



INTELLEGO



BRIGHTON COLLEGE
INTERNATIONAL

Join us:

Deputy Head Pastoral
Brighton College Madrid

Closing date: 9am (UK time) on Monday 12 October 2026



BRIGHTON COLLEGE

Executive Summary

Brighton College and Intellego Education are building a high-quality family of premium schools across continental Europe. The intent is to open schools in a number of key European cities, to complement both Intellego's existing schools, and the Brighton College group of schools, and Brighton College Madrid will open in 2027 as one of the first three schools for this partnership. Accordingly, Intellego Education and Brighton College are seeking an outstanding, inspirational and ambitious Deputy Head (Pastoral) to start in April 2027.

This is an exciting opportunity for an experienced Deputy Head to help set up and shape the development of a brand-new school in Madrid. During the pre-opening year, they will work closely with the Head Master on safeguarding, pastoral care and behaviour, on the wellbeing curriculum, policies, training and operational frameworks that will underpin every part of College life. The Deputy Head (Pastoral) for Brighton College Madrid will need to embody and embed the distinctive Brighton College values and ensure that the school operates at the highest possible level. The school will be both internationally outward-looking and rooted in an understanding of Spanish language, culture and heritage.

Parents should expect to see and feel an ethos of excellence throughout the school. In realising this vision for Brighton College Madrid, the Deputy Head (Pastoral) will be supported by both Intellego and Brighton College International.

The successful candidate will combine a track record of highly successful pastoral and safeguarding leadership experience, developed in the UK and/or internationally, with the cultural awareness and global perspective to inspire our community and manage diverse stakeholder relationships. The Deputy Head (Pastoral) will act as Designated Safeguarding Lead (DSL) and will be expected to work particularly hard on establishing the pastoral, wellbeing and safeguarding structures on which the whole of Brighton College Madrid will depend. Previous experience of start-up, or a clear understanding of what is involved, will be beneficial.

Previous experience of start-up, or a clear understanding of what is involved, will be beneficial. As a new school, the successful candidate should be experienced in, and excited by, all the issues, complexities and opportunities associated with growing a community from start-up to established school phase, distinctive in its own right but with the Brighton College DNA running right through it. The successful candidate is also likely to have a background rooted in academic success, with a secure understanding of what constitutes excellent teaching and a deep understanding of timetabling, curriculum and the leadership and management of teams; whilst also being committed to a holistic, values-based, education underpinned by outstanding pastoral care.

This role represents a career-defining professional challenge for a candidate who shares our aim of developing well-educated, respectful and intellectually curious young men and women, ready to take a full, active and positive role in the world.



The *Brighton College* Family of Schools

Brighton College was one of the first UK independent schools to take its distinctive approach to education to markets beyond the UK. From the outset of this international development in 2011, when Brighton College Abu Dhabi opened, its driving ambition has been to ensure each new addition to their family of schools is recognisably a Brighton College school. The BCI group now has schools in: Abu Dhabi (2011), Al Ain (2013), Bangkok (2016), Dubai (2018), Singapore (2020), London (2023), Hanoi (2023), and Bangkok Vibhavadi (2025).

Brighton College Madrid will be one of three new continental European schools, with sister schools opening in Rome (2027) and Lisbon (2028)

Brighton College UK

Brighton College – awarded the title of ‘School of the Decade’ by The Sunday Times – is consistently recognised as the UK’s leading co-educational independent school. Academic results place Brighton College in the top 10 schools in England, and in 2026, the school ranked No.1 in the UK for GCSE results (The Times).

In addition to the ‘School of the Decade’ award in 2020, Brighton College has achieved numerous other recent accolades, such as: Most Forward Looking School in Britain (The Week); Top School in Britain for STEM Subjects (The Week); Best Sixth Form in Britain (The Week); Top School for A levels 2025 (The Sunday Times) and Best 125 Private Schools across the Globe (Carfax Education). Brighton College international schools are also award-winning. In October 2024, Brighton College Bangkok won the 'British International School of the Year Award'. In October 2025, Brighton College Al Ain became the second Brighton school to win the prestigious 'British International School of the Year Award'.



Brighton College International

Every Brighton College international school is a happy place, with a warm, inclusive and respectful community. They promote curiosity and a love of learning from the Early Years pupils, right through to the leavers at age 18. This is one of the reasons why Brighton College pupils achieve outstanding qualifications and go onto many of the world's top universities.

Academic endeavour alone is not the full story, however, and exam results, excellent though they are, do not fully reflect the richness of a Brighton education. This becomes clear through meeting the pupils: all visitors comment on their confidence – the right sort of confidence – which arises from their being encouraged to participate in lessons and the co-curriculum; to take an active interest in, and involve themselves with, the community beyond the school gates; to learn to collaborate and show one another kindness and respect. The schools constantly stress the importance of kindness and encourage pupils actively to seek opportunities to demonstrate their commitment to this vital quality.

Brighton and Intellego share a common philosophy that all schools receive appropriate support, whilst also having the necessary autonomy to lead their school and ensure it works most effectively in its local context. In addition to support with quality assurance from Brighton College UK, there are numerous instances of further collaboration within our family of schools. These include professional development for teachers, pupil competitions, shared webinars and guest speakers. Pupils from across the family of schools are invited to participate in the Brighton College Games, hosted by Brighton College Bangkok in 2027, and there are opportunities for senior school pupils to visit the College in the UK as part of their preparation for university and future careers. Alumni from every school are part of the Brighton College Connect network, with several thousand members.



Intellego

Intellego develops and stewards exceptional schools across Europe. Our ambition is to create schools of lasting significance combining educational excellence, strong leadership and long-term vision with the individual character and identity that make great schools distinctive.

Intellego is led by Dr Stephen Spurr, Executive Chairman, and Christopher Stacey, Chief Executive Officer. Between them, they bring experience spanning the leadership, development and oversight of more than 120 schools across multiple countries and jurisdictions. Dr Spurr has led some of the UK's most distinguished schools, including Westminster School and Clifton College, following earlier leadership roles at Eton College. Christopher Stacey is an experienced international education executive and former CEO and CFO of CATS Global Schools, with a track record spanning the leadership, transformation and growth of international schools and education groups across multiple markets.

Intellego is backed by H.I.G. Capital, a leading global infrastructure fund. This combination of deep educational expertise, proven experience operating at scale and long-term institutional backing provides a strong foundation for Intellego's ambitions and continued investment in exceptional schools.

We believe exceptional schools are built for the long term. Each Intellego school retains its own identity, culture and character, while benefiting from the expertise, investment and opportunities of a wider international group.

For our people, this creates something distinctive: the opportunity to help shape outstanding schools, not simply work within them. As Intellego grows, colleagues have opportunities to collaborate across schools and countries, contribute to the development of an ambitious European education group and build their careers within institutions committed to the highest standards.

Exceptional schools. Distinctive places.



About the Candidate

Key Responsibilities and Tasks

The primary, over-arching responsibility of the Deputy Head (Pastoral) will be to support the Head in the establishment of Brighton College Madrid as an outstanding school of premium international quality, with particular responsibility, as Designated Safeguarding Lead, for safeguarding, pastoral care, behaviour and pupil wellbeing across the College.

During the pre-opening year (and ongoing as required), the Deputy Head's responsibilities will include the following:

Safeguarding and Pastoral Leadership:

- Work with the Head to translate the College vision into a practical pre-opening pastoral and operational plan for a premium international school.
- Plan and develop the safeguarding and pastoral policies, procedures and training on which the College will operate from its first day.
- Plan and develop the curriculum and materials for Personal, Social, Health and Wellbeing education, and the RSE programme, for the secondary phase, ensuring alignment with the parallel prep school curriculum.
- Devise policies, tailored to territory, and support the Head and other senior leaders with the development of whole-school policies.
- Keep up-to-date with the very latest changes to safeguarding needs. Ensure the Head and other leaders are similarly well-informed of how such changes apply to College policies and procedures, ready for September 2027.
- Ensure that the platforms for recording safeguarding concerns, behaviour and attendance are correctly established, with access rights and permissions properly managed.
- Support safer recruitment, onboarding and induction, including pre-opening training, staff information and online and in-person preparation meetings for newly appointed colleagues.
- Devise and deliver pastoral and safeguarding training sessions for staff at the start of the academic year.

Admissions and Marketing

- Support the Head in meeting prospective families, and respond to parental questions on areas such as pastoral care, wellbeing provision, behaviour and safeguarding.

- Contribute to the organisation of assessment days and taster sessions, and to the development of positive relationships with feeder schools.
- Act as an ambassador for the school on all occasions, contributing parent-facing content and information for marketing and communication.

Operations

- Support the operational readiness of classrooms and learning spaces, ensuring that resources, equipment and routines are in place for opening.
- Establish the College's site security and visitor procedures, ensuring that all visitors are checked and verified as suitable to attend the College.
- In addition to the responsibilities detailed above, after opening, the Deputy Head's responsibilities will include the following:
- Ensure that learning remains at the heart of the College and that the Brighton College values are fully embedded within its community.
- Act as the College's Designated Safeguarding Lead, and supervise and oversee the work of Deputy Designated Safeguarding Leads across the College.
- Take responsibility for embedding a culture of safeguarding across every area of the College, promoting a culture of 'it could happen here'.
- Ensure that pupil voice informs a range of ways for pupils to report concerns about their safety to adults in school.
- Design and deliver annual safeguarding update training for staff and volunteers, induction for new starters, and in-year updates at least each half-term.
- Ensure that contractors are appropriately checked, briefed and trained in safeguarding before starting work, and that those in a governance role have completed the relevant training.
- Maintain records of all safeguarding training and statutory certification, following up non-completion in a timely way and keeping statutory training in date.
- Produce the annual Safeguarding Report and quarterly impact reports for the Proprietor Board, and attend safeguarding governance meetings as required.
- Ensure that reportable safeguarding matters are escalated to the relevant external agencies, in line with regulatory and agency requirements.
- Support the Head with regular reviews of pre-employment checks and staff file compliance, and with the College's approach to safer recruitment.
- Lead on all areas relating to behaviour

management, upholding the highest standards of pupil behaviour, manners and appearance.

- Ensure meticulous record-keeping of all behavioural, disciplinary and safeguarding matters, in line with Intellego, Brighton College and in-territory inspection requirements.
- Line manage the form tutors and designated staff, developing target-setting strategies with the other Deputy Heads to enhance the pupil experience, and appraise pastoral colleagues effectively.
- Co-ordinate the implementation of exceptional PSHE and RSE programmes in conjunction with the Heads of Year and Tutors.
- Maintain oversight of online safety, working with the IT Director on filtering and monitoring, and ensure timely training and updates for parents, pupils and staff.
- Manage cross-phase liaison with prep school colleagues to ensure smooth transition arrangements for all areas of pastoral care.
- Lead the establishment of pupil committees, such as the Pupil Council, so that pupil voice feeds into school improvement, and develop all forms of pupil responsibility within the College.
- Retain oversight of all work relating to charity and social responsibility, and of enrichment through subject societies and activities such as debating.
- Support the Head with the delivery of inspirational, thought-provoking and celebratory weekly assemblies.
- Organise and run pastoral information events for pupils and parents, and address parental concerns and complaints professionally, maintaining an accurate log of all complaints.

Qualifications, Skills and Knowledge

- An Honours degree or equivalent. A Master's degree in a related field is desirable.
- A minimum of three years' experience of safeguarding leadership.
- An excellent record as a teacher and middle or senior leader, with evidence of providing support and guidance to colleagues in all matters associated with specific responsibilities.
- A record of continual professional development, and a demonstrable appetite for educational innovation and broad knowledge of the rapidly changing sector internationally.
- Knowledge of strategies to raise standards of attainment for different groups of learners.
- Proven ability to monitor and evaluate teams and individuals, to think strategically and to contribute to the development of the College.
- Excellent organisational, IT and administrative skills.
- The ability already to speak Spanish is desirable, although language lessons will be provided for the selected candidate as necessary and on an ongoing basis.



Personal Skills

- First-class communication skills with a demonstrable ability to act as an effective and compelling ambassador for Brighton College.
- A highly visible leader with the charisma, energy and ambition to inspire and motivate the different constituencies which make up the College community.
- High levels of emotional intelligence together with the cultural sensitivity and global perspective required to relate well to people at all levels and from diverse backgrounds.
- 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.
- Sound judgement, 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.

About Brighton College Madrid

Primacy of the Classroom - The Heart of the School

The school will engender an ethos amongst its pupils and staff where academic success stems from the development of a life-long love of learning and outstanding pastoral care, where individuality is celebrated, and where the importance of kindness is embedded within the school community.

The Spanish language, history and culture is also central to the curriculum, where pupils participate in a range of cultural events and activities to further their understanding of, and respect for, the rich heritage of the country in which they live.

Junior School (Nursery - Year 6)

Teaching in Nursery and Reception is based on the Early Years Foundation Stage (EYFS) framework. In Key Stages 1 and 2, pupils follow the English National Curriculum (ENC), enhanced in line with our aspirational outlook and the Brighton College DNA, and modified to reflect the location and international mix of pupils attending the school. Pupils are taught by talented, enthusiastic class teachers, with a significant emphasis on English, mathematics and Spanish language development. Specialist teachers work with children across specific subject areas such as drama, music, dance, art and design, computing and technology, languages, physical education and swimming.



Middle School (Years 7 - 9)

Pupils move into the Middle School in Year 7, where the curriculum is underpinned by the English National Curriculum and enhanced with the incorporation of many elements of the Brighton College DNA, such as Story of Our Land (integrated humanities), public speaking and entrepreneurship, while also continuing with the specialist subjects from the Junior School.

The curriculum is academically rigorous and designed specifically for pupils learning in an international community, whilst maintaining a strong local context. In Year 9 pupils also lay the foundations for successful transition to IGCSE, familiarising themselves with the specialist subject matter and terminology and making informed subject choices.

Senior School (Years 10 - 13)

IGCSE (Years 10 - 11)

On moving into the Senior School in Year 10, pupils begin the IGCSE syllabuses for which they sit the examinations at the end of Year 11. After the examinations and before the end of that year, pupils begin the transition to the IB Diploma, to familiarise themselves with its structure and approach to teaching and learning, and to enable them to be fully informed when choosing their Higher and Standard Level subjects.

IB Diploma (Years 12 - 13)

From the start of Year 12 all pupils enjoy the benefits of the The Diploma Club and Study. This special feature is a multifunctional space designed both for the quiet, independent study and relaxed social events appropriate for the school's senior pupils. It is also the base from which the IB Co-ordinator and Tutors provide academic assistance and university and careers guidance.

At the end of Year 13, pupils will sit their IB examinations and can expect to be well-supported on pathways to world-class universities in Spain, elsewhere in Europe, the UK, USA and beyond.

The *Co-Curriculum* Life Beyond the Classroom

The Arts

Artistic endeavour encourages the pupils to be curious, courageous and original, and in doing so, enlivens and complements the academic life of the school. The school campus has performance and rehearsal spaces for art, music, dance and drama for pupils of all ages, in keeping with the educational philosophy that every pupil should be involved throughout their school career in the creative and performing arts.

Sport

Our 'sport for all' ethos supports our top athletes in addition to allowing all pupils to experience, enjoy and succeed in a wide variety of team and individual sports. The school benefits from both the first-class facilities on the school campus and access to a wide array of further sports facilities nearby. Our schools operate competitive fixture programmes, giving pupils the opportunity to participate in matches both locally and further afield.

Activities

Co-curricular activities on offer beyond timetabled lessons reflect the diverse skills, interest and enthusiasms of our community. From robotics, to creative writing, to academic societies, to Model United Nations, each individual pupil is able to try something different and develop new skills while also strengthening current talents and taking them to new heights.

Social Responsibility

Social responsibility and community service are essential elements of our make-up. We believe everyone from an early age can play an active part in society, and we encourage all our pupils to become involved with community and global initiatives, helping and thinking of others and developing those qualities of kindness and respect fundamental to our ethos.

In this way also, by the time pupils reach Years 12 and 13 they are fully equipped to make the most of the opportunity offered by the community service element of the IB Diploma's CAS programme.



Campus and Facilities

Opening in September 2027, the school community will be based in the affluent residential suburb of Aravaca, known for its high-quality of life, leafy surroundings and proximity to the centre of Madrid.

The large campus comprises one building currently undergoing a comprehensive refurbishment to create a modern, inspiring environment for learning and growth from Nursery through to the IB Diploma. Brighton College Madrid will include all the purpose-built facilities to deliver the uniquely powerful Brighton academic and creative and performing arts curriculum, with dedicated outdoor learning areas and playgrounds for Early Years and Prep, and the full range of sporting facilities accessible nearby.

Brighton College Madrid's purpose-built facilities will include:

- Contemporary classrooms and specialist teaching spaces designed to support a rigorous, co- educational academic programme and reflect the exceptional quality of our academic staff
- Indoor-outdoor learning and play areas thoughtfully integrated across the campus to enrich both pupil and staff experiences
- A comprehensive suite of co-curricular facilities, including a performance hall, music rooms, and dedicated studios for drama and dance
- Well-resourced libraries, with bespoke educational resources and equipment for all age groups
- A Design and Technology Centre, incorporating modern product design and Maker Space equipment
- Extremely well-appointed urban campus sports areas including:
 - + access to multipurpose courts including tennis, basketball and football
 - + an indoor gym
 - + outdoor, age-specific play zones
 - + both natural and cultivated gardens, used as living classrooms
- Integrated partnerships with a range of other nearby sporting and cultural facilities are also being developed.



10 reasons to live in Madrid

Located in the heart of Spain, Madrid is a beacon of culture, blending traditional with contemporary. There are plenty of reasons to choose this city as your home. Here are ten reasons to live and work in Madrid.

Welcoming Community

The city has a warm and welcoming atmosphere, making it easy for newcomers to feel at home. With a large international population, and a strong cultural emphasis on socialising—gathering in plazas, enjoying long meals, and celebrating festivals—meeting people is easy. Even without fluent Spanish, you'll feel included.



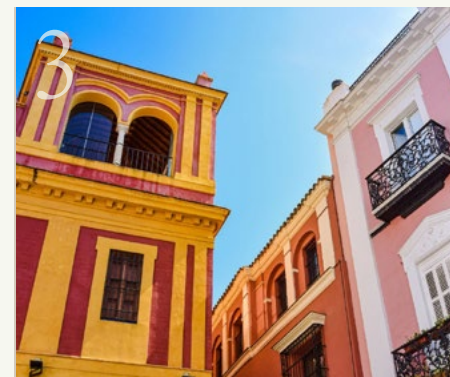
Efficient Transportation

Home to one of the best public transport systems in Europe, Madrid is exceptionally well connected. With over 300 metro stops, there is no need for a car in the city centre. The city's train and bus networks are also highly reliable, making travel in and out of the centre affordable and convenient.



Sunny Weather

Madrid is one of the sunniest cities in Europe. The city enjoys almost 300 days of sunshine, allowing you to spend ample time outdoors. Whether you're strolling through the city's parks, dining al fresco, or simply soaking up the sun, the bright blue skies are a constant companion. Each season brings its own charm, but the sunshine never fades.



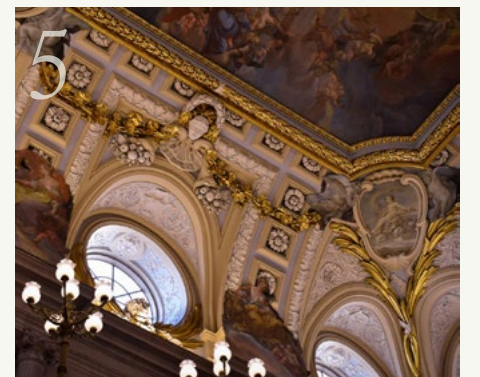
Delicious Cuisine

A foodie's paradise, Madrid is known for its vibrant tapas culture and traditional dishes. Whether you're indulging in culinary fusion in one of Madrid's 28 Michelin-starred restaurants or savouring freshly fried churros in a quaint chocolateria, the city offers endless culinary delights. As a cosmopolitan hub, Madrid also boasts high-quality cuisine from around the world, all within its bustling streets.



History and Culture

Madrid has a rich history, from its origins as a ninth century fortress, to becoming Spain's capital in 1561. The city is renowned for its grand royal architecture and lively cultural landmarks. Its culture thrives in bustling plazas, traditional fiestas, and a passion for food, art, and music, making Madrid a dynamic mix of heritage and modern life.



Activities for All

Madrid offers a diverse range of activities. Families can enjoy a night at the largest drive-in cinema in Europe, paddleboat in El Retiro Park, or visit world-class museums, such as the Museo Nacional del Prado or the Museo Nacional Thyssen-Bornemisza. For those seeking a livelier atmosphere, Madrid comes alive with vibrant festivals throughout the year, where you can join in the celebrations and experience the city's festive spirit.

Shopping Experiences

With a vibrant shopping scene, Madrid offers everything from local designers to global high-street brands. The iconic San Miguel and San Antón markets, are also not to be missed: here you can enjoy local delicacies and artisanal goods. Barrio de las Letras, a historic neighbourhood with charming boutiques, is also ideal for a bit of retail therapy to discover hidden gems.

Nature

Madrid offers a unique combination of urban life and nature. Surrounded by the Sierra de Guadarrama mountain range, the city is home to ample green spaces. Just a short journey from the city centre, you can explore Casa de Campo park or enjoy a peaceful escape to Sabatini Gardens. For hiking enthusiasts, the nearby mountains offer stunning trails and panoramic views of the city.

Travel Hub

Madrid is a major European hub, with excellent connectivity by air, train and bus. Weekend trips to Barcelona, Seville, or Valencia are just a train ride away, making it easy to explore Spain's diverse regions. If you are wanting an international escape, a short flight can get you to London, Paris, Amsterdam or Geneva in under 2.5 hours, for a complete change of scenery.

Vibrant Nightlife

After a restful afternoon siesta, Madrid comes alive at night. Whether you prefer unwinding in a jazz bar, enjoying rooftop cocktails or watching Flamenco dancing with guitars and castanets playing until dawn, the city has something for everyone. With an estimated 18,000 bars, restaurants and clubs to explore, you'll never run out of places to enjoy Madrid's diverse nightlife.

The *Application* Process

Terms of Appointment

A salary package that reflects the profile and ambitions of the school. In addition, the package of benefits may include a relocation allowance, subsidised accommodation, fee remission, private medical insurance and flights. More details will be shared with candidates progressing to the final round of interviews.

How to Apply

First round interviews may commence before the applications deadline. Intellego Education reserves the right to appoint a candidate in advance of the intended timeline; early applications are therefore encouraged. Candidates should submit an online application through our application portal: <https://intellego-education.pinpointhq.com/postings/4cf3742f-11a8-4e0b-81b5-2947859febfa>

You should submit:

- A supporting statement within the application form addressed to George Hartley, Head Master Brighton College Madrid. The statement should explain your reasons for applying and the attractions of this role, the relevance of your experience and how you relate your personal educational philosophy to your understanding of the school and the role.

The closing date for applications is 9am Monday 12 October 2026.

Applications will be considered on a rolling basis and early application is therefore encouraged. Any enquiries about the application procedure should be emailed to recruitment@brightoncollegemadrid.com

The recruitment process will proceed as follows:

- First round interviews will take place over Teams on the w/b 19th October 2026.
- Final round interviews will take place on the w/b 2nd November 2026

Safeguarding and equal opportunities

We are 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 successful completion of pre-employment checks, including criminal record checks for all countries where you have lived and worked, the receipt of satisfactory references, our pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS or local country filtering rules) in order to assess their suitability to work with children.

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

Data Protection

According to GDPR guidelines, gdpr@intellego-education.co.uk 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.





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