



INTELLEGO



BRIGHTON COLLEGE
INTERNATIONAL

Join us:

Special Educational Needs Coordinator 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. 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 Special Educational Needs Coordinator (SENCO) to join the founding staff of a brand-new school in Madrid.

The academic success of every Brighton College pupil is founded upon exceptional, innovative and carefully crafted teaching, and upon our values of Curiosity, Confidence and Kindness. Coordinating special educational needs here means knowing every pupil on the register as an individual, knowing exactly what is being done for them and whether it is working, and treating excellent classroom teaching as the first and best form of support. The SENCO identifies need early, holds colleagues to a graduated approach of assess, plan, do and review, and expects provision to be evidenced and continuously improved.

The school will be both internationally outward-looking and rooted in an understanding of Spanish language, culture and heritage, and parents should expect to see and feel an ethos of excellence throughout.

In realising this vision for Brighton College Madrid, the Special Educational Needs Coordinator (SENCO) will be supported by both Intellego and Brighton College International.

The successful candidate will combine deep professional knowledge and a genuine passion for inclusive education, developed in the UK and/or internationally, with an exceptional ability to connect with pupils, parents and colleagues alike. Pupils with additional needs are best served by expertise combined with warmth and precise challenge: the combination that turns access into genuine achievement. The post also leads the College's provision for pupils learning English as an additional language.

Previous experience of a school start-up, or a clear understanding of what is involved, will be beneficial. As a new school, we are looking for a leader excited by the opportunity of building a register, a graduated approach and a support team from the first day, in a community distinctive in its own right but with the Brighton College DNA running right through it. The successful candidate should also have substantial experience of coordinating provision for a range of additional needs, including able pupils whose difficulties are masked by attainment.

This role represents a rare professional opportunity for a leader 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 SENCO will be to lead the strategic development of special educational needs provision across the whole College, from the Prep years to the Sixth Form, and to be accountable to the Senior Leadership Team for its quality and impact.

The responsibilities of the SENCO will include the following:

Leading Provision for Additional Needs

- Maintain the College's SEND register and individual learning profiles, so that every pupil's needs are accurately identified, recorded and understood by those who teach them.
- Operate a graduated approach of assess, plan, do and review, so that provision is adjusted on evidence of what is working rather than left in place by default.
- Coordinate specialist assessment and diagnosis with educational psychologists, speech and language therapists, occupational therapists and other external professionals, including local services in the host country.
- Deploy, train and line-manage learning support colleagues, ensuring their time is targeted where it makes the greatest difference to pupils.
- Manage access arrangements for public examinations in line with examination body regulations, gathering evidence in good time and meeting every deadline.
- Work in close partnership with parents, ensuring they understand what provision is in place, why it has been chosen and what difference it is making.
- Advise on admissions, giving a clear and honest view of whether the College can meet the needs of a prospective pupil.
- Lead professional development on adaptive and inclusive teaching across the College, so that high-quality classroom teaching remains the first and best form of support.

English as an Additional Language

- Oversee the College's provision for pupils learning English as an additional language, from new arrivals with little or no English through to those approaching full academic fluency.
- Line manage the EAL teaching team.

- Assess and track English proficiency against a recognised framework, using that data to shape provision, group pupils and decide when targeted support should end.

Teaching and Learning

- Teach a subject discipline as required - the allocation determined by the postholder's specialism and the needs profile across the College - modelling the inclusive practice asked of colleagues.
- Act as an outstanding classroom practitioner.
- Promote excellence, creativity and innovation across the College's provision for pupils with additional needs.
- Undertake curriculum planning and delivery as allocated by the Senior Leadership Team.
- Ensure that the SEN suite provides a stimulating and interesting learning environment, with displays changed regularly and drawn from current classroom work.
- Uphold the highest standards of pupil behaviour, manners and appearance, and maintain current and impactful pedagogical approaches through a commitment to continuous professional learning.

Assessment, Reporting and the Wider College

- Undertake the preparation, delivery, timely marking and feedback of pupil assessments.
- Use target setting and assessment data highly effectively, aiming for each pupil to reach or exceed their target grade.
- Produce reports for parents to a high standard.
- Attend parents' evenings, Speech Day and school functions and events, some of which fall in the evenings or at weekends.
- Liaise closely with the Senior Leadership Team and other colleagues regarding any pupil giving cause for concern.
- Contribute to the College's extension and enrichment programme by running clubs and societies, and lead at least two weekly co-curricular options.
- Bring the experience and expertise needed to support pupils with applications to leading universities.
- Play a full part in the wider life of the College: staff meetings and INSET, appraisal and professional development, parent and pupil publications, and the care of resources and equipment.
- Any other reasonable management request.

Safeguarding and Compliance

- Contribute actively to the whole-school culture of special educational needs, pastoral care, safeguarding and pupil wellbeing, understanding and implementing the College's policies and procedures.
- Contribute, as a member of the College teaching staff, to preparation for inspections and regulatory reviews by local and international bodies, working closely with senior leaders.
- Address parental concerns and complaints professionally and in accordance with the complaints policy.

Qualifications, Skills and Knowledge

- Qualified teacher status, with a good Bachelor's degree and PGCE or equivalent, and a subject they can teach.
- The National Professional Qualification for SENCOs, or the National Award it replaced; strong candidates holding neither would be expected to work towards it.
- Substantial experience of coordinating provision for pupils with a range of additional needs, including specific learning difficulties, autism and attention difficulties.
- Experience of leading or teaching English as an additional language, and familiarity with a recognised proficiency framework such as the Bell Foundation's or WIDA's.
- A working knowledge of the UK SEND Code of Practice and its graduated approach, applied to an international context.
- Experience of supporting pupils with additional needs through GCSEs/IGCSEs and the IB Diploma Programme; managing access arrangements for those examinations would be a significant advantage.
- An international outlook and an understanding of working in diverse environments.



Personal Skills

- A leader who fosters a passion for learning, with the ability and the genuine desire to develop pupils and colleagues to their fullest potential.
- An exceptional ability to connect with pupils, parents and colleagues alike, combining expertise with warmth and precise challenge.
- A proven track record of effective teaching.
- The ability to work as effectively with pupils who need substantial support to access the curriculum as with able pupils whose difficulties are masked by their attainment.
- The ability to thrive in an intellectually invigorating environment; self-reliant and adaptable, with high levels of initiative. 8
- A colleague who exemplifies the Brighton College values of Curiosity, Confidence and Kindness.

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.



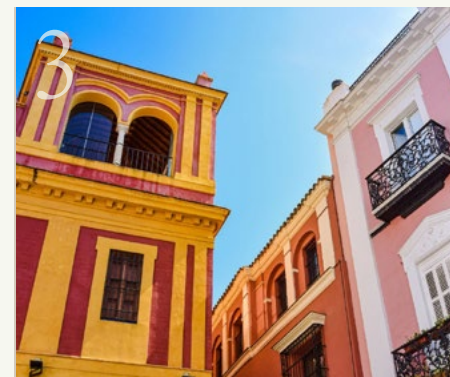
Efficient Transportation

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.



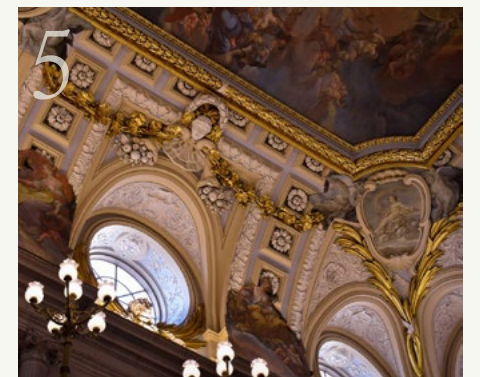
Delicious Cuisine

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/5d927ccd-b69d-4667-a021-0ab83e3d4413>

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 12th 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 in the w/b 19th October 2026.
- Final round interviews will take place in the w/b 19th October 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.





BRIGHTON COLLEGE
INTERNATIONAL



INTELLEGO