

An aerial photograph of the UWC Thailand campus, showing various buildings, sports fields, and swimming pools, set against a backdrop of lush green hills and a forested mountain range. The campus is enclosed by a white fence. The UWC Thailand logo, featuring two globes and the text 'UWC THAILAND', is overlaid at the top center.

UWC THAILAND

Good Heart, Balanced Mind, Healthy Body



Candidate Pack

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UWC Thailand Head of School

May 2024

'Good Heart, Balanced Mind, Healthy Body'

The Opportunity

United World College Thailand International School (UWC Thailand) is seeking our next Head of School to lead our school and community in fulfilling our mission and ambitious strategy of growth and impact. We are searching for a passionate, empathetic, and experienced educator committed to our school pillars: Academics, Community Engagement (Service), Outdoor Education, Activities, Mindfulness, and Social-Emotional Learning.

We are a CIS-accredited, IB Continuum school for almost 600 day and boarding students from pre-Kindergarten to grade 12, representing almost 100 national identities. Our diversity is our strength. Students are always the priority at the School and their agency helps to shape our interactions and drive our passion across the community.

The UWC movement of 18 schools and colleges across the globe was founded 62 years ago, and promotes education as a force for peace and sustainability. Our school has from the outset had a particular focus on mindfulness. UWC Thailand aspires to be a global leader in progressive, holistic education and as Head of School, you will lead by example as we strive

to achieve this ambition. You will be supported by a senior leadership team and dedicated staff, all of whom are committed to the philosophy and values of our mission-driven school.

> [Learn more about UWC Thailand](#)

We are being assisted by the executive search firm Society. To book a confidential conversation, contact Evelyn Wills at evelyn.wills@society-search.com. To apply online please upload your CV via Society's website [here](#).

The deadline for receipt of applications is midday Indochina Time (ICT) on Friday, 28 June 2024.

Person Specification

UWC Thailand seeks an inspiring individual with outstanding strategic education leadership and communication skills. The ideal candidate will have strong academic credentials and a passion and drive for teaching and learning. They will be highly visible, and relish openly and effectively sharing the School's strategic direction and ongoing plans with parents, and be committed to making a difference in everything they do.

The successful candidate should demonstrate the following personal qualities and values, exhibiting them through their actions and interactions:

- Leadership
- Integrity
- Objectivity
- Accountability
- Openness/Transparency
- Courage
- Humility

In addition, they should have the following skills and experience:

Required Experience & Skills

- Alignment with the [UWC mission and values](#) and the ability to inspire others to work collectively on the strategy which delivers to this mission
- Internationally recognised teaching qualifications and school leadership experience

- Demonstrable experience leading an IB through-school (not-for-profit) in an international context
- Holistic, progressive educational pedagogy
- Ability to convene and align others on how learning is evolving in our rapidly changing world, shaping the implementation of our strategy
- Experience with curriculum development in an IB context
- Experience with experiential learning and residential student communities
- High levels of intercultural competencies, including sensitivity to Thai cultural norms
- Demonstrate deep understanding and engagement with diversity in all its forms
- High level of EQ, and ability to build positive interpersonal relationships and address any conflict judiciously and empathetically
- Ability to build institutional success and community (both internally and externally) through effective oral and written communication
- Capacity to develop a safe, secure and nurturing learning community
- Possess energy, stamina, and strong mission commitment
- Experience leading strategic change and successfully navigating challenges
- Act as a bridge across the community through strong relationship-building skills
- Experience leading commercial aspects of school operations, and building and protecting financial stability
- Experience with fundraising in an educational, not-for-profit context
- Willing to contribute time to the work of the UWC movement in addition to the role of Head of School (volunteering is a prerequisite, up to 10% of Head's time)
- Experience balancing the complex demands of managing a through-school, with a boarding and scholarship component, with the additional demands of contributing to a larger organisation
- Distributive leadership style, based on the UWC ethos of consensus-building
- Ability to continue to translate the vision and strategic plan into programmes and other operational realities

Desirable Experience & Skills

- Previous experience with international non-profit organisations
- Previous experience with scholarship programmes, including refugees and students affected by conflict
- Experience of leadership in a senior boarding school and a commitment to incorporate boarding into an inclusive, whole-school learning opportunity
- An understanding of mindfulness and demonstration of a mindful approach to life

thus fostering international and intercultural understanding and competence. By bringing together such a diverse group of engaged and motivated young people from across the globe, UWC schools can provide the truly transformational educational experience that no other schools can provide.

During their time together in this truly multicultural environment, students develop an understanding of the variety and complexity of issues facing the world and leave prepared, and committed, to becoming positive change agents.

> [Learn more about the UWC Movement](#)



UWC Thailand

UWC Thailand is situated in the foothills of the Khao Phra Thaeo National Park, close to the Phuket International Airport which has direct flights to most major cities in Asia, the Middle East and Europe.

UWC Thailand is a not-for-profit school founded in 2008 as Phuket International Academy. At the core of our philosophy is the belief that a true holistic education is one in which the heart, the mind and the body are all nurtured. Our approach is intentional: a rich academic programme, community engagement, physical well-being, and mindfulness are central pillars of the teaching and learning experience.

At UWC Thailand, students gain a knowledge and appreciation of Thai language and culture, enabling them to learn and enjoy the rich cultural context of the country they call their home, and to act as ambassadors for the country.

There is an active parent community which supports the Head of School, teachers and students to build a strong, supportive community, which encompasses an active boarding community of approximately 150 students from grade 9 to grade 12.

> [View a synopsis of our School History](#)

UWC Thailand's Educational Programme

UWC Thailand is founded on the fundamental principle of providing a transformational IB school with a learning community rooted in compassionate action. We view the understanding of our minds, our bodies, and our emotions as a key life skill; fostering the development of our students by tending to both intrapersonal awareness and interpersonal sensitivity in order to create a positive and international school culture. Our aim is to cultivate genuine happiness. In an increasingly interdependent world, we treat others and the planet with respect, kindness and consideration, helping even in the smallest of ways.

Embedded deeply in the School culture is the concept of developing the whole person. To achieve this aim, UWC Thailand offers a holistic educational programme encompassing academics, social and emotional learning, mindfulness, community engagement learning, outdoor experiential education, sports and activities, providing continuous growth in a safe and nurturing environment. This robust programming allows students to develop skills and dispositions that transcend time, preparing them for the resilience needed in an ever-changing world.



The School is committed to making learning engaging and meaningful for all. Through an approach to education that invites, encourages, and ultimately requires students to take initiative, the young people in our care learn to find their voice and develop a sense of agency to feel that they can control their own lives and positively affect change for others. The process engages learners, often in collaborative situations, in critical thinking, problem solving and decision making in contexts that are personally relevant to them.

UWC Thailand actively promotes outdoor and experiential education providing authentic opportunities for the students to bond together as they interact with the world around them. Each grade from grade 1 to grade 11 participates in developmentally appropriate

expeditions providing them with opportunities to develop their bravery, their resilience, and their courage in a variety of ways, each and every day.



Community Engagement, or Service, is an integral part of our educational model, nurturing a commitment to sustainable development and promoting shared humanity. Through participation in community projects, our students develop empathy, leadership skills, and a sense of social responsibility. We provide opportunities for students to apply classroom knowledge to real-world challenges, supporting local and global communities through initiatives such as beach clean-ups and sustainability projects.

Community engagement is not merely about helping others; it acts as a catalyst for personal growth, cultivating essential skills, and deepening understanding of the world. Community engagement learning is fostered in all classes, from the youngest to the most senior students, throughout the school.

By providing opportunities, students are encouraged to extend the boundaries of their experiences, embracing new challenges. All students experience success, which allows them to flourish and develop self-confidence. It is also understood that failure is a crucial part of the learning experience. In a supportive and caring environment, students learn to persevere, developing resilience and a growth mindset.



In preparing students for their futures, as they grow older, they are provided with greater autonomy, giving them increased opportunities for negotiation and self-determination. In doing so, an environment is created in which students become self-motivated and develop a positive attitude towards learning.

Governance

UWC Thailand is a not-for-profit school. The role of the School Board is to set direction, establish policies, ensure accountability and provide leadership to improve the learning environment. The Board has a supportive and collaborative way of working with the Head of School and the school leadership team.

The Board consists of nine people including the Thai School Director, who is 'ex officio'. Board members are otherwise generally nominated for three-year terms.

UWC Thailand is overseen by a Thai non-profit Foundation, Education for a Sustainable Future. This foundation has a board currently made up of seven individuals, who are ultimately responsible for guarding the mission and direction of the school. The school's licence is held by a limited company called Banyapura Limited which is affiliated with ESF. It has a further three board members. The Head of School meets regularly with the chairs of all three boards to ensure alignment across the school's governance.

[> View our Governance Structure](#)

Staff

The School employs 92 teaching staff, 20 teaching assistants, 9 boarding house staff, and 60 admin and support staff. All teachers hold teaching qualifications, and many also have a higher degree in their specialist subject. 15 national identities are represented across the teaching staff, the majority of whom have had experience of working in international schools before joining UWC Thailand.

The teaching staff at UWC Thailand are enthusiastic about facilitating the highest level of academic excellence for students and in their contributions to the broader educational programme. Teachers are expected to contribute wholeheartedly to the vision and ethos of the School. All teachers participate in the Activities and Community Engagement programmes; many are involved in the trips and expeditions organised each year.

Staff are highly motivated and are encouraged to use their initiative to drive the organisation forward – a 'can do' attitude permeates throughout the School.

Facilities

UWC Thailand occupies a spacious site in an attractive part of Phuket. Primary classrooms occupy three 'pods' Early Years, Lower Primary and Upper Primary, with Secondary classrooms occupying a dedicated two-storey building.

The School has a multipurpose hall, small gymnasium, basketball court and futsal

pitch and rents space at the adjacent world-class sporting facilities at Thanyapura. These consist of a 25m and 50m pool, several gyms, tennis courts, a football pitch and running track.



The current boarding house opened in 2014 and a second boarding house is under construction, with completion due in autumn 2024.

Benefits

The salary will be highly competitive and will depend on the qualifications and experience of the successful candidate. Benefits include tuition at UWC Thailand for school-age children, housing and car, health insurance, annual flights to home of record, and limited shipment of personal effects. Salary considerations will be discussed during the interview process.

Visa

Candidates are not required have the right to work in Thailand, but must be eligible to secure a working visa with the support of UWC Thailand if selected for the position.

Application Process

As a UWC, we are committed to deliberate diversity and therefore aim to hire staff as diverse as the students we serve. Our goal is to create an inclusive culture that gives voice to the widest of global perspectives.

To do this, we encourage a wide range of candidates to apply, including people from traditionally underrepresented backgrounds. We consider all applications in a manner that is as respectful and as free from bias as possible as we pursue hiring the best available

people who are experienced and qualified.

UWC Thailand has engaged the services of Society Search to assist with the recruitment of the new Head of School. The deadline for applications is Friday, 28 June 2024.

Successful applications will progress to a formal interview with Society who will then present a shortlist to UWC Thailand in late July. Candidates selected from that list will progress to panel interviews with UWC Thailand.

Final interviews will be conducted over two days, expected to be no later than early September. The new Head of School will be selected immediately after interviews of the short-listed candidates have been completed.

To book a confidential conversation, contact Evelyn Wills at evelyn.wills@society-search.com. To apply online please upload your CV via Society's website [here](#).

Candidates should send the following information either via Society's Website above or *as a single pdf file* attached to an email:

- a letter of application including educational philosophy and leadership style, not exceeding two pages
- a current resumé

Both UWC Thailand and Society are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.