



WELLINGTON  
COLLEGE

MD Wellington College International

**Pioneering education  
to serve and help shape  
a better world.**



**Candidate Pack  
Ref Code: FBPZA**

Saxton Bampfylde



# Introduction to Wellington College

Wellington College is one the UK's – and indeed the world's – great coeducational boarding and day schools. Set within 400 acres of stunning parkland in leafy Berkshire and less than an hour's drive from London and Heathrow, the school was founded in 1853 as the living memorial to the Duke of Wellington, described by Queen Victoria as “the greatest man this country has ever produced”.

Wellingtonians study GCSEs, followed by the IB Diploma or A Levels and, whichever route they take, results are superb; in 2024, 39% of grades at GCSE were 9s (the most common grade for Wellingtonians) and two-thirds were 9 or 8, the equivalent of the old A\*. 35 students achieved at least nine 9s or better. The combined total of IB and A Level grades was equally impressive: 31% of grades achieved were A\*/7 and 72% A\*/A/76. Twenty A-Level students secured A\*A\*A\* or better and fifty IB candidates – 43% of the cohort – secured a score of 40+ points, the UCAS equivalent of A\*A\*A\*A\*. Over 100 Wellingtonians have been offered Oxbridge places over the past five years, while 20-25 move on each year to American universities, including several to Ivy League universities.

A wonderful fusion of heritage and modernity characterises our educational philosophy. Our curriculum, facilities and teaching methods are constantly adapting to the challenges of preparing young people for the ever-changing world of the 21st century. Wellington College is a school which is dynamic in every sense of the word, and yet all that we do is rooted firmly in our five College values – Kindness, Courage, Respect, Integrity and Responsibility – values which underpin every aspect of life here at Wellington.

These are just some of the things that make a Wellington education not only outstanding, but also a way of life.

The achievements of our pupils and staff, both inside and outside of the classroom, are remarkable; consistently stellar examination results at GCSE, A Level and the IB Diploma; an Arts programme, the breadth and quality of which would rival the West End or Broadway; an enviable reputation as one of the strongest schools for sport in the UK; and groundbreaking and sector-leading pastoral care, wellbeing and mental health provision.

“Wellington just seemed to be more colourful - more music, sport and societies.”  
- The Good Schools Guide



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# Our Vision

Wellington College is a pioneering coeducational institution, driven by the need to prepare young people to serve and help shape the world of tomorrow.

We live in a time of seismic global change at an unprecedented rate. To successfully navigate the challenges of the 21st century the world will need thoughtful, engaged, conscientious, courageous change-makers in every sector of society.

We have a vision of how we, as an institution, can work towards our stated purpose.

We will serve and help shape a better world by doing all we can to:

- Prepare our pupils to become the leaders, scientists, entrepreneurs, creatives and global citizens that the world needs to overcome the challenges of the 21st century.
- Stand in the vanguard of pedagogical debate and play an active role in the future development of the educational landscape, not just in the UK but also around the world.
- Improve universal educational outcomes through partnership, cooperation and an open sharing of what we have learnt.
- Ensure we reflect what the world needs to become: diverse, tolerant, kind, sustainable and supportive.



# Governance, Leadership & Management

Chair Of Governors  
William Jackson

## Executive Leadership Team

James Dahl  
Master

Cressida Henderson  
Second Master

Stephen Crouch  
Chief Operating Officer

Delyth Lynch  
Director of Safeguarding

Naima Charlier  
Director of Edi & Social Responsibility

Phil Mann  
Director of Admissions

Benjamin Evans  
Deputy Head (Academic)

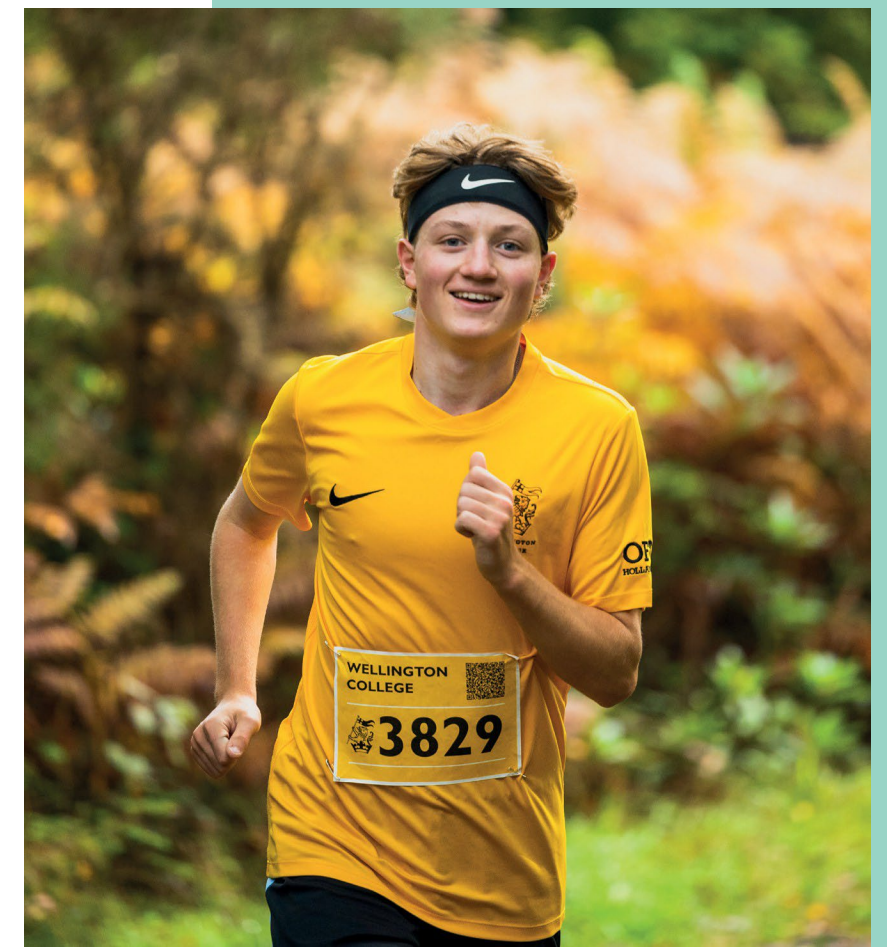
Nick Creed  
Deputy Head (Co-curricular)

Tom Wayman  
Deputy Head (Pastoral & Wellbeing)

Iain Henderson  
Director of the Bridge

Murray Lindo  
Head of the Wellington Community & Director of Strategic Advancement

“ The atmosphere and ethos inspire you to push beyond your comfort zone. - Current 6th Former



# The Role

## Purpose of the Position

Reporting to the Master of Wellington College, the Managing Director, WCI is the most senior role within the Wellington College International Division, with full accountability for the growth strategy, commercial management, profit and loss accounts and ultimately the development and delivery of the franchise schools' growth trajectory. The role holder will provide direct leadership of a small group of academic and seasoned professionals with the aim of further growing the Wellington College Education brand across the globe through the ongoing success and growth of our family of international schools.

## Department Information

Wellington College International (WCI) is the global master franchise holder for Wellington College Education in its international operations and is a wholly owned subsidiary of The Wellington College Charity. WCI is currently an affiliated global network of eight premium-quality co-educational schools across Asia, currently educating 6500 students, with a ninth school in Indonesia due to open in 2025. WCI supports and quality assures our overseas schools in China, India, Thailand and Indonesia, as well as developing new potential global partnerships and business opportunities.

## Key Responsibilities

The performance of the Managing Director will be measured particularly by the extent to which they are successful within the bounds of authority in the following areas:

### 1. Commercial Management of the P&L and both the development and delivery of the plan

- Create an international growth strategy, present to Governors for approval and deliver within budget parameters
- Provide positive leadership of a highly motivated and successfully diverse team with excellent partner feedback
- Develop a clear resourcing plan aligned to the growth strategy ensuring quality recruitment and continuous development of staff
- Proactive commercial management of existing partners in order to secure growth aspirations for the network
- Provide active engagement and management of the investment allocation portfolio aligned to the expected P&L delivery
- Develop a strong project management culture with appropriate milestones and gateways for sign off
- Ensure oversight of the China expansion programme overseas and into new markets
- Work closely with colleagues within the Bridge to provide appropriate revenue streams from Edtech initiatives to complement the licence fees

### 2. Partner management and support, network positive

- Provide expert advice and guidance through effective stakeholder engagement and Board level attendance focussing on development opportunities and group compliance
- Create a conducive environment for the sharing of innovation and best practice across entities
- Work closely with colleagues within the Bridge to ensure effective delivery and coordination of activity across professional development and educational research
- Develop a culture of strong collaboration across stakeholders which is recognised and valued by all partners
- Attend board meetings and personally identify candidates for future boards
- Actively support the appointment of senior staff within franchisee schools
- Develop and negotiate contracts and revenue projection
- Develop an inspection programme with appropriately qualified candidates to audit overseas partner activities
- Act as main liaison point for key partners

### 3. Business Development

- Direct oversight and management of inbound and outbound enquiries and activity
- Development of bespoke alternative commercial strategies aligned to more challenging geographies
- Build out options for additional geography for school groups (for example, in the Middle East)

The role reports to the Master of Wellington College, with regular representation to the WC Board, both for the quality and overall reputational success of the franchised schools and the commercial effectiveness. The role holder will be expected to develop and maintain relationships across the group encouraging collaboration and support for our Partner schools.

Extensive travel is expected.

# Person Specification

## Essential Knowledge & Experience

This is a unique role requiring a candidate with knowledge of the UK academic/educational world and best practices whilst also having strong commercial acumen and the presence to lead a franchised business and deliver new opportunities.

- Strong stakeholder engagement skills are imperative in addition to the ability to communicate effectively at all levels, influencing and negotiating at a strategic level.
- Strong leadership capability gained within an academic and commercial environment
- Excellent relationship manager with the ability to negotiate and relate at all levels
- A visionary leader, who leads by example
- Demonstrable investment and project management experience and ability to adhere to budget control
- A strategic thinker, with the ability to persuade senior professionals to invest
- The ability to negotiate both internally and externally to ensure collaboration at all levels
- A strong people manager with the ability to mobilise resources as appropriate
- Flexible with an interest in, and the ability, to travel extensively and seek opportunities
- Drive, tenacity, energy and an appetite for success

## Desirable

- Degree Educated
- Experience of leading a Franchised function
- Successful contract negotiation
- Knowledge of future academic research and thought leadership

## Skills and Personal Qualities

- Excellent communication skills to enable effective dialogue with colleagues, staff, visitors and where applicable, pupils
- Excellent numeric and computer skills (Microsoft Suite essential)
- High level of accuracy and attention to detail
- Highly self-motivated and able to work alone without direction
- Adaptable and flexible with working patterns when required
- Well organised, with a proven track record for meeting targets and deadlines
- Able to perform well and remain professional whilst under pressure
- Well-developed problem-solving skills
- Enthusiastic, with an eagerness to learn new skills and a commitment to personal continuous professional development
- Dedicated team-player, who strives for excellence and leads by example
- Tactful and discreet, whilst mindful of observing Safeguarding and professional standards
- Displays a smart and professional appearance, representing the College in a positive manner
- Committed to contributing towards the College community
- Discretion & diplomacy
- Ability to resolve conflict and to reach "win-win" solutions
- Impartiality of Judgement
- Self-reliance and Self-motivation
- Be adaptable and flexible with working patterns when required
- Discreet and able to maintain confidentiality
- Intellectually curious

## Essential Values, Behaviours and Attitudes

All employees are expected to actively promote and demonstrate the five core values of the College:

- Kindness
- Integrity
- Respect
- Responsibility
- Courage

In addition, the College expects all staff to show ambition and display curiosity both personally and professionally.

# Our Benefits



## Career Progression

Our Professional Development programme ensures staff continual professional development. We invest time and support to our staff through mentoring programmes, the Wellington College Learning Alliance and the annual Festival of Education.



## Competitive Salary



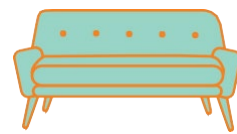
## Health Scheme

Cash Plan  
Health Scheme



## Free Lunch

We provide all staff with a free lunch, breakfast and supper while on duty and complimentary refreshments throughout the day.



## Social Club

Napoleon's Retreat



## Pension

Pension Scheme



## Cycle to Work Scheme



## Train Station

Crowthorne Station 5 minute walk from the College.



## Free Parking



## Fitness Classes & Gym Membership



# Terms of Appointment

A competitive salary commensurate with the seniority of this post and the experience of the successful candidate will be offered.

# How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Wellington College on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code FBPZA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is midday on **Friday 20<sup>th</sup> September 2024**.

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



The College is committed to equality and diversity, safeguarding, promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants for any of the positions available at the College must be willing to undergo a number of safeguarding checks including an enhanced Disclosure and Barring Service check, reference checks with previous employers and where applicable, a Barred List, Prohibition and EEA check.



# Saxton Bampfylde

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