

North London Collegiate School  
| Singapore |



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Collegiate School  
Singapore

# DIRECTOR

Candidate Information

# INTRODUCTION

NLCS (Singapore) opened in 2020 and has rapidly established itself within the premium schools sector in Singapore. It provides an exceptional educational experience based on the traditions, ethos and practices of NLCS in the UK, interpreted for the distinctive context of Singapore. It is a Pre K–12 co-educational day school offering the IB MYP and Diploma Programme. There are currently 1,400 students on roll.

North London Collegiate School (UK) was founded in 1850, has a pioneering history in girls' education, and is now consistently rated as one of the highest-achieving schools in the UK and the world. More recently, that pioneering spirit has been taken up by its international schools – NLCS Jeju, NLCS Dubai, NLCS (Singapore), NLCS Kobe and, forthcoming, NLCS Hong Kong.

The aim of all the NLCS international schools is to take the UK school's focus on love of learning and academic aspiration and make that live anew in their local context. NLCS International is active in ensuring that all the schools are authentic representations of NLCS in the UK – balancing academic excellence, a rounded education, exceptional wellbeing provision, and innovation – and in fostering close links across the schools. In Singapore and Dubai, NLCS's partner is Meraki Education, a well-established school operator with significant experience in the two markets.

The new Director will be an experienced Head of School who will come with a strong track record of success, credibility, a deep sense of cultural awareness and curiosity, and an ability to build a culture of care and trust. The school has an experienced leadership team, and it will be the task of the Director to guide and empower those leaders. The Director will maintain strategic oversight and, working closely with Meraki Education and NLCS International, will further develop the understanding of what it is to be an NLCS school in Singapore. Along with the Junior School and Senior School Principals, the Director will also be the face of the school in Singapore and will be equally comfortable with the outwards and inwards-facing aspects of their role.



# MISSION, AIMS AND VALUES

## Mission

NLCS (Singapore) seeks to provide an exceptional educational experience based on the traditions, ethos and practices of North London Collegiate School, UK.

## Vision

NLCS (Singapore) aims to:

- Provide an ambitious academic education to enable every individual student to make the most of their intellect and abilities.
- Nurture a team of professional teachers who inspire their students with a love of their subjects and a spirit of scholarship.
- Enable all students to recognise excellence and realise that it is attainable.
- Ensure that every member of the school feels valued, supported and encouraged.

- Foster a community built on positive relationships between staff and students and between students themselves.
- Encourage students to embrace new challenges confidently and respond to setbacks in a resilient and determined manner.
- Develop an outward-looking, internationally minded community that promotes respect and compassion, service to others, and active, positive participation in society and the wider world.

## Ethos

NLCS produces scholars and confident, critical thinkers, and this 'NLCS Spirit' is nurtured through giving opportunities to students which challenge them intellectually, physically and emotionally on a daily basis. A team of highly qualified teachers is committed to delivering an education that is tailored to each student to ensure they receive the appropriate stretch and challenge in every subject, while finding it enormously stimulating and great fun.





# MERAKI

The Meraki Group is a multinational, multiproduct group which started its operations in the UAE in 1991. It is a trusted strategic partner of NLCS International in both Dubai and Singapore, known for its deep expertise in school design, operations, and educational innovation. Working closely with North London Collegiate School (Singapore), Meraki provides specialist guidance across finance, compliance, facilities, and long-term planning, ensuring the school operates with efficiency, clarity, and ambition. Their team brings extensive experience in international education and a commitment to building high-performing, mission-aligned schools.





# CAMPUS

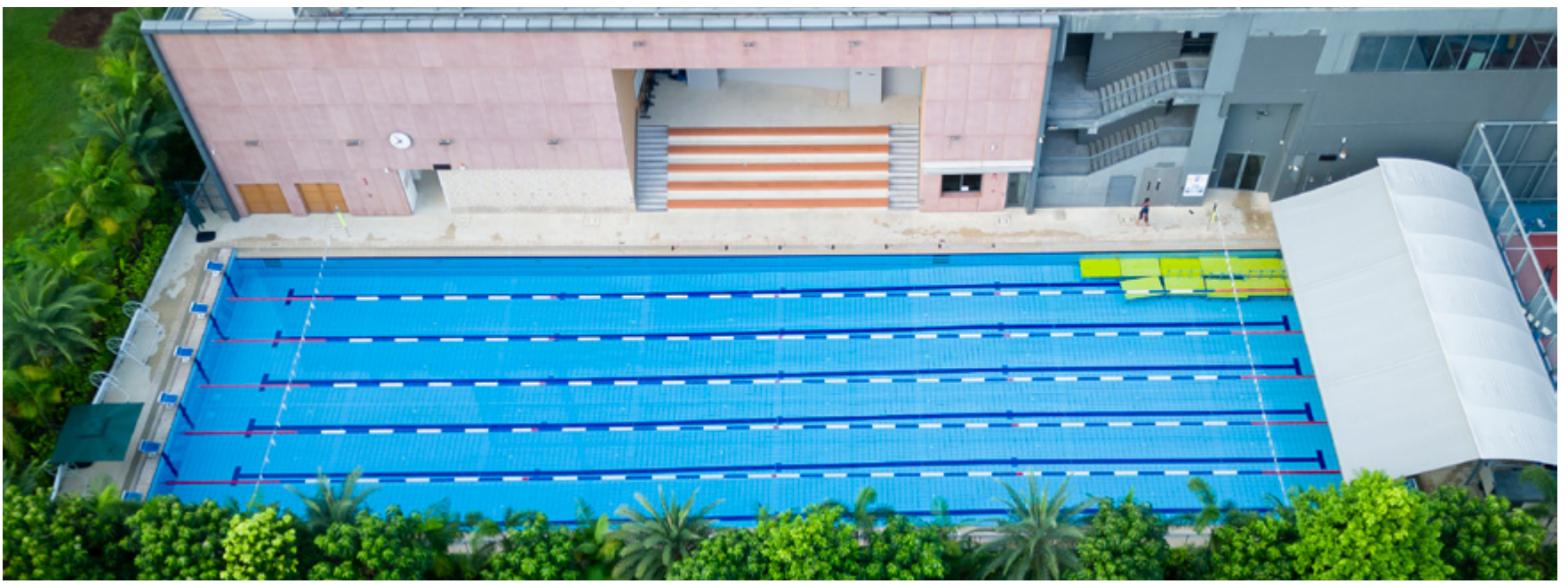
Further details and images of the outstanding facilities can be found [here](#).

The North London Collegiate School (Singapore) campus lies only 10 minutes from the Central Business District. It is a modern, purpose-built facility, designed to inspire ambitious learning and nurture the whole child. Spacious, light-filled classrooms sit alongside specialist facilities that support the school's academic and pastoral ethos, including dedicated science laboratories, art and design studios, music suites, and a fully equipped performing arts space. The library forms a vibrant hub for reading, research, and independent study, while flexible breakout areas encourage collaboration and inquiry.

Outstanding sports facilities – such as the double indoor sports hall, 50m swimming pool, and outdoor courts – promote physical confidence and wellbeing. Younger pupils benefit from thoughtfully designed early-years spaces that blend play, exploration, and structured learning. Throughout the campus, technology is seamlessly integrated to enhance teaching and creativity.

Every aspect of the campus reflects NLCS's commitment to excellence, providing students with an inspiring, safe, and dynamic setting in which to learn, grow, and thrive.





# SAFEGUARDING, PASTORAL CARE & WELLBEING

At NLCS (Singapore), the safety and wellbeing of every student is the school's top priority. NLCS is committed to creating a safe and supportive environment where all children feel valued, respected, and able to thrive. Staff are trained in safeguarding, and the school follows rigorous policies and procedures in line with international best practice. Safeguarding is everyone's responsibility, and together, the school ensures every child in its care is protected.

Pastoral care at NLCS (Singapore) is also central to the school's ethos, ensuring every student feels known, supported, and valued. A strong, structured pastoral system – anchored by form tutors, Heads of Section, and a dedicated wellbeing team – creates a nurturing environment where students can thrive academically, socially, and emotionally. Staff build close relationships with pupils, enabling early identification of individual needs and providing thoughtful, tailored support.

Wellbeing is woven into daily school life through age-appropriate programmes that promote resilience, healthy relationships, digital responsibility, and emotional literacy. Students are encouraged to develop confidence, balance and self-awareness, ensuring they feel secure, respected and ready to learn.





# HOUSE SYSTEM

The NLCS (Singapore) House System is more than a structure – it is the heart of the school’s vibrant community. It fosters friendships, builds resilience, and provides students with opportunities to lead and succeed, ensuring that every student feels a sense of belonging throughout their educational journey.

At NLCS (Singapore), every student, from Pre-Kindergarten to Grade 12, belongs to one of four Houses. The House System fosters a sense of belonging, collaboration, and healthy competition among students. They remain in the same House throughout their time at NLCS (Singapore), building strong ties, a sense of loyalty, and a “family spirit” that enhances their engagement and sense of community within the school. Siblings are placed in the same House.

Each House is named after an endangered tree species native to the region, reflecting the school’s commitment to environmental conservation and its connection to Singapore’s natural heritage.





# CURRICULUM

Please see the school website for more detailed information regarding the curriculum.

The curriculum at North London Collegiate School (Singapore) is deliberately ambitious, intellectually stimulating, and rooted in the school's long-established tradition of academic ambition. From the earliest years through to the Senior School, students follow a carefully structured programme that nurtures curiosity, independence of thought, and a genuine love of learning. The curriculum is broad, balanced, and enriched by specialist teaching that ensures depth as well as breadth across every subject area.

In the Junior School, pupils benefit from a strong foundation in literacy, numeracy, and inquiry-based learning, supported by specialist lessons in music, art, languages, and physical education. As students progress, they encounter increasingly sophisticated concepts and are encouraged to think critically, ask questions, and develop the habits of mind that underpin high academic achievement.

The Middle and Senior School curricula build on this foundation with a rigorous academic pathway that prepares students for the International Baccalaureate (IB) Diploma. Subject specialists deliver challenging, concept-driven lessons across the sciences, humanities, mathematics, languages, and the arts, fostering analytical thinking and intellectual confidence. Students learn to synthesise ideas, engage with global perspectives, and articulate their understanding with clarity and precision.

Throughout the school, the curriculum is enriched by a strong emphasis on pastoral care, personal development, and global citizenship. Students are encouraged to take intellectual risks, pursue their interests with purpose, and develop the resilience and self-discipline needed for success in demanding academic environments. Technology is integrated thoughtfully to enhance learning, creativity, and collaboration.

The NLCS (Singapore) curriculum reflects the school's belief that education should be transformative. It challenges students to aim high, think deeply, and develop the knowledge, skills, and character to thrive in an ever-changing world.



# EXTRA-CURRICULAR

NLCS (Singapore) offers an exceptional extra-curricular programme, with over 120 activities designed to broaden students' horizons, nurture individual passions, and develop well-rounded, confident young people. The school's co-curricular activities (CCAs) and enrichment opportunities span the arts, sports, academics, leadership, and service, ensuring every student can discover and deepen their interests beyond the classroom.

A rich arts programme encourages creativity through music ensembles, choirs, drama productions, visual arts workshops, and specialist masterclasses. Sport is equally prominent, with opportunities ranging from swimming, football, netball, and athletics to gymnastics and racket sports, supported by expert coaching and competitive fixtures.

Students can join clubs in robotics, coding, debating, Model United Nations, mathematics and science, while younger pupils enjoy hands-on exploratory activities that build confidence and curiosity. Leadership and character development are woven throughout, with roles in student councils, House activities, and service initiatives that foster responsibility, teamwork and global awareness.

The programme is deliberately ambitious, offering both breadth and depth, and reflects NLCS's belief that a truly outstanding education extends far beyond academic achievement. Students are encouraged to challenge themselves, make friends and cultivate interests that will shape their future lives.





# 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 leader, 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

NLCS needs little introduction to those familiar with high-performing UK schools: opportunities such as this are rare.

Already a 1,400-strong school with impressive results and university destinations, NLCS (Singapore) has the capacity to grow to approximately 1,600 and consolidate its reputation for outstanding outcomes while retaining a smaller community feel than some of the very large schools on the island. However, the dynamic Singapore environment brings its own challenges.

NLCS is a thriving school with superb staff and happy, successful pupils. The Director will need to be a community builder; someone who can forge strong and trusting relationships quickly and then maintain them across all constituencies. Modelling the NLCS values in day-to-day interactions with staff, parents and pupils will be crucial.

This is not a school for big egos; the Director will be working with and within teams: Meraki Education, NLCS International, NLCS UK, and, of course, the School Governors, Principals, leadership team and wider school community. Alongside the strength and strategic vision expected of an NLCS Director, the successful candidate must be genuinely empathetic and willing to compromise when necessary. NLCS balances proud tradition and rapid innovation, and the Director should embody both. Excellent staff will be looking to be inspired, not micromanaged, and a thriving community of happy young people is looking to an exciting new phase in the history of the school.

The Director will report to and be supported by a governing body comprising representatives of both NLCS International and Meraki, while NLCS in the UK provides support through academic quality assurance, staff training and induction, recruitment and curriculum development.

The Director will have already led or be leading an international school of 1,000+ students and be familiar with a for-profit educational environment. A successful NLCS (Singapore) Director should relish the financial dimension of leadership, seeing it not as a burden but a strategic lever for sustaining quality and driving the school's long-term growth.

The role might suit a sitting Head at any stage of their career, provided their experience is sufficiently rich, their skill set suitably broad, and their ambition congruent with the expectations of NLCS.

# KEY RESPONSIBILITIES

## Strategic Vision and Development

- To communicate a clear, compelling vision for NLCS (Singapore).
- To work collaboratively with NLCS International and Meraki Education.
- To report regularly on the progress of the school to NLCS International and the NLCS (Singapore) Board of Governors.

## Leadership and Management

- To appoint, lead and inspire a high-performing senior leadership team.
- To oversee the appointment of high-quality management, administrative and support staff.
- To promote the professional development of staff, providing appropriate support, guidance and training activities.

## Educational Attainment

- To create opportunities for all pupils to recognise academic excellence and realise that it is attainable.
- To ensure that a high-quality educational experience is available for all students who attend the school and that they are able to make the most of their gifts.
- To ensure that an ambitious curriculum is developed and delivered through effective subject teaching, learning and assessment practices.
- To continue to embed an educational vision which reflects the values of North London Collegiate School and ensures pupils are well prepared to enter leading universities around the world.

## External Engagement

- To be a compelling ambassador for NLCS (Singapore), building strong, trusting relationships within and beyond the community.
- To lead student recruitment and marketing efforts and to ensure the school has an efficient, professional admissions function.
- To champion the distinctive NLCS educational philosophy.
- To engage with external bodies for the benefit of NLCS (Singapore) and ensure the school remains responsive to changes in the external environment in which it operates.
- To build strong links with NLCS (UK) and the other NLCS international schools around the world.

## Resources and Performance Management

- To oversee the effective operational and financial management of the school within the agreed budget.
- To maintain an effective organisational structure.
- To act in accordance with Singapore legislation as well as UK guidelines affecting the conduct of the school, particularly those concerning welfare, safeguarding, health and safety matters and employment rights.



# PERSON SPECIFICATION

The successful candidate will possess many of the following personal characteristics, experience, skills, and knowledge.

## Educational Philosophy and Values

- A commitment to the philosophy that all children, irrespective of background or ability, are entitled to be taught by passionate and knowledgeable teachers.
- A commitment to offering an education that inspires pupils with a love of academic subjects in a school that has a strong culture of academic ambition and rigour.
- A commitment to the scholarly and vibrant atmosphere in the school so that all pupils can give of their best and flourish through subject teaching that inspires and stretches and through a rich programme of activities outside the classroom.
- A commitment to encouraging pupils to try themselves out in a variety of ways, and in doing so, develop a belief in themselves and the ambition to achieve their dreams.
- A commitment to an aspirational ethos in which every child matters and in which all pupils feel happy, confident and valued as individuals – where no child is written off and where there are no limits on the expectations of any child's achievements.
- A deep alignment with the values and educational philosophy of NLCS, with the ability to translate these authentically into the Singapore context.

## Experience and Knowledge

- Educated to degree level (and preferably beyond).
- Leadership experience within a significant, relevant organisation and proven ability to develop a strategy and convert it into results.
- A proven track record of successful leadership and delivery of academically ambitious teaching and learning.
- A proven ability in the successful leadership of significant resources and staff, with the ability to create and develop leadership structures.
- A proven commitment to recruiting and developing highly qualified and able staff.
- International Baccalaureate (IB) curriculum experience is desirable but not essential.

## Skills

- Outstanding communication, influencing and negotiating skills across a range of stakeholders.
- Strong interpersonal skills to forge partnerships and build positive working relationships with and influence others.
- High levels of cultural intelligence and diplomacy, with the ability to build trust and credibility across diverse communities.
- Well-developed entrepreneurial instincts and the commercial acumen to lead a successful school.

## Remuneration

Compensation will be competitive and commensurate with the role.



# APPLICATION PROCESS

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This recruitment process is being managed by RSAcademics Ltd on behalf of NLCS (Singapore). Unless stated otherwise, all communication about the appointments will be via RSAcademics.

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

- Chris Edwards, Senior Advisor for International Appointments: [chrisedwards@rsacademics.com](mailto:chrisedwards@rsacademics.com)
- Jean Sullivan, Head of International Search (based in the UK): [jeansullivan@rsacademics.com](mailto:jeansullivan@rsacademics.com)
- Hannah Green, International Appointments Consultant (based in Malaysia): [hannahgreen@rsacademics.com](mailto:hannahgreen@rsacademics.com)

Interested candidates are invited to contact Hannah Green or Jean Sullivan for an initial confidential discussion, including a copy of your CV/résumé.

**Closing date: This is a rolling process.**

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](http://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](mailto: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 will take place by video call with RSAcademics colleagues.
- Longlist interviews will take place online thereafter with the NLCS team. Final interviews will take place in Singapore.

*NLCS (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 NLCS (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.*

RS Academics is a global executive search and consultancy firm working exclusively with schools. For more than 20 years, we've supported governors and leaders at pivotal moments – whether they are appointing senior staff or making complex strategic decisions. What makes us distinctive is the depth of first-hand experience in schools across our team – as heads, governors, bursars and senior professionals – combined with specialist expertise in areas such as strategy, research, marketing and finance. This blend is continually enriched by our ongoing consultancy and appointments work with schools worldwide, so our advice is always current, practical and evidence led. Please visit [www.rsacademics.com](http://www.rsacademics.com) for more information.