



THE PERSE
SCHOOL
| SINGAPORE |

Principal

For August 2026

Candidate Information



Introduction

After an extraordinarily successful opening year, The Perse School (Singapore) is looking for a Principal to lead this fast-growing, values-driven 3-18 school (currently going up to Year 10) and establish its position in the vanguard of Singapore international education.

With Futuris (the K12 platform which owns and operates The Perse School (Singapore)) exploring new international opportunities, current Principal Ms Lynne Oldfield will assume the role of Executive Principal, hence the need for a new Principal to run the Singapore campus.

With a Cambridge legacy of over 400 years, The Perse School in Cambridge ranks among the top ten UK British independent schools. The Singapore campus, for which it provides quality assurance, opened just over a year ago in January 2025, and with 800 pupils already on the roll, it can lay claim to being the most successful Singapore opening in over a decade. Current approved capacity is 1,400 due to traffic restrictions, but a future roll of 1,800-2,000 is possible based on local market practice and track record.

The Perse School (Singapore) seeks to offer a premium education at a very competitive price point, offering a rich pupil experience but without ostentation or extravagance. Parents have responded extremely well to this offer.

Pupils experience the Cambridge International Curriculum in Early Years, Primary and Lower Secondary before embarking on IGCSE and International A Levels. There is a focus on core subjects like Mathematics, English, Science, Languages, and Digital Literacy, enhanced by future-focused areas such as Global Perspectives, Coding, Entrepreneurship, and Sustainability. Extra-curricular programmes are rich and diverse. The carefully curated Bukit Timah campus is surrounded by nature reserves but is only 20-30 minutes from the CBD.

The successful candidate is likely to be a sitting Principal with demonstrable experience of and passion for academic excellence (it is unlikely that the new appointee will currently be in a pastoral role). The Principal will not be burdened by business or operational matters, and they should relish the opportunity to focus on the success and happiness of the young people in their care. They should embrace The Perse values, commit to academic excellence, offer a warm, collaborative approach to leadership, and bring passion to a prestigious project that has enjoyed such a successful start. The successful candidate should also be able to show a track record of managing rapid enrolment growth and a continuous improvement mindset.





History

Over 400 years of Cambridge history, one of the top five UK schools for Oxbridge offers, and in the top ten for A Level performance, The Perse needs no introduction to those who know premium British schools. This year, 2026, saw The Sunday Times giving The Perse its regional awards for Independent Secondary School of the Year and Independent School of the Year for Academic Excellence.

In January 2025, The Perse Singapore opened on the green Bukit Timah campus, surrounded by nature reserves but only 20 minutes from Singapore's CBD. Its offer was simple but compelling: a premium education at a very competitive price point. Academics would be outstanding; the extra-curricular programme

would be rich and challenging, but there would be no frills or intentions to enter a facilities race with premium schools (so, no Olympic-sized swimming pool, for example). If the first year is anything to go by, the international community has responded with great enthusiasm, and a community of 800 has grown in just 12 months. Traffic restrictions currently limit capacity to 1,400, a target which the School hopes to achieve rapidly, but there may be scope for further growth.

Following this success, The Perse has further ambitions, and as a result, the founding Principal, Lynne Oldfield, is taking on an Executive Principal role, leaving The Perse Singapore in need of a new Principal to lead the School.

The Perse Singapore

Currently operating up to Year 10, The Perse is a coeducational 3-18 school with 600 pupils in Nursery and Primary and 200 in Years 7 to 10. These numbers should grow significantly and rapidly. Running the Cambridge International Curriculum, the School has already attracted over 60 nationalities, with the largest group being British at 17%, followed by pupils from China, Japan, Australia and America. 70% of the current teaching body is expatriate.



Vision, Mission and Values

Vision

Our vision is to inspire every student to love learning and care for a better future.

We nurture curious, engaged children who embrace challenges and enjoy learning.

We value kindness, honesty, inclusivity, and thoughtfulness, fostering strong relationships among students and staff.

Mission

We inspire intellectual curiosity, cultivate scholarship, and foster a lifelong love of learning through outstanding teaching in a Cambridge context.

We care for one another, the wider community, and the environment by being kind and considerate, valuing diversity, and acting sustainably.

We believe in a balanced education, blending academics, pastoral care, and extra-curriculars to nurture happy and successful children.

Values

Endeavour: Aim high and continuously challenge ourselves to improve. Try our best and embrace setbacks as opportunities for growth and learning.

Intellectual Curiosity: Foster a love for learning; celebrate originality and creativity. Encourage reasoned debate and value diverse perspectives.

Breadth and Balance: Be actively involved, fully engaged, and deeply committed. Take full advantage of the opportunities we are given and help create new ones.

One Another and Our Environment: Contribute to building a kind, considerate, and sustainable community. Show care and respect for ourselves, each other, our environment, and those in need.

Curriculum

Our **website** provides considerable detail on the curriculum. What follows is an outline only.

Pelican School (3-6 Years)

In Nursery and Reception (3-4 years), The Perse adopts a holistic approach to learning, developing meaningful connections. The focus is on helping children build strong relationships, embrace new challenges, take on responsibilities and build independence.

Prime Areas comprise: Mathematics, Understanding the World, Creative Expression (Art & Music), and Languages (Mandarin).

Specific Areas comprise: Communication and Literacy, Immersive Mandarin-English Bilingual Programme, Physical Development, and Personal, Social and Emotional Development.

In Year 1 and Year 2 (5-6 years), there is a future-focused curriculum in which children are introduced to more formal elements of learning, building on the skills and knowledge learnt in the Early Years.

Core Subjects: English, Mathematics, Science, and English as an Additional Language (EAL).

Foundation Subjects: Global Perspectives, Immersive Mandarin-English Bilingual Programme, Music, Art & Drama, Wellbeing, Physical Education, and Languages (Mandarin and Japanese).

Pastoral care is central to the Pelican experience. We ensure that every child feels safe, supported, and valued. With initiatives such as Pelican Parliament and regular buddy pairings, we help to develop a sense of belonging and community, showing respect for ourselves and others. We will create a warm, caring environment where children feel confident to express themselves and grow.





Junior School (7-11 Years)

The Junior School is driven by specialist teaching. Creativity is inspired through Drama, Arts, Music, and outdoor activities. The goal is to nurture confident, curious learners who think critically and creatively.

Students follow the Cambridge International Primary Curriculum, covering core subjects (Maths, English, and Science) alongside creative subjects such as Art, Music and Drama. Japanese joins Mandarin in Year 1, with French offered in Year 3. Global Perspectives and Sustainable Futures encourage pupils to think critically about their world, and the co-curricular offering is enhanced with opportunities to build resilience, teamwork and leadership skills, among others.

Pastoral care in the Junior School is designed to support students as they navigate this critical stage of their education. Our house system promotes a strong sense of community and belonging, while buddy programmes and leadership opportunities help students build lasting relationships. We also prioritise wellbeing, integrating social and emotional learning into the curriculum to ensure that students feel supported both academically and personally.

Senior School (11-18 Years)

The Senior School curriculum is built on a foundation of specialist teaching and well-established principles of breadth and balance that challenge students to reach their full potential.

Years 7 to 9 follow the Cambridge International Curriculum with a core of English, Maths, and Science. This is enhanced by History and Geography, Entrepreneurship and Global Perspectives, Languages (Mandarin/ French), Creative Arts, Physical Education (PE), Sports, Personal and Social Development (PSD) and Wellbeing.

Years 10 and 11 (IGCSE) offer Core Pathways of English, Maths, and Coordinated Sciences. Also offered are Mandarin or French, Geography, History, Business Studies, PE and PSHE (Non-Award), and a free choice (up to two) from Art & Design, Design Technology, Computer Science, and Humanities.

Close pastoral care continues throughout the Senior School, with the words of one of the Perse Promises being especially relevant: Kindness is at the heart of everything we do. We respect one another, help those around us, and commit to looking after our world as responsible stewards of the planet.

Campus

Located at 58 Chestnut Drive, just 20 minutes from the CBD and near some of Singapore's best nature reserves, the campus offers a safe, exciting, and enriching environment that caters to students from early childhood to Senior School. It is designed to foster creativity, collaboration, and personal growth.

The website provides a helpful map and images. Facilities include spacious classrooms, Science labs, a vibrant Art studio, a Music room, a multi-purpose hall, rainforest and green spaces, a Culinary lab, a Performance Arts studio, a football pitch and running tracks.





Living In Singapore

Living in Singapore offers expatriate school leaders a highly structured, efficient, and welcoming environment in which to work and build a fulfilling personal life. The city-state is internationally recognised for its strong governance, exceptional safety standards, and outstanding public services, all of which contribute to a smooth transition for professionals arriving from abroad. Daily life is supported by a superb transport network, well-maintained public spaces, and a strong emphasis on community wellbeing.

For a school Principal, Singapore's deeply rooted appreciation for education will feel both familiar and energising. The country places significant value on academic excellence, teacher development, and student wellbeing, creating

a landscape where leadership is respected and where collaboration between local and international institutions is common. English is widely spoken and used as the primary working language, making communication straightforward across professional and social contexts.

Culturally, Singapore offers rich opportunities for exploration. Its blend of Chinese, Malay, Indian, and Western influences shapes everything from colourful festivals to outstanding cuisine, providing an engaging backdrop to daily life. While the cost of living can be high, many expatriates find that the outstanding quality of life fully justifies the investment.

Overall, Singapore provides a secure, sophisticated, and culturally vibrant environment in which to thrive both personally and professionally.

The Role

The Principal will serve as the educational heart of The Perse Singapore, shaping its academic culture, championing student wellbeing, and ensuring that every young person is challenged, supported, and inspired. This is a role for a leader who thrives on building strong relationships, who understands that great schools are powered by great people, and who believes deeply in the potential of every learner and the importance of keeping the wider community informed and engaged. It is also crucial that the Principal understands the importance of high academic achievement, albeit in a holistic context. The Perse is very deliberately offering academic excellence at the expense of extravagant facilities, and parents are buying into that offer in good faith.

What makes this position particularly distinctive is the structure. On the one hand, the Principal will report directly to the Executive Principal, and it is likely that for the first few months, the Executive Principal will still be in Singapore and able to help with the onboarding of the new Principal. However, there is also a reporting line to the co-CEOs, who oversee all operational, financial, and organisational functions. With the operational load lifted, the Principal is free to focus on what matters most – teaching, learning, the wellbeing of students and the goodwill of the wider community. This allows the role to be centred on the classroom experience, instructional quality, and positive, nurturing relationships across the school community.

Although meetings with The Perse UK take place every two months, alongside the annual quality

assurance visit, there is no governing body in Singapore. The founding CEOs are on the ground, and decisions will be made quickly. So, the Principal needs to be comfortable with a fast-moving environment.

In day-to-day terms, the Principal will work closely with teachers and academic leaders to drive excellent outcomes, ensuring the curriculum is effectively delivered and consistently enriched. They will be a visible, approachable presence – someone who pops into classrooms, knows as many students as possible by name, and engages openly with parents and staff. Collaboration is key; the School values a leader who can bring people together, build professional trust, and create an environment where teachers feel supported and motivated to do their best work.

Equally important is the focus on student wellbeing. The Principal will guide a culture where young people feel safe, valued, and confident, promoting programmes and practices that support their social, emotional, and academic growth. Warmth, compassion, and clear communication are essential qualities.

Ultimately, this is an opportunity for a school leader who wants to shape a premium international school with very high expectations and an illustrious UK heritage. Someone who is energised by academic excellence but equally committed to the human side of education. The role offers both influence and room to innovate, all within a supportive leadership structure designed to help the Principal succeed.





Job Description

Role Purpose

The Principal is the chief academic and educational leader of The Perse School (Singapore), responsible for the day-to-day leadership, management, and delivery of the School's academic programme and educational experience.

The role focuses on operational academic excellence, staff leadership, student outcomes, and the lived culture of the School, within the strategic framework set by the CEOs in conjunction with the Executive Principal.

The Principal works closely with the CEOs and non-academic team (Marketing, Admissions, HR, IT, and Operations) to ensure that there is harmonisation in academic and commercial goals for the Group.

Reporting Line

Reports to: Executive Principal with a reporting line to the CEOs of The Perse School (Singapore).

Direct Reports: Vice Principals/Heads of School, Heads of Department, Academic Leaders.

The Principal has a very close working relationship with the Head of HR, Head of IT and Head of Admissions & Marketing.

Key Responsibilities

Academic Leadership & Delivery

- Lead the day-to-day academic operations of the School from Early Years through Senior School.
- Ensure high-quality teaching, learning, assessment, and pastoral provision.
- Drive continuous improvement in student outcomes, progress, and wellbeing.
- Implement group academic strategy in a way that reflects the Singapore and relevant international/regional context.

Academic Staff Leadership & Performance

- Recruit, develop, and retain high-quality teaching and academic leadership staff in close partnership with the Head of HR.
- Lead professional development and performance management aligned to school priorities and group standards in close partnership with the Head of HR.
- Set clear expectations for performance, accountability, and professional conduct.
- Foster a high-performance, collaborative, reflective, and high-trust staff culture.



Curriculum Implementation & Timetabling

- Oversee curriculum delivery, timetabling, assessment schedules, and reporting cycles.
- Ensure curriculum pathways meet student needs and regulatory requirements.
- Monitor and evaluate curriculum effectiveness, making evidence-based adjustments.

Student Experience, Pastoral Care & Safeguarding

- Ensure a strong culture of care, inclusion, and safeguarding.
- Oversee pastoral systems, wellbeing provision, SEN support, and behaviour management.
- Promote student voice, leadership opportunities, and co-curricular balance.

Parent & Community Engagement (Current and Prospective)

- Act as the primary academic interface with parents.
- Communicate clearly and confidently on academic matters, standards, and expectations.

- Build a strong sense of community and shared purpose among families and staff.
- Active participation and engagement in prospective parent recruitment. Be the academic voice of the School in front of prospective families.

Operational Collaboration

- Work closely with the CEOs and non-academic team (Marketing, Admissions, HR, IT, and Operations) to ensure that there is harmonisation in academic and commercial goals for the Group.
- Work closely with the Executive Principal to align the strategy and execution of the academic offer.
- Work closely with the Head of HR on staffing, performance management, compliance, and resourcing.
- Work closely with the Head of Admissions & Marketing to ensure student recruitment and assessment are in line with the academic and commercial objectives of the School.
- Ensure readiness for inspections, accreditation, and regulatory reviews.

Person Specification

Experience and Qualifications

- Proven senior leadership experience in a K-12 international or high-performing national school setting, most likely as a Principal.
- Demonstrated track record of improving and sustaining strong academic outcomes across multiple grade levels.
- Experience leading curriculum development, assessment frameworks, and evidence-based instructional improvement.
- Familiarity with the Cambridge International Curriculum 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

- Ability to analyse academic data, identify trends, and lead targeted interventions that raise standards.
- Skilled in instructional leadership, with the ability to coach, mentor, and develop teachers at all career stages.
- Strong organisational and strategic planning skills, capable of managing complex school operations and long-term growth.
- Excellent communication and interpersonal skills, with the ability to build trust across students, staff, parents, and partners.
- Confident decision-maker who can balance academic priorities with pastoral needs.
- Skilled in fostering a collaborative, high-performance culture grounded in professional respect and shared accountability.
- Adaptive mindset with the capacity to lead innovation, manage change, and respond effectively to evolving educational demands.



Personal Attributes

- Warm, approachable, and genuinely student-centred, with a visible presence across the school community.
- Collaborative leadership style rooted in humility, transparency, and active listening.
- Culturally sensitive, globally minded, and respectful of Singapore's diverse context.
- High personal integrity, emotional intelligence, and resilience under pressure.
- Passionate about holistic education and committed to nurturing both academic excellence and student wellbeing.
- Engaging, inspiring, and able to represent the School confidently to internal and external stakeholders.

Remuneration

Compensation will be competitive with an attractive performance-driven incentive package.





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Application Process

This recruitment process is being managed by RSAcademics Ltd on behalf of The Perse Singapore. Unless stated otherwise, all communication about the appointment will be via RSAcademics.

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

- Chris Edwards, Senior Advisor for International Appointments: chrisedwards@rsacademics.com
- Hannah Green, International Appointments Consultant: hannahgreen@rsacademics.com

Interested candidates are invited to contact Hannah Green, International Appointments Consultant, at hannahgreen@rsacademics.com for an initial confidential discussion, including a copy of your CV/résumé.

Closing date: Monday 2nd March 2026 at 10:00 (UK) / 18:00 (Singapore).

To apply, candidates should complete an application form electronically and submit it to RSAcademics, together with a letter of application, data-sharing consent form and CV/résumé.

Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position. Please follow the instructions provided to complete your application. Guidance on the letter of application can be found in the candidate information. Please make sure your letter is tailored to this role; an application letter

that is largely generic is discouraged and may lead to your application not being considered.

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 within two working days, please contact RSAcademics by telephone (+44 (0) 204 6269 791).

- Preliminary interviews (by video call with RSAcademics colleagues) will take place for selected candidates soon after the application deadline.
- Dates for further and final-stage interviews will follow shortly.
- RSAcademics will collect references for candidates who progress to the later stages of the process. No referees will be contacted until RSAcademics has received your express permission to do so.

The Perse Singapore 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 The Perse Singapore 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.