

Join us:

Deputy Head Academic (Senior School)

APPLICATION DEADLINE: Friday, 28th July 2023 (midday UAE time)



THE SUNDAY TIMES

Working for a Brighton College school

Brighton College schools are fantastic places to work. Brighton College is the leading co-educational school in the UK and was named 'UK School of the Decade' by *The Sunday Times* in November 2020.

Established in 1845, the College has grown exponentially since 2006 when Richard Cairns became Head Master. Since then we have moved from 147th in *The Sunday Times* results table, to 3rd – the best position ever achieved by a co-ed school. All Brighton College schools are renowned for their excellent academic results and innovative approaches, whilst placing kindness and community at the heart of their approach to education.



We take great pride in recruiting only the very best teachers to Brighton College. We know that outstanding teachers change lives. Teaching at all levels at Brighton is characterised by passion, academic rigour and innovation, with teachers taking an active rôle in designing and delivering our bespoke version of the English National Curriculum.



The Brighton College Family of Schools includes our three Prep Schools in the UK and five current international campuses, with our sixth site opening in Hanoi, Vietnam, in August 2023. In total, over 6,700 pupils are educated in Brighton College schools around the world. Working at a Brighton College school means having a base in one of seven exciting cosmopolitan cities - Brighton, Bangkok, Dubai, Al Ain, Abu Dhabi, Singapore and Hanoi.

This international network provides teachers and school leaders with the potential to make fruitful connections, and brings a range of opportunities for career progression and promotion. In addition, staff at Brighton schools frequently share best practice and benefit from CPD across the whole group.



Most importantly, Brighton College schools are happy places. Staff and pupils feel fulfilled, and our emphasis on kindness fosters a thriving intellectual, sporting and performing arts culture. We hope you will enjoy this opportunity to join a fantastic group of professionals working across our family of schools.



Our approach to education is regularly celebrated. In addition to being named 'UK School of the Decade' by *The Sunday Times*, Brighton College have also been named 'School of the Year' twice by the same publication; *The Week* named them 'Most forward-thinking school' in 2017 and 2019, 'Best in the UK for STEM' in 2020, 'Best for Community Outreach' in 2021, and 'Best for a Global Outlook in Education' in 2022. Spears Education Index ranked Brighton College and Brighton College Abu Dhabi as **two of the top 100 schools internationally** in both 2021 and 2022, whilst Brighton College Bangkok won the **International Schools Award 2022 for Diversity, Inclusivity and Justice**. We've also been named 'Best British School in the UAE' by LUXLife Magazine and have been selected as a Finalist for 'Pre-Prep School of the Year' in the Independent School Parent awards in 2022.

BRIGHTON COLLEGE
INTERNATIONAL SCHOOLS



94% GRADES 9-7 AT GCSE



800+
teaching
staff



99% A*-B GRADES AT A-LEVEL



30
subjects
offered



150+ CHARITIES AND PROJECTS SUPPORTED

11
SCHOOLS IN THE BRIGHTON COLLEGE
FAMILY



25+

NUMBER OF COUNTRIES WHERE
OLD BRIGHTONIANS ATTEND
UNIVERSITY



6,700+
pupils in our
schools



ABU DHABI LIFESTYLE

The standard of life is high in Abu Dhabi, services are efficient, and convenience is a strong feature of the day-to-day. Lifestyle options are diverse and vibrant, as might be expected in a city with over 200 nationalities living side-by-side.

1



SAFETY

Abu Dhabi is a leader in world-rankings for lowest crime rate in cities. The city's safe and calm environment is a renowned feature, providing a haven for family life, the young, elderly, women and children.

2



TAX-FREE INCOME

Tax-free salaries, available for all inhabitants of the United Arab Emirates, makes it one of the best locations to build one's future. An attractive prospect for expats and compelling reason to relocate!.

3



ALL YEAR SUN

Abu Dhabi is sunny all year round. The city's average temperature hardly drops, and while the summer months are characterised by indoor and air-conditioned terrain, from September to May the comfortable, breezy weather allows for all manner of outdoor pursuits, from beach-bathing to dune-bashing, to exploring market souks.

4



LOW COST OF PETROL

Just a few years ago, fuel was cheaper than bottled water in the oil-rich UAE. While this may no longer be the case, it is still considerably less expensive than elsewhere in the world.

5



BOOMING REAL ESTATE

6 Abu Dhabi's real estate industry is thriving. Residents and visitors can easily rent or buy properties that fit their requirements and price range. Whether you choose the glittering, yacht-lined location of the Marina, the slick, sophisticated streets of Reem Island or the leafy, suburban areas like Bloom Gardens and Al Raha Beach, Abu Dhabi has it all.



TRAVEL

7 Abu Dhabi is the perfect 'hub' for travel, offering inexpensive and accessible adventures to much of Asia, Europe and Africa. Its favourable geographical location makes the city one of the best places in the world for tourism. Abu Dhabi has multiple daily direct flights to all major UK cities.



ARCHITECTURE

8 The Government of Abu Dhabi invest huge amounts of money to progress the city's economy, resulting in a breath-taking city-scape from the infamous Grand Mosque, to the Louvre Museum.



FOOD, GLORIOUS FOOD

9 If you're an 'adventure' when it comes to food, you've come to the right place! Abu Dhabi features plenty of restaurants that serve local and international dishes: American, Chinese, Indian, Lebanese, Mediterranean, Vietnamese, Turkish and more – you name it! On the other hand, if you prefer to eat at home, most outlets offer take-out and delivery services.



NEVER A DULL MOMENT

10 Abu Dhabi is sometimes described as a 'playground for adults', and the range of experiences and opportunities available here lend credibility to the idea.



Brighton College Abu Dhabi is looking to appoint a Deputy Head Academic (Senior School) to start in January 2024.

About the role

Senior School Deputy Head Academic

Brighton College is a dynamic and exciting school looking for enthusiastic and passionate teachers. This is a unique opportunity to join an exceptional and hard-working team with the united goal of ensuring that every child reaches their potential both academically and socially, by pushing boundaries and broadening horizons.

The Head of School is looking to appoint a Deputy Head Academic (Senior) to take responsibility for the delivery of an outstanding and innovative academic provision.

Responsibilities of Position

Teaching and Learning

- To ensure that learning is at the heart of the College.
- To promote excellence, creativity and innovation in all areas of the curriculum.
- To develop whole-school programmes to promote study skills, independent and collaborative learning.
- To implement and lead a thorough and regular process of departmental review and department planning.
- To oversee the development of the timetable.

- To oversee suitable extension programmes within the curriculum and co-curriculum through subject societies and other enrichment activities such as debating.
- To implement accurate and effective appraisal system for teaching staff.

Leadership/Management

- To line-manage Heads of Department/subject leaders to enable them to promote the highest standards of teaching and learning.
- To line-manage the EPQ Coordinator.
- To work with the Deputy Head of EYFS/KS1, Deputy Head Academic (Prep) and Heads of Department to ensure that literacy, numeracy and judicious use of ICT are embedded within teaching and learning and that there is no cohesion in the delivery across the school.
- To line-manage the Exams Officer to ensure that internal and external exams are run efficiently and in accordance with all exam regulations.
- To work with the Data Manager and Timetabler.
- To have an overview of tutoring via the Housemasters and House Mistresses (who are in turn line-managed by the Deputy Head Pastoral).

- To mentor and oversee the training of staff in key academic teaching roles as requested by the Head of Senior School and Head Mistress.
- To work with the Head of Sixth Form on the curriculum provision, support, and enrichment for all Year 12 and 13 pupils.
- To ensure compliance on all academic matters including equivalency.
- To promote a rich culture of reading and innovation in academic life.
- To work closely with the Director of Inclusion.

Assessment & Tracking

- To implement and lead a rigorous and data-driven approach to tracking pupils' progress across all year groups and at all stages.
- To maintain a culture of high academic standards throughout the whole College and to ensure accountability of staff for iGCSE, GCSE and A Level results.
- To ensure that realistic yet challenging targets are set for every pupil in the Senior School and that progress is monitored throughout the year.
- To oversee the setting of baseline testing and utilise the data from internal assessments, and pupil attainment and effort, to maximise pupil achievement and progress and set value-added targets.
- To analyse external exam data for iGCSE and A Level, in line with best practice at Brighton College UK and around the globe, to guide curriculum provision, enrichment and support and to produce detailed exam reports at the start of each academic year.

- To implement a system for the analysis of public exam results annually by Heads of Department/subject leaders, in line with best practice at Brighton College UK and around the globe.
- To ensure that a rigorous process for regular assessment, recording and reporting is in place for all year groups to ensure that data is constantly being used to inform teaching and learning strategies and to improve pupil progress and achievement.
- To liaise with the Head of Inclusion from an academic perspective.
- To contribute to reports for Board of Governors, Self-Evaluation processes and Development Plans.

Broader Senior Leadership Team/Operational

- To produce an annual update of all school policies and documentation in relation to the academic curriculum, teaching and learning, and assessment at the College.
- To run information events for pupils and parents and oversee parents' evenings in conjunction with key stage Assistant Heads.
- To develop all academic curriculum documentation such as: options booklets, careers information and pupil handbooks.
- To support the delivery of inspirational, thought-provoking, and celebratory weekly assemblies.

- To contribute to the whole-school culture of pastoral care and safeguarding.
- To ensure the Brighton College values are fully embedded into the College community.
- To contribute to the collection and dissemination of all information relating to the College for the purposes of marketing and communication.
- To maintain and enhance the quality the quality of the College's operational effectiveness and contribute to the effective performance of the Senior Leadership Team (SLT).
- To contribute to the strategic planning of the whole College in order to implement the College vision.
- To deputise for the Head of Senior School in her absence.
- Any other reasonable management request.

Qualifications, Skills & Knowledge

- A record of continual professional development.
- An ability to demonstrate an excellent record as a teacher and middle or senior leader, with evidence of providing support and guidance to staff in all matters associated with specific responsibilities.
- First-class communication skills with a demonstrable ability to act as an effective and compelling ambassador for the College.
- A demonstrable appetite for educational innovation and a broad knowledge of the rapidly changing sector internationally.

- Knowledge of strategies to raise standards of attainment for a different groups of learners.
- 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.
- Excellent organizational and administrative skills.
- IT competence.
- Proven ability to monitor and evaluate teams and individuals.
- Ability to think strategically and to contribute to the development of the College.
- Persistence: seeing tasks through from beginning to end.



Person Specification

Brighton College Abu Dhabi is an exciting place to work, and it is our staff who will make our community such a vibrant and stimulating environment.

The success of Brighton College Abu Dhabi will be due to excellent and innovative staff. Above all, therefore, we are looking for individuals who foster a passion for high level customer service and who demonstrate an ability and genuine desire to develop a premium school.

EXPERIENCE

Many staff joining our school have a proven track record in their previous roles.

More importantly, in the application process, we will look for candidates who demonstrate the ability to thrive within an environment that staff describe as both invigorating and refreshing.

The successful candidate for this challenging and rewarding position will have at least 5 years' teaching experience in a British Curriculum School, a Bachelor's degree and teaching qualification.

PERSONAL ATTRIBUTES

- A highly visible leader with charisma, energy and ambition to inspire and motivate the different constituencies which makeup the College community.
- An empathetic relationship-builder with a sophisticated understanding of how to work effectively with multiple stakeholders, build strong teams, delegate effectively and bring out the best in colleagues.
- Demonstrable commercial acumen.
- Sensitivity towards different cultures.
- Sound judgment, high levels of self-awareness, resilience and stamina, and a strong sense of personal and professional integrity.
- A genuine commitment to the Brighton College values, ethos and educational philosophy.

We will look for evidence of the capacity to contribute to the broader life of the College.

The application process

All applications must consist of the following completed documents (saved as PDF):

1. Letter of application (maximum one page) addressed to Dr. Jennifer Walters, Head of Senior School
2. Fully completed teacher application form (available on website)
3. CV (maximum 3 sides)

Further information can be requested from Ms Twinky Posa, (PA to Head of Senior School) SeniorPA@Brightoncollege.ae

Please note:

Incomplete applications will not be considered and Brighton College Abu Dhabi reserves the right to interview and offer to a strong candidate prior to the closing date. It is strongly recommended that submit their applications as soon as possible.



Remuneration

Brighton College Abu Dhabi offers a competitive remuneration package which include an attractive tax-free salary and:

- Company-provided accommodation
- School fee remission
- Private medical insurance for the post holder and his/her dependants.

All of the above in-line with specific school policies.

Safeguarding and equal opportunities

All Brighton Colleges Abu Dhabi is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the successful completion of pre-employment checks, including an enhanced police

check, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective, and which promotes equality of opportunity.