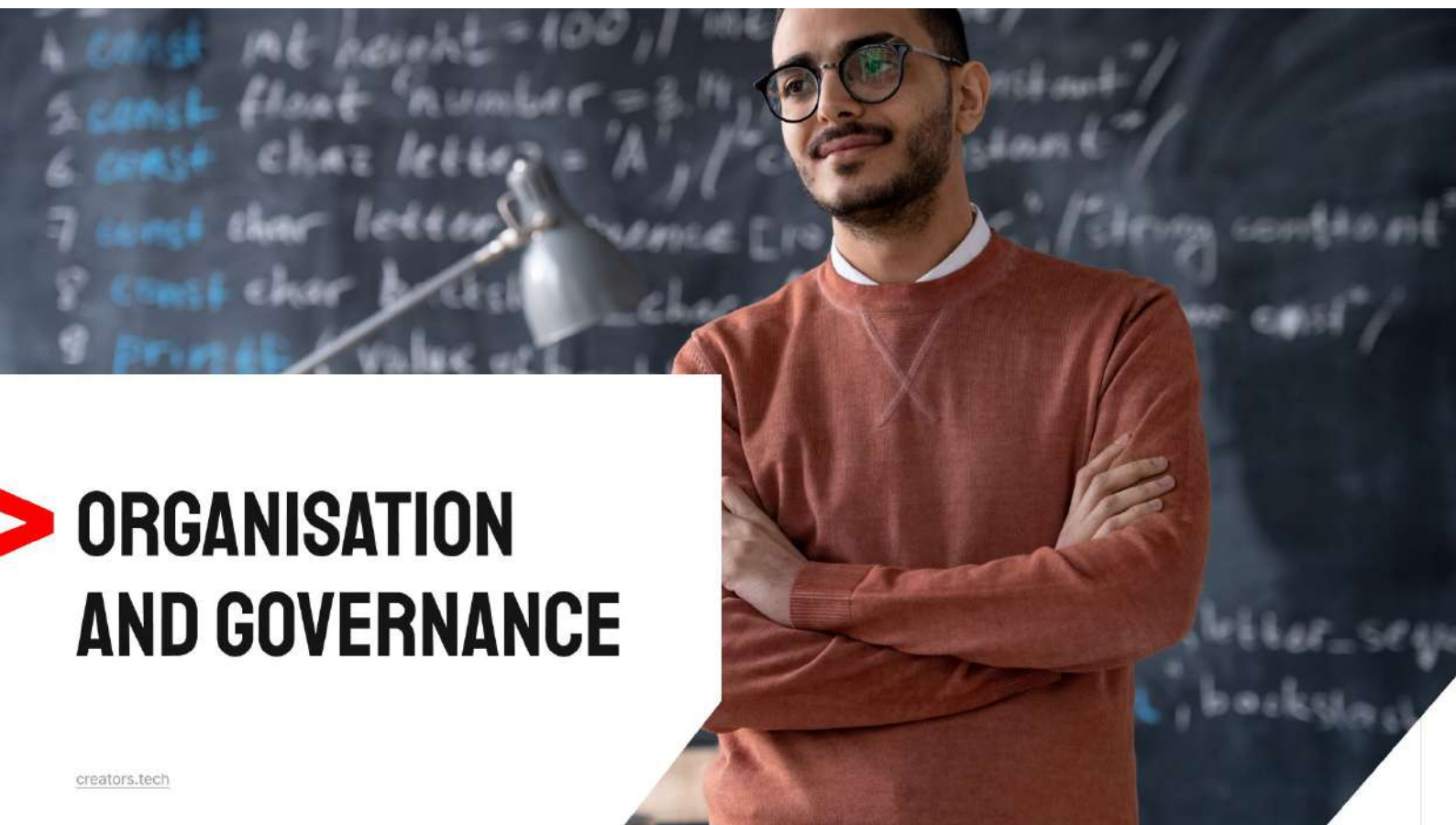
**THE ACADEMIC PROGRAMME
SHOULD INSPIRE:**



- Mathematical mastery giving students the problem-solving skills essential for innovation
- Technology that nurtures the computer scientists of the future for real-world impact
- Science innovation where students push the boundaries to cultivate a deeper understanding of scientific exploration especially in physics.
- Entrepreneurial thinking so knowledge can be applied to real-world business and tech ventures, whilst making values-driven decisions
- Leadership skills to empower students to take the initiative, drive innovation and become STEM leaders of the next generation
- Humanities and languages to inform a holistic understanding of our world, its history, culture and future. Crucial to this will be a global perspective, critical thinking skills and a deep knowledge of the intricacies of human society and culture

The curriculum and educational philosophy
is encapsulated by the values of the School:
**Mastery, Meritocracy, Ambition, Integrity,
Leadership and Caring.**





> ORGANISATION AND GOVERNANCE

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< / ORGANISATION AND GOVERNANCE

The school is a philanthropic endeavour by its **Founder Alexander Smirnov** and it is expected that the Founding Director will have a demonstrable commitment to digital innovation, entrepreneurial flair and academic excellence. **Student safety and well-being are given primacy.**

The Founding Director will need to be comfortable with a strong entrepreneurial culture and a high level of autonomy.

They will report to Alexander Smirnov who has a deep passion and engagement with STEM, technology and the latest educational developments. The Director will also build positive relationships with a small and close-knit team.



> THE ROLE

This is a wonderful opportunity to shape a School and implement a vision that will be transformative. This is not a traditional head of school role but it requires a **Director** who can manage responsibility and think in a highly creative way, but has the instincts for a start up School: flexibility, speed of thinking and above all a capacity to translate a vision into a reality.

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< / THE ROLE

The Director will be excited by and believe in the vision for the School. They will want to make this one of the best STEM schools internationally. This will be evidenced by shaping gifted and talented students who can compete at the highest level in their chosen specialism. As such the Director will have the experience of what makes a school outstanding academically and will have worked in a School that is high achieving but where leadership and innovation as well as digital engagement are prized.

- They will have a **mathematics, physics or computer science** background and will understand why the curriculum focuses on these areas.
- The Director will in all likelihood be an A level specialist and celebrate the benefits of specialisation whilst not seeking to limit a student's growth and intellectual development.
- They will understand the merits and challenges of boarding education (it is anticipated that the School will be 50% boarding students) whilst not necessarily having direct involvement with boarding in their prior employment





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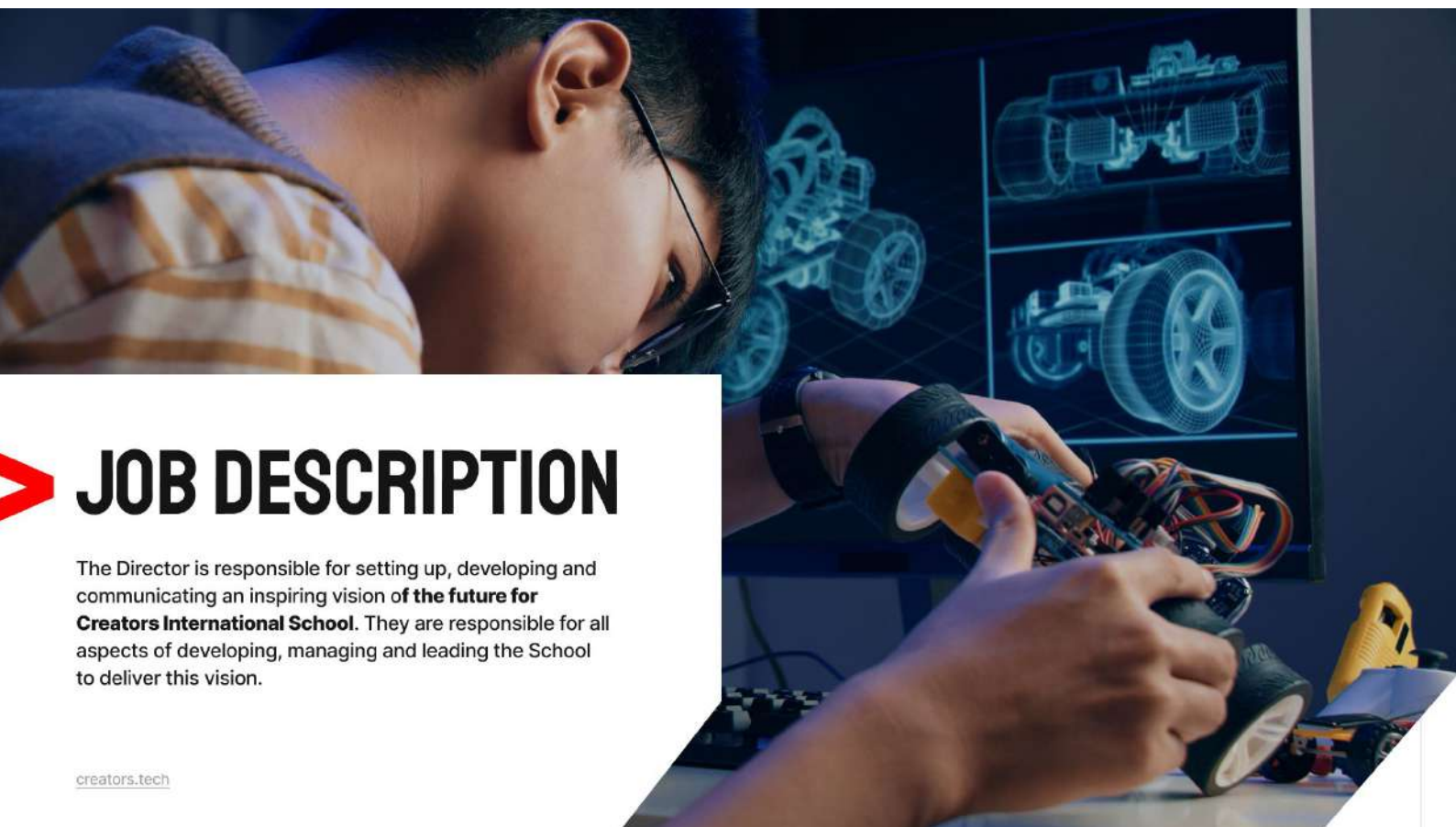
As a Founding Head they will model entrepreneurial and business skills and the capacity to lead with inspiration, vision and commitment. Whether an established Head or a leader stepping up into a high profile role, there is an expectation of energy, dynamism, intelligence, credibility, innovative instincts and tenacity. They will be both thoughtful yet bold in their leadership modelling the style of leadership their students should aspire to.

The School is expected to grow over its first four years to a capacity of 350 students with the hope of 100 pupils in its first year from 7-14 years and thereby growing organically until it offers education up to the age of 18. 50% of pupils are expected to board and the balance will be day pupils. There will be a breadth of nationalities within the School where the key criteria for selection is a gift for STEM demonstrated by prior achievement and a bespoke assessment.

There is very significant demand for international education in the area but this is a unique proposition setting itself apart from other schools. Critical to the school's values are the offering of scholarships for up to 30% of the students to ensure that those talented in STEM can access this distinctive curriculum. It is anticipated that this will attract gifted students from government schools and encourage relocation. It is likely to be a highly stimulating and diverse community.

The position is for a January 2026 start but an earlier start if available would be advantageous. The Director will be excited by the possibilities of the role and will be immediately excited by the vision of the Founder. They will be motivated by the desire to deliver outstanding learning and achievement for all students.





> JOB DESCRIPTION

The Director is responsible for setting up, developing and communicating an inspiring vision **of the future for Creators International School**. They are responsible for all aspects of developing, managing and leading the School to deliver this vision.

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</ JOB DESCRIPTION

KEY RESPONSIBILITIES WILL
CLEARLY EVOLVE AS THE SCHOOL
DEVELOPS BUT WILL ENCOMPASS
THE FOLLOWING:



Ethos

- Champion the ethos of Creators to developed the most gifted and talented students of STEM who have the capacity to become transformative leaders
- Oversee the development and implementation of cutting edge curricula ensuring programmes are academically rigorous, engaging and aligned with the demands of a modern tech landscape
- Foster leadership skills within students to develop initiative, drive and innovation to become the next generation of STEM leaders
- Collaborate with faculty members to ensure the delivery of excellence in learning and teaching

Leadership

- Act as an inspiring role model by demonstrating commitment, enthusiasm, consideration for others and integrity Leadership
- Be a visionary educator and leader with a strong academic background in STEM and a track record of professional achievement in education
- Possess outstanding interpersonal skills so as to ensure good relationships of mutual trust and respect
- Promote and model positive behaviour, self discipline and aspiration amongst all members of the community



</ JOB DESCRIPTION



Leadership

- Foster a cohesive, vibrant and supportive residential community that supports the school's educational aspirations
- Be an exceptional communicator with the high level interpersonal skills to communicate Creators values and plans in a clear and inspirational way
- Create an environment in which all stakeholders feel happy, valued and clear about their role in the organisation and the expectations of them

Management and Staff

- Be a visible, approachable and reassuring presence around the school
- Ensure that efficient and effective practices are followed in the daily operation of the school
- Oversee all aspects of accreditation, authorisation and compliance according to appropriate local and international guidelines
- Develop and keep under review organisational structures and relevant school policies, systems and processes
- Develop comprehensive quantitative measures and appropriate reporting for all aspects of school performance
- Attract, develop and maintain a team of high-quality leadership, management, teaching, administrative and support staff through effective recruitment, selection, evaluation and professional development



**Management
and Staff**

- Promote a culture of reflective practice and continuing professional development
- Ensure that appropriate standards of professional performance are established, appraised and maintained
- Ensure the School's compliance with the requirements of its accrediting authorities, including oversight of the development and maintenance of all necessary policies and other documentation

**Teaching
and Learning**

- Foster an environment of stimulating and challenging learning at all levels of the school, developing and maintaining high-quality educational programmes, both curricular and co-curricular
- Develop systems, including school self-evaluation processes, performance management and the effective use of data, to ensure the continual development of the quality of teaching and learning
- Use data to develop an understanding of the school's impact in a way that can be used to inform and inspire
- Establish, encourage and support the maintenance and development of an outstanding co-curricular provision

</ JOB DESCRIPTION



Pastoral

- Ensure the wellbeing, welfare and safety of the school community at all times
- To develop safeguarding policies and processes that are kept up to date, thorough and rigorous, that they are implemented and understood by all and that the culture of the school is one that leads to a safe and secure environment
- To work with the responsible colleague to develop a safe and nurturing boarding provision that ensures each student's intellectual, emotional and physical development and wellbeing

Marketing and Communications

- To promote the interests and reputation of the school by personal engagement and action
- Engage with the work of Admissions by representing the school externally and develop the profile of the student who will succeed and thrive in the school
- Ensure that the school brand is clear and that it is understood and promoted by all stakeholders

Financial

- Deliver the school's strategy successfully within the constraints of the resources with which it works
- Possess a robust grasp of financial management and good administration practices



> PERSON SPECIFICATION

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< / PERSON SPECIFICATION

This person specification is an indication of the strengths and qualities that Creators will be seeking in the Founding Director; the recruitment process will consider candidates against this list of experience, qualifications, values and attributes.

The Founding Director will be passionate about STEM and excited about developing a new school and its potential to become successful from the outset.

Experience and Qualifications

- Educated to university level and have an appropriate teaching qualification. They will have a degree and potentially a higher degree in mathematics, science, computer science or a closely related discipline
 - Likely to possess an education leadership qualification such as NPQH
 - Strong record of having participated in continuing professional development, including recent safeguarding training
 - An understanding and support for boarding but it is not necessary to have direct boarding experience
 - Senior leadership experience either as Principal, Deputy or Head of School or another senior leadership position
 - Can demonstrate a successful track record of: developing and implementing vision and strategy, managing both direct and indirect staff reports, autonomy and accountability for the delivery of organisation-wide initiatives and projects, specific achievements at a senior level, monitoring and evaluating the performance of a school and responsibility for safeguarding and safer recruitment
 - Experience in a high-achieving school
 - Experience of the English education system especially A levels
- Experience of founding or start-up is highly advantageous



COMPETENCIES

</ COMPETENCIES



Competencies

- A strategic thinker, understanding of marketing and promoting a new school and the capacity to build a strong community with shared values and enthusiasms
 - Experience of establishing and working with new educational institutions, not solely managing existing operations
 - Strong background in STEM education
 - Collaborative spirit with drive and capacity to recruit, develop and retain an exceptional staff of educators
 - Communicates well with others engagingly and persuasively, both in writing and in person (one-on-one, group and presentation)
 - A confident advocate for the school; willing and able to engage with external audiences
 - Results-oriented, motivated by goals and drives self and others to achieve them
 - Well-organised, works within timescales and delivers against deadlines
 - Seeks solutions to problems, finds a work-around to apparently intractable issues
 - Energetic, determined and driven, able to be adaptable in a fast-moving start-up situation
 - Accepts accountability and holds others to account
 - Accepts constructive feedback and uses it to modify behaviours
- Works collaboratively in a team



> LIFE IN SPAIN

Spain has one of the highest rates of economic growth within Europe and is also home to a burgeoning tech sector which can be found in **Madrid, Barcelona and around Malaga in Techno Park**

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Therefore, the School is serving one of the growth sectors within the Spanish economy. The School occupies a spacious site in the scenic town of **Benahavís** in the province of **Malaga**. Delightfully located at 500 metres, it is situated between Marbella, Estepona and Ronda and just over four miles from the coast. The town has one of the largest concentrations of excellent restaurants in this part of Spain. It is also well located for excellent sporting and leisure facilities including many top ranked golf courses. This area of Spain has a large expat population whilst retaining a very typically Spanish feel. It is easily reached from Malaga International Airport and the major centres of **Malaga and Marbella** being very close. Transport links by road are excellent and public transport is also effective and modestly priced. Accommodation will be provided on campus including utilities and all meals. Living costs are relatively modest.

The School itself boasts a wonderful location with newly created facilities which include a 25m indoor pool, all weather pitch, state of the art gym and fitness facilities, combined with significant outside space and grounds. Classrooms and labs are state of the art and boarding facilities are comfortable and well equipped.





> REMUNERATION

The successful candidate will be offered a highly competitive salary in line with the seniority of the role.

The remuneration package will include furnished accommodation, with utilities (and meals on campus once the School opens), educational provision for school age children who meet the requirements for entry to the School (details of which will be discussed with the successful candidate), private medical insurance, annual flights home for the Founding Director and dependents, access to a car and generous relocation allowance. This is not a fixed term contract and it is hoped that the Founding Director will wish to stay not less than three years but hopefully for longer as the School continues to grow and develop.

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> HOW TO APPLY

This recruitment process is being managed by **RSAcademics Ltd** on behalf of Creators International School. Unless stated otherwise, all communication about the appointments will be via **RSAcademics**

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< / HOW TO APPLY

**TWO MEMBERS OF THE
RSACADEMICS TEAM ARE PRIMARILY
ENGAGED ON THIS PROCESS:**

Matthew Bartlett,
Senior Advisor

MatthewBartlett@rsacademics.com

Jean Sullivan,
Head of International
Search

JeanSullivan@rsacademics.com

Interested candidates are invited to contact **Jean Sullivan** by email for an initial confidential conversation; please attach a copy of your CV/résumé.
the deadline for receipt of applications is Monday 20 October 2025 at 10:00am UK / 11:00am Spain



< / HOW TO APPLY

Should you have any queries relating to uploading your application documents, please contact Alison Hooper.

Alison Hooper, applications@rsacademics.com,
Project Coordinator +44 (0) 204 6269 791.

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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 an online portal where you will be able to download an application form. Please follow the instructions to complete and submit your application.

You should submit:

- A completed application form
- A copy of your curriculum vitae/résumé
- A covering letter, preferably of no more than two pages, addressed to Mr A. Smirnov, Founder, Creators International School. The letter should explain the attractions of the role, the relevance of your experience and your education philosophy, and other information that can demonstrate your alignment with the role. Please make your letter as specific as you can, addressing the role, the Creators approach and the opportunities presented by Creators International School. A letter that is largely generic may result in your application not being considered.

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THE RECRUITMENT PROCESS

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< / THE RECRUITMENT PROCESS

THE RECRUITMENT PROCESS WILL PROCEED AS FOLLOWS:

- When you submit your application, you will receive an automated email from RSAcademics confirming that we have received it. If you have not received the automated email within two working days of submitting your application, please email us at applications@rsacademics.com or contact us by telephone on +44 (0) 204 6269 791
- Selected candidates will be invited to preliminary interviews with RSAcademics colleagues, which will take place via Teams during **w/c 20 October 2025**
- Video interviews with members of the Creators School team and RSAcademics will take place late **October/early November 2025**
- Final interviews will take place in Spain and the dates of these will be advised in due course. Any candidate who knows they will have difficulty travelling during November/December should make this known at preliminary interview
- 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. Independent checks on social media engagement and profile will also be undertaken at this point.

Creators International School are committed to safeguarding and promoting the welfare of children. Applicants must be prepared to undergo stringent child protection screening including checks with past employers and an enhanced DBS (or equivalent) is required.
This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

The safeguarding responsibilities of this post are detailed within this candidate information brochure.

RSAcademics is committed to safeguarding and promoting the welfare of children and young people and to promoting diversity and inclusion in schools.

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For January 2026 (or earlier if available)