



EXECUTIVE **SUMMARY**

Nexus International School (Singapore) is an empowering, learning-focused community. We strive to create an honest, open and innovative community with our learners, parents and peers.

We are a private, co-educational international IB World School catering for learners aged 3-18. The school enrolled its first learners in July 2011 and caters to 1,500 students representing 60 different nationalities. Following eight years of rapid growth we moved to an iconic purpose-built campus in central Singapore in January 2020. Designed by educators, our new campus offers flexible and innovative learning spaces that support learner agency and enhance the learning experience.

Nexus Singapore's rapid growth trajectory is set to continue, and we are expecting to reach our capacity of 2,000 learners in the next couple of years. This is therefore an exciting opportunity to lead and continue to shape a school which is fast becoming one of Singapore's leading educational institutions. The next Principal will continue to develop our school as a thriving, forward-thinking learning community, as well as work with the wider Taylor's Family to shape and embed the Taylor's approach to education at Nexus Singapore.

The successful candidate will combine a track record of highly successful leadership experience in large school settings with cultural awareness, political nous and a global perspective to inspire the entire Nexus Singapore community. First-class communication skills with the gravitas to act as a visible leader and ambassador are crucial, as is a genuine resonance with the IB and an authentic commitment to the mission, vision and core values of Nexus.



AN INTRODUCTION TO NEXUS

Our Story

The Nexus brand was designed with 21st century learning in mind at every level of the school. This need to continually evolve and respond to the future is an ethos that has underpinned the growth of Taylor's Schools to become one of Asia's leading private education providers.

The Nexus International School brand was established in 2007 by Taylor's Schools, with the first campus set up in Putrajaya, Malaysia. In 2011, Taylor's acquired Excelsior International School in Singapore. It rebranded the school to Nexus International School (Singapore) which was then located at Ulu Pandan.

Our shift to the new world-class campus at Aljunied in January 2020 sought to create an ideal environment to promote the "Nexus Way" ethos of encouraging learners to see the world from a global perspective. Our world-class purpose-built campus was designed with innovative learning at the centre of our decision-making process.

Our teachers know best learning practices and were heavily involved in the design process of the school. The result is that we have open-plan and flexible areas for our learner community to leverage and to suit their learning needs.

THE NEXUS WAY

Nexus' learners have an open and creative mindset for better critical thinking skills; learning how to build strong supportive relationships, understanding their own impulses, and developing empathy for others. Encouraging them to see the world from a global perspective, our learners are taught to become independent through experiences within and beyond the classroom, whilst technology is embedded in the learning process to enhance creativity.

In order to achieve this, The Nexus Way was developed as our guiding philosophy, adopting the key elements of Mindsets, Relationships, Inclusion, and Innovation.

Mindsets – Nexus learners demonstrate an open and creative mindset that encourages deep inquiry and critical thinking. By investigating concepts, learners develop a growing understanding that enables them to explore interconnected ideas.

Relationships – Nexus learners thrive through effective learning-focused relationships in an ambitious and collaborative community. A restorative culture of respect and high expectations drives all that we do.

Inclusion – Nexus learners develop a strong understanding of themselves and a true empathy for others. They benefit from world-class, learner-centred education that empowers them to discover their passions and achieve personal excellence.

Innovation – Nexus learners are challenged through authentic, technology-rich and transformative learning experiences. Our innovative learning environments, together with our dynamic approaches to learning, put us at the forefront of global educational practices.







ACCREDITATION AND AWARDS

Nexus International School (Singapore) is an IB School and an accredited member of the Council of International Schools (CIS) and the Western Association of Schools and Colleges (WASC). It is one of only three Apple Distinguished Schools in Singapore.

The School was awarded the Construction Excellence Award under the Institutional Building Award Category from the Building and Construction Authority (BCA) in Singapore for 2020-2021.

In 2021 the School was presented with a Gold Award by the CREDAWARD (China Real Estate & Design Award). This is a historic first Gold awarded to a Singapore property development in the CREDAWARD annals.

Also in 2021, Nexus won the Gold Award for 'Best Innovative Learning Environment' and the 'Entrepreneurship in Education Award' in the HoneyKids Singapore Education Awards.

As a testament that it has an amazing culture that promotes collaboration and inclusiveness, Nexus International School Singapore has been awarded - Great Place To Work® Certified™ in Singapore for 2 years consecutively in 2022 and 2023.



ACADEMIC **EXCELLENCE**

At Nexus International School, we follow the International Baccalaureate (IB) Primary Years Programme designed to support learners aged 3 to 11 years old. Our primary school curriculum comprises English, Social Studies, Maths, Science and Technology, Arts and Physical, Social and Personal Education. Our inquiry-based teaching approach encourages learners to ask questions and explore the world around them, guiding children to learn in a way that best suits their unique learning style.



Following the IB Middle Years Programme, Nexus provides an internationally recognised curriculum that helps secondary school learners develop the skills and knowledge they need to succeed in a rapidly changing world. Our secondary school curriculum is divided into eight subject areas: Language and Literature, Language Acquisition, Individuals and Societies, Science, Maths, Arts, Physical and Health Education, and Design.



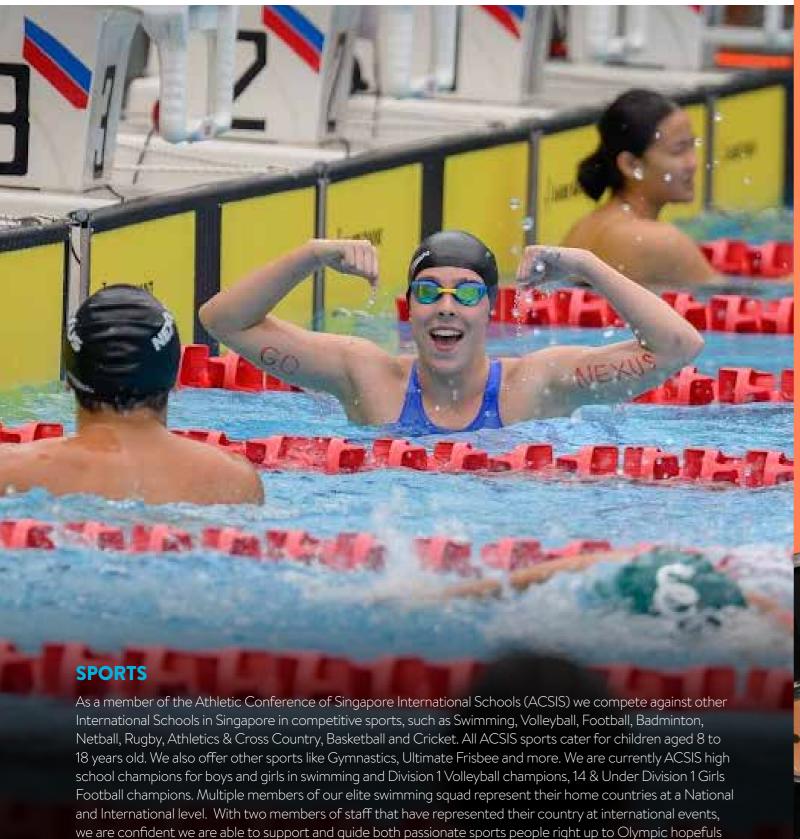






BEYOND THE CLASSROOM

to reach their dreams.



MUSIC

Music classes at Nexus International School in Singapore are dedicated to offering opportunities for learners to participate and achieve their potential. Our music elective programmes are part of the curriculum for Nursery to Year 9 children before specialising as an optional examination subject. Learners have the opportunity to join bands, choirs, ensembles, orchestras and CCAs to follow their musical passions.



CO-CURRICULAR ACTIVITIES

We believe it is important for learners to find hobbies they are passionate about outside of school, and our Co-curricular Activities (CCA) programme gives them exposure to a range of exciting activities.

Learners can choose from over 90 CCAs ranging from choir, Model United Nations (MUN), chess club to lego robotics, Dungeons and Dragons and race car engineering. Older learners are encouraged to lead a CCA as part of their CAS component for their IB Diploma or as contribution towards their Duke of Edinburgh Award.

We consider every learner at Nexus capable of taking on a leadership role and co-curricular activities are one way to facilitate that. Through Primary Action Groups, Secondary Student Council and Eco-Committees children are encouraged to take action in planning and organising a variety of initiatives. They have worked on projects such as their own vertical garden, from prototype to a 2-metre-high garden. Another group of learners is creating their own skate park!

ENTREPRENEURSHIP

At Nexus, we believe that learning about entrepreneurship, taught through workshops and programmes in schools, benefits learners from all socio-economic backgrounds. We always try to inspire out-of-the-box thinking and innovation and we actively encourage our learners to explore new ideas such as the opportunities and challenges behind running a business.

In PYP, our Y4 learners learn about markets and day-to-day business while our IGCSE curriculum offers business and economics as optional subjects. Our IBDP follows the Individuals and Society group that offers both business management and economics at the standard and higher level, where learners are encouraged to develop a holistic view of the world of business.

This is further amplified by real-life examples of business programmes and entrepreneurship workshops where our IBDP students are encouraged to participate in the Junior Achievement Company of the Year. The programme goes through the entire lifecycle of a business, including how to start and sell shares in a company, learn the different functions of a company, create a product and market and sell it, liquidate a company and formalise profit-sharing. We have two learner-led companies at Nexus that have won the Junior Achievement Singapore Company of the Year competition in 2020 and 2021. One of these companies, Team Revival, even went on to win the Asia Pacific competition in 2021.





More information can be found here.

OUR **PEOPLE**

Leadership

The Principal at Nexus International School (Singapore) leads the Senior Leadership Team which comprises:



PrincipalNexus International School Singapore



Fiona Lewis Head of Primary School



Heather Millington Head of Secondary School



Paul Rimmer Deputy Head of School (Primary) & PYP Coordinator



Allan Bilney Deputy Head of School (Primary)



Duncan Shiel Deputy Head of School (Secondary)



Stephanie Hughes Deputy Head of School (Secondary) & MYP Coordinator



Rachel Chua

Assistant Head of School (Primary)



Assistant Head of School (Secondary)









BRAND PROMISE

SHAPING FUTURE-READY LEARNERS

At Taylors Schools, our mission goes beyond mere academic achievement. We are committed to nurturing learners who are **Relevant, Responsible**, and **Resilient** -qualities essential for lifelong success in an ever-evolving world.



We invite senior staff to play a pivotal role in realizing this vision, helping us empower every learner to thrive, adapt and lead with purpose.



Academic Rigor and Choice

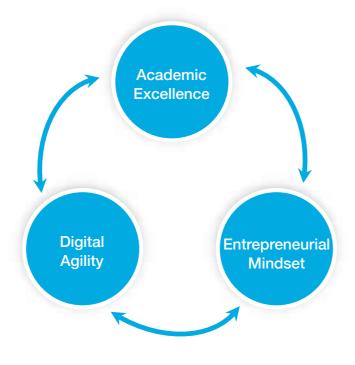
We maintain high standards for academic achievement, ensuring our learners gain entry into top universities. To broaden learner opportunities, we need to expand beyond a single exam board; options like IBDP, IBCP and BTech will be available. Collaborations with higher education institutions will offer micro-credentials, allowing learners to deepen their expertise in areas of interest.

Digital Agility

In this digital era, learners must be adaptable and technologically fluent. With the creation of the Director of Digital Learning & Entrepreneurship (DDLE) role at Nexus International School Singapore and our Taylor's Schools DARE 2030 Masterplan, staff will collaborate to share digital tools and pedagogy across campuses, strengthening our collective impact as a group of schools.

Entrepreneurship Mindset

Cultivating an innovative spirit in learners equips them to identify challenges and create solutions. DDLE will work with the Principal to design programs that foster creative problem-solving and entrepreneurial thinking from early years onward.



esilient

Our Care: Mvmt initiative (launched in 2022) guides learners towards personal and social responsibility:

Care:Self – Promote well-being and self-management as foundational traits.

Care:Others – Develop empathy and community-mindedness through service and mentorship.

Care:World – Encourage environmental stewardship and global citizenship.

Senior staff will lead by example, shaping programs that move beyond "tick-the-box" activities but prioritizing meaningful experiences that instill a lasting sense of responsibility.



esponsible

Nobody learns to walk without falling. True growth flourishes in an environment where risk-taking and failure is supported and setbacks are embraced as learning opportunities.

Our facilities are designed for holistic development, challenging learners physically, mentally and emotionally.

Principals are empowered to establish a culture that welcomes failure, facilitates healthy competition (internal and external) and celebrates perseverance.

We are seeking a visionary leader who can champion the cultivation of 3R in our learners by inspiring staff, driving strategic educational initiatives and fostering an environment where every learner is equipped to thrive and make a positive impact.



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TAYLOR'S SCHOOLS OVERVIEW



2000+ Learners
Prestigious Brand
75 Years of Excellence
Campus Transformation Plan



500+ Learners
Premium Brand
Leading Australian School
1st Certified Visible Learning School



1500+ Learners
Premium Brand
Innovation Leading
Award Winning Campus



1300+ Learners
Mid-Tier Brand
Pathway to Taylor's College
Campus Transformation Plan



650+ Learners
Premium Brand
IB Market Leader
Award Winning Boarding



1200+ Learners
Mid-Tier Brand
Pathway to Taylor's College
Award Winning Campus

LIVING IN SINGAPORE

Welcome to Singapore

Singapore is a vibrant, modern city-state in Southeast Asia that consistently ranks among the world's top destinations for expatriates. Known for its political stability, safety and excellent infrastructure, Singapore offers a high standard of living that appeals to professionals and families alike.

Did You Know?

Demography of Population

Singapore has a population of about 6 million people. It is a diverse and multicultural society, with Chinese, Malay, Indian and expatriate communities contributing to a rich cultural mix.

Weather

Singapore has a tropical rainforest climate, hot and humid year-round with temperatures between 25°C and 32°C. Rain is frequent, especially during the monsoon seasons (November–January), but showers are typically brief and predictable.

Transportation

Singapore boasts one of the world's most efficient transport systems. The MRT (Mass Rapid Transit) network, buses and taxis are clean, safe and punctual, making it easy to live without a car. Roads are well-maintained, and e-hailing services are widely available.

Currency & Banks

The national currency is the Singapore Dollar (SGD). Local and international banks such as DBS, OCBC, UOB, HSBC and Standard Chartered provide extensive services. Credit cards are widely accepted, and digital payments (PayNow, GrabPay) are common in daily life.

Neighbourhoods

Where to Stay

Popular residential areas for expatriate families include:

Holland Village Orchard Road Tanglin East Coast Bukit Timah

These neighbourhoods offer a mix of green spaces, shopping and dining, all within easy reach of the city centre.

Nearby Attractions

Family-friendly Activities

Despite its size, Singapore offers a wealth of family activities and attractions:

Parks & Nature:

Singapore Botanic Gardens (UNESCO), Gardens by the Bay, MacRitchie Reservoir, Southern Ridges

Beaches & Leisure:

Sentosa Island, with attractions such as Universal Studios Singapore and S.E.A. Aquarium

Culture & Arts:

National Gallery Singapore, Esplanade - Theatres on the Bay, vibrant festivals and museums

Shopping & Dining:

Orchard Road malls, hawker centres, and world-class restaurants offering global cuisines

Weekend Neighbourhoods to Explore:

Tiong Bahru, Joo Chiat and Katong, and Holland Village – each with its unique charm, boutique shops, cafés and cultural experiences.

JOB **RESPONSIBILITIES**

The Principal will report to the President & CEO of Taylor's Schools and play a key role in driving the ongoing strategic development of the school. They are accountable to the Board of Directors for delivering the highest standards of education while ensuring the school's financial sustainability. The Principal is also responsible for fostering an environment where every learner becomes relevant, responsible, and resilient - reflecting our commitment to the Taylor's brand promise.

Academic Excellence

- Results ensure the school delivers academic excellence and value add to our students through the
 effective use of data to develop personalised learning journeys which may include new alternative
 pathways
- Provide alternative pathways such as IBCP and BTech to ensure our learners have options for graduation pathways that best suites their needs
- Create opportunities for our learners to earn micro credentials to supplement and enhance their learning
- Collaborate with the Group Director of Education to share best practices in teaching and learning across our group to best serve our learners
- Provide regular and detailed reporting to parents to keep them informed of their child's progress

Digital Agility

• Ensure that the curriculum includes digital literacy and competencies and ensure the appropriate use of technology in teaching and learning

Entrepreneurship

- Forge relationships to co-operate and collaborate with corporate partners and higher education institutions for entrepreneurial opportunities for our students
- Organize CCAs, events or competitions within the school to foster a growth mindset and build resilience in our learners

Responsibility:

- Character building through implementation of the Care:Mvmt
- Provide opportunities for learners to develop responsibility and agency for their own learning and wellbeing
- Foster a culture of care throughout the school to enable our students to develop skills and attitudes of caring for others
- Create opportunities for learning and developing skills to enable our students to care for the world around them

Resilience in learners

• Ensure the school offers opportunities for challenge and competition for our students to build character and resilience

Learner numbers

- Working with the Chief Growth Officer (CGO) to deliver student acquisition enrolment targets
- Working with the SLT to devise a student retention plan and accountability for delivering the plan to ensure student attrition (excluding graduates and out of country leavers) is below 10% of total student population
- Working with the Chief Operating Officer (COO) and Head of Operations (HOO) or the respective Heads of Departments (HOD) to ensure staff satisfaction is at a high level and achieving a staff net promoter score as per KPIs listed below
- Working with the COO to ensure premises are maintained to a high standard
- Working with the Chief Financial Officer (CFO) to ensure the school is profitable and financially efficient by reviewing staffing levels and actively managing costs
- To meet the KPIs of the school set out in the table below

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JOB **REQUIREMENTS**

- Work with the President of Taylor's Schools on the Strategic Planning and Development of the school to ensure innovation in educational opportunity in support of the priorities of Taylor's Schools.
- Working with the Group Director of Education to collaborate with other schools within the group to share best practices in teaching and learning and to implement group wide academic priorities and strategies
- Leadership of the Heads of Schools and all staff.
- Recruitment of school staff (both teaching and non-teaching) in collaboration with HOO or HOD and COO, implementing performance monitoring systems and ensuring performance development programs meet the needs of the School and its staff.
- Promotion of innovation and personalised learning at all levels of the School so as to consistently achieve high academic standards.
- Ensuring that programmes in the School are aimed at developing each child towards achieving the best student outcomes and that character building is embedded in all School operation/activities.
- Ensure smooth and efficient operation and development of the School and its facilities working through the HOO or HOD and the COO
- Collaborate and build high performing teams, and be able to inspire, motivate and develop sustainable relationships with all members of the school community
- Sound business acumen with the ability to manage financial budgets with astuteness.
- Engage with students, teachers, parents and community leaders in a manner that is open, inclusive and conveys the values of the organisation and school

Person Specification

The next Principal at Nexus International School Singapore should be an exceptional educationalist and an inclusive, driven, agile, innovative and ambitious leader. More specifically, the successful candidate will demonstrate most or all the following experience, skills, knowledge and personal attributes.

Experience

- A first-class educator with a track record of leadership success as a Principal in large schools.
- Strong cross-cultural leadership abilities ideally developed through experience leading in an international environment.
- Proven experience of leading, developing and motivating high calibre teams with a clear commitment to the continuing professional development of all colleagues.

Skills and Knowledge

- Outstanding communication and interpersonal skills with the gravitas to be an impressive and compelling ambassador for Nexus Singapore in a competitive market.
- A broad understanding of the rapidly evolving international education sector and the opportunities and challenges this presents for Nexus Singapore.
- Strong leadership and management skills with the ability to empower the Senior Leadership Team to deliver their remits to the highest possible standards, upholding a culture of high responsibility, high accountability.
- High levels of emotional intelligence and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds, as well as assimilate the context in Singapore.
- The diplomacy, flexibility and political acuity to work effectively with Taylor's Schools and other key stakeholders such as the Ministry of Education.
- A good understanding of the business aspects of modern school leadership.

Personal Attributes and Leadership Style

- A highly visible leader with the charisma, energy and ambition to inspire and motivate different constituencies.
- Strong personal drive, high levels of self-awareness, resilience, humility and flexibility.
- A deep commitment to Nexus Singapore's distinctive vision, mission and values.
- Commitment and Stability: a leader who is prepared to commit ≥5 years.
- Purpose-aligned: believes in and is passionate about our strategy and brand as it aligns with theirs (not just "taking a job").
- Team galvaniser: unites and energises all staff toward shared goals.
- Strategic with execution-minded: clear on direction and the plan to get there
- Commercial acumen: respect financial targets and driving efficiency in school
- High EQ: excellent in engaging parents, learners and staff.
- Ability to Manage Upwards: Capable of working effectively with the Board, TSO and external stakeholders.

TERMS OF **APPOINTMENT**

The successful candidate will be offered a competitive salary in line with the seniority of the role. The remuneration package will include an accommodation allowance, medical insurance, annual flights home and places in the school for dependent children. It is expected that a three year contract will be offered in the first instance.

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APPOINTMENT PROCESS & HOW TO APPLY

This recruitment process is being managed by RSAcademics Ltd on behalf of Taylor's Schools. Unless stated otherwise, all communication about the appointments will be via RSAcademics.

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

Chris Edwards,

Senior Advisor

ChrisEdwards@rsacademics.com

Hannah Green,

International Appointments Consultant Hannah Green @rsacademics.com

Jean Sullivan.

Head of International Search

JeanSullivan@rsacademics.com

Interested candidates are invited to contact Hannah Green by email for an initial confidential conversation; please attach a copy of your CV/résumé.

The deadline for receipt of applications is Monday 13th October 2025 at 10:00 (UK)/17:00 (Singapore)

You should submit:

- A completed application form.
- A completed data sharing agreement.
- A copy of your curriculum vitae/résumé.
- A covering letter, preferably of no more than two pages, addressed to Mr BK Gan, President and CEO, Taylor's Schools. 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 NISS and Taylor's approach and the opportunities presented by NISS. A letter that is largely generic may result in your application not being considered.

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.

Should you have any queries relating to uploading your application documents, please contact Alison Hooper, Project Coordinator, at **applications@rsacademics.com**. Alison can also be reached by calling +44 (0) 204 6269 791.

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 by video conference w/c 13th October.
- Video interviews with members of the Taylor's Schools team will take place between 30th October and 3rd November.
- Final interviews will take place in Singapore on 10th and 11th November. Any candidate who knows they will have difficulty travelling then should make this known at the 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.



