



SPGS
INTERNATIONAL

**Education Director
SPGS International**

**CANDIDATE
INFORMATION
PACK**

Required as soon as possible

Welcome to SPGS International

We are thrilled that you are interested in joining us. It's an exciting time to join our team as we expand into new markets, from China to Thailand and the Middle East.

Our mission is to bring the educational excellence of St Paul's Girls' School to the world through a unique network of connected schools.

SPGS International schools provide a vibrant, holistic, and innovative education that inspires students to achieve academic excellence while embracing their individuality.

We look forward to welcoming you.



SPGS International

SPGS International is a wholly owned subsidiary of the world-renowned St Paul's Girls' School. Its purpose is to share the educational excellence, values and intellectual ambition of St Paul's with a global network of like-minded partner schools.

Working with international school operators and investors, SPGS International supports the establishment and development of schools overseas that are authentically aligned with the ethos of St Paul's Girls' School. Any surplus generated is gifted back to St Paul's to support its bursary programme.

SPGS International schools offer an academically rigorous, holistic and innovative education, nurturing intellectual curiosity, independence of thought and personal integrity. Students are encouraged to act with courage and empathy, to think critically and creatively, and to see themselves as globally minded citizens who contribute positively to the world around them.

SPGS International has a rapidly expanding network of schools, from our first international school which opened in Chengdu, China in 2021, to new schools set to open in Bangkok (2026), Singapore and Dubai.





Education Director

SPGS International

Full Time

Location: St Paul's Girls' School, Hammersmith, London, with frequent international travel

Start date: As soon as possible

The Education Director is expected to spend significant time in St Paul's Girls' School when not travelling, but with some remote working possible. This is a year-round role, but some consideration can be given to alternative leave and flexible working arrangements in holiday periods.

Education Director

SPGS International

Role Description

SPGS International is seeking an exceptional senior educationalist to join us as Education Director. This is a high-profile and outward-facing leadership role, ideally suited to an experienced Head or senior leader with a deep commitment to educational excellence, strong values, and a proven record of inspiring and leading outstanding teaching and learning.

Working from St Paul's Girls' School (SPGS) in London, the Education Director will be the principal guardian and ambassador of the academic ethos, values and educational philosophy of St Paul's Girls' School across the SPGS International school network. Central to the role is ensuring that every SPGS International school offers an education of the highest quality, with the student firmly at the heart of every decision, approach and interaction.

You will work in close partnership with local Heads and leadership teams at the SPGS International schools, providing challenge, support and professional insight. Through relationship-building, mentoring, quality assurance and strategic guidance, you will help schools to develop exceptional teaching and learning, effective pastoral care and a rich co-curriculum that enables the students to thrive as well as a strong professional staff body and cultures that align with the principles and expectations of St Paul's Girls' School.

The role combines strategic oversight, hands-on educational leadership and deep professional credibility. It also includes a significant contribution to leadership recruitment, staff induction, professional development, and the development of future educational leaders across the international network.





Education Director

SPGS International

What This Role Offers

- **A rare opportunity to shape education globally while remaining rooted in a world-leading school**
This role allows you to extend the influence of St Paul's Girls' School's intellectual, values-driven education to a global context, while remaining closely connected to the life, culture and academic community of the school in London.
- **A strategic, values-led leadership role for an experienced educationalist**
The position is ideally suited to a current or former Head or Senior Leader looking to apply their expertise at a system-wide level, influencing multiple schools through mentoring, challenge, partnership and professional trust rather than direct line management.
- **The opportunity to work collegiately with outstanding school leaders**
You will develop close, professional relationships with local Heads and senior teams, acting as a trusted adviser, critical friend and advocate for excellent teaching and learning, rather than as an inspector or regulator.
- **Meaningful international engagement with purpose**
Extensive international travel offers exposure to diverse educational contexts, cultures and communities, with the satisfaction of building schools where SPGS International students thrive and that genuinely reflect shared values and long-term educational integrity.
- **The chance to leave a lasting legacy**
By shaping leadership recruitment, staff induction, professional development and quality assurance across the network, you will help establish sustainable cultures of excellence that endure far beyond individual appointments. Importantly, students in turn will also benefit from your impact across the network.
- **Intellectual challenge and professional renewal**
The role offers variety, autonomy and intellectual stimulation, combining strategy, educational thought-leadership, mentoring and hands-on school support, with ongoing opportunities for professional learning and development.
- **Alignment with a strong moral purpose**
All SPGS International income supports bursaries at St Paul's Girls' School, meaning your work directly contributes to widening access and educational opportunity, while keeping students firmly at the heart of everything you do.

Key responsibilities

Educational Leadership and Ethos

- Act as the principal custodian and ambassador of the ethos, values and educational principles of St Paul's Girls' School across all SPGS International schools
- Work with the leadership and staff of SPGS to support and guide international development
- Ensure that the student remains at the heart of all academic, pastoral and co-curricular provision
- Work closely with local Heads to support, challenge and develop the quality of leadership, teaching and learning and pastoral care

Quality Assurance and Academic Standards

- Lead and oversee annual quality reviews and inspections, including setting review frameworks, leading review teams and reporting outcomes; Maintain and regularly review robust quality assurance processes across the network, with a particular focus on safeguarding and pastoral care
- Provide clear, constructive recommendations for school improvement and support leaders in implementing them
- Exercise oversight of teaching and learning standards, curriculum coherence and assessment practices in all SPGS International schools and programmes

Leadership, Induction and Professional Development

- Support operating partners in the recruitment of Heads and senior leaders, contributing to appointment processes and succession planning
- Design and deliver effective induction programmes for new Heads and senior staff, embedding SPGS values, expectations and ways of working
- Provide ongoing professional support, coaching and mentoring to Heads and leadership teams
- Define and lead a scalable programme of professional learning, training and network collaboration for teaching and support staff
- Advise on staff training, accreditation and professional development pathways

School Start-up and Operational Support

- Provide expert guidance to partners in the academic start-up of new schools, including curriculum design, pastoral care, staffing structures, co-curricular provision and timetabling
- Offer strategic advice on academic policies, structures and processes to support sustainable growth and excellence
- Contribute expert educational input to governance and compliance, including accreditation pathways

Strategic Development

- Define and lead SPGS International's academic support offer to partners, ensuring it remains distinctive, rigorous and aligned with St Paul's Girls' School ethos
- Build strong, trusting partnerships with international operators and school leaders
- In the medium term, recruit, develop and oversee a small team of educational specialists supporting the international network

Person Specification

Qualifications and Experience

- Educated to degree level
- Qualified teacher status with a recognised postgraduate teaching qualification or equivalent experience
- Substantial leadership experience, including as a Head or Deputy Head, within an international school and with experience of the British independent sector. Experience of 3-18 through-school leadership an advantage
- Strong understanding of excellent teaching and learning, curriculum design, outstanding pastoral care and staff development
- Working knowledge of school governance, compliance and accreditation processes
- A demonstrable track record of improving educational outcomes and leading successful teams

Personal Attributes

- A values-driven educational leader with a clear moral purpose and a student-centred mindset
- Credible, confident, optimistic and inclusive, with the gravitas to work effectively with senior leaders and governing bodies
- Highly organised, self-motivated and able to work independently across multiple projects and time zones, including international travel
- Exceptional communication and interpersonal skills
- Adaptable, flexible, resilient and able to remain calm
- Professional under pressure and comfortable with ambiguity and uncertainty
- Tactful and discreet, with a strong commitment to safeguarding and professional standards
- Curious, reflective and committed to ongoing professional learning

Desirable

- Master's degree in educational leadership or evidence of equivalent professional development
- Fluency in another language or experience of working with students for whom English is an additional language





The School

St Paul's Girls' School is an historic and highly successful day school in west London, welcoming students aged 11 to 18. It was founded in 1904 by the Worshipful Company of Mercers as one of the first purpose-built schools for girls and was designed by the architect Gerald Horsley. It is one of the country's leading independent secondary day schools for girls and is a lively academic community with excellent facilities for all subjects.

A shared enthusiasm for academic endeavour lies at the heart of our school. Students are encouraged to think deeply and explore ideas beyond the curriculum. Outside of the classroom, rich and varied co-curricular provision caters to all passions and hobbies.

There are 825 students on roll, coming from a wide range of feeder schools across both the state and independent sector and there is thriving sixth form of about 230 students. Entry to the school at 11+ is by competitive exams held in January and at 16+ in November, and there is heavy demand for each place. Public exam results are consistently outstanding and

**about 40% of all students every year
move on to Oxford and Cambridge.**

Increasing numbers also go on to higher education at Ivy League colleges in the United States. Aspirations and achievements in many areas go well beyond what one would normally expect from a school, making SPGS a very exciting and stimulating place in which to work.



Our Educational Ethos

The emphasis on liberal learning established by the first High Mistress, Frances Gray, finds expression today in an academically adventurous curriculum, which encourages intellectual freedom, discovery, and the joy of scholarship. Pastoral care is excellent, and all students are placed in small tutor groups to ensure the highest standards of personal attention and development. There is a vibrant co-curricular life and a busy programme of partnership and service activities, which demonstrate the importance of collaboration, diversity and inclusion, and which empower students to make a difference in the world beyond school.

Creative Arts & Co-curricular

We have an excellent reputation for the creative and performing arts, with students contributing to an exciting programme of musical and dramatic performances and art exhibitions. Our co-curricular programme is full and varied, offering innumerable opportunities for students to develop their individual interests and skills, from debating to fencing, chess to Fem Soc.

Sustainability

We have an active and popular society focused on sustainability, which works closely with the school to raise awareness of environmental issues and to reduce our carbon footprint, a project to which we are deeply committed.

Sports

The school is well accustomed to sporting success, with hundreds of fixtures played throughout the year and opportunities for all ages and talents. Our pitches, tennis and netball courts, sports hall and pavilion are close by, offering some of the best sporting facilities a central London school could wish for.





Equality, Diversity and Inclusion

Diversity and inclusion sit at the heart of the school. We believe passionately that it is our moral imperative to contribute to social mobility through education and to work to reduce the attainment gap, which, the EPI reported, has stopped closing for the first time in a decade. Our bursary programme currently provides financial support to 11% of students, and we are at the beginning of an exciting journey to increase that figure significantly.

Our bursary students enrich our school community beyond measure, bringing with them differing world views and lived experiences that contribute to a wonderfully diverse student body.

The Paulina Foundation

We established the Paulina Foundation, a separate entity through which fundraising for bursaries, partnerships and buildings takes place. We recently launched our 'Opening Doors' campaign with significant targets to ensure that we are able to meet our goals and make an SPGS education accessible to any student who meets the academic criteria.

Partnerships

Our partnerships programme has grown considerably in recent years. We work extensively with primary schools, secondary schools and the local community to widen educational opportunities by sharing our facilities and expertise and to provide mechanisms by which we can learn from each other.

Our staff and students are engaged in numerous projects, from our Primary Hub where students mentor primary students, to our Friday service programme, which sees our Y12 students off timetable for an afternoon a week to pursue service activities. Additionally, our collaboration with St Paul's School continues to grow, with an increasing number of opportunities for all staff to get involved.

Driving New Technologies & Futures

We are committed to providing a cutting edge, relevant and future proof education for our students. To that end, the school has invested significantly in a programme of building works and refurbishment, including The Rosalind Franklin Wing - a new Centre for Design & Innovation (CDI). The centre houses our computer science and creative technology department, alongside sculpture, art and design.

The development of new technologies will impact every career and every aspect of our lives; the creative industries are the fastest growing sector of the UK economy, accounting for 1 in 6 jobs in the UK. It is essential, therefore, that we ensure our students are fully equipped with the skills, knowledge and expertise they need to navigate a digital world with confidence and that we prepare them for the careers of tomorrow. The building houses art & sculpture studios, with a live broadcast studio, maker spaces and tech labs, and encourage interdisciplinary activities across the breadth of the curriculum, as well as creating opportunities and capacity for partnerships work.

This is an exciting period for the school as we build on the extraordinary foundations of the past to ensure that the education we provide is forward-looking and responsive to future needs.





Further Information

Terms & Conditions of the post

The salary is based on qualifications and relevant experience, aligned with our generous salary scale and external benchmarking standards.

Successful candidates are required to complete a medical declaration and undergo an Enhanced Disclosure and Barring Services (DBS) check, and overseas check (if appropriate).

Disclosure and Barring Service (DBS) and Overseas

St Paul's Girls' School is a "registered body" under the Police Act 1997 because employment here involves access to children under the age of 18. This post will require an enhanced DBS check from the Disclosure and Barring Service before we can confirm an offer on employment.

Unless you are a member of the DBS Update Service you will need to apply for a new disclosure, even if you already hold one. Former members of staff who are not on the Update Service who re-join us, also require fresh disclosures unless less than three months have passed between their leaving and their re-employment date. If you have lived or worked abroad for a period of 3 months or more during the past 10 years, you will also need to provide appropriate paperwork, such as a police certificate of good conduct, from the countries you have lived in.

Safeguarding Guidelines

St Paul's Girls' School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). We expect all staff to share this commitment.

St Paul's Girls' School welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We seek to offer fair and inclusive employment policies, interview and arrangements that avoid bias and support all applicants and staff equally.

How to Apply

This recruitment process is being managed by RSAcademics Ltd on behalf of St Paul's Girls' School International. Unless stated otherwise, all communication about the appointment will be via RSAcademics.

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

- Keith Clark, Head of International Leadership Appointments: keithclark@rsacademics.com
- Jean Sullivan, Head of International Search: jeansullivan@rsacademics.com

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

Closing date for Applications: Tuesday 2 June 2026 at 10:00 (UK).

Applications will be processed and reviewed on a rolling basis and St Paul's Girls' School and RSAcademics reserve the right to make an appointment ahead of the timeline set out here. Early applications are therefore encouraged.

Please apply at www.rsacademics.com via the Apply Now link accompanying the announcement of the position.

To apply, candidates should complete an application form and submit it electronically to RSAcademics, together with a letter of application and CV/résumé. Please make sure your letter, addressed to Sara Brazendale, Managing Director, St Paul's Girls' School International, 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 in the week commencing 1 June 2026, or potentially earlier in the case of early applicants.
- Long list and short list interviews will take place during the remainder of June, with the aim of concluding the process by the end of the month.

Benefits

Private Health Insurance

Available for Senior Managers and Heads of Department on appointment and for staff who have completed 5 years' service. Part-time staff receive a pro-rata entitlement. All staff, regardless of whether they are entitled to free private health insurance or not, may purchase cover for themselves, their spouses, and dependent children, taking advantage of the school's group discount.

Season Ticket Loan

Interest free season ticket loan of up to £2,000 (repayable within a year) to cover the costs of travelling to and from the school is available to all staff.

Access to School Leisure Facilities

Staff have complimentary access to the school's on-site gym and swimming pool facilities during specified days and times.

Bike2Work Scheme

If you cycle to work, you can save up to 42% on the cost of bicycles and/or cycle equipment with the Bike2Work scheme.

Life Assurance Scheme

Life assurance cover benefits are in place for all staff.

Employer Pension Contribution

All staff who meet the eligibility criteria and rules of the plan, are entitled to join the school's Defined Contribution Pension Scheme administered by Aviva.

School Lunch

All staff are entitled to a free school lunch if they are working on site at the time when the dining hall is open.

Employee Assistance and Counselling Service

All staff and their immediate family over the age of 18 who are living with them, have access to the school's Employee Assistance Programme. This is a free and confidential telephone-based professional advice and 24-hour counselling service. Staff can also access the school's on-site counselling service with one of our Staff Counsellors.

DSE Eye Tests

All display screen equipment users are eligible for reimbursement of their eye test fees (up to £35), an annual contribution towards prescription lenses, and a biennial contribution towards frames when their optician confirms the need for lenses specifically for DSE use.

Fee Reduction

Permanent staff can request remission of tuition fees for the St Paul's foundation schools after a year of service if their children meet the entrance criteria. Remission is applied pro-rata for those working part-time.

Further Studies Funding

The school is committed to continuous professional development (CPD) of all staff. The level of support provided depends on the relevance of the further study to the staff member's job role.



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**Contact us to
find out more**

Human Resources
recruiting@spgs.org
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