



BRIGHTON COLLEGE
BANGKOK · VIBHAVADI

Join us:

Head of Early Years Brighton College Bangkok Vibhavadi

Closing date: 10am (UTC+7) on Sunday 18 October 2026



BRIGHTON COLLEGE

Executive Summary

The Head of Early Years is a key leadership role within the Prep School, responsible for leading and developing Early Years provision from Pre-Nursery to Reception. Reporting to the Head of Prep, the postholder will establish a clear and ambitious vision for outstanding Early Years education, ensuring that the College values of Curiosity, Confidence and Kindness are embedded throughout the curriculum, learning environment, relationships and culture.

The successful candidate will be an exceptional Early Years practitioner and leader with a deep understanding of the EYFS, purposeful play, continuous provision and high-quality adult interaction. They will drive consistently high standards of teaching, learning and assessment, with particular responsibility for early language, literacy, phonics and reading, while ensuring that every child is appropriately supported, challenged and known.

A central part of the role will be to lead, inspire and develop the Early Years team, building consistency and excellence across Pre-Nursery, Nursery and Reception through coaching, professional development, effective team leadership and robust quality assurance. The Head of Early Years will work closely with the Prep leadership team to ensure strong communication, effective transition into Key Stage 1 and alignment with the wider direction of the Prep School.

The Head of Early Years will also be a highly visible ambassador for Early Years, developing strong partnerships with current and prospective parents. Recognising Early Years as an important gateway into the College, they will work closely with Admissions and Marketing and provide leadership of Bright Start, helping to strengthen the quality, reputation and continued growth of Early Years.

We are seeking a visionary, energetic and proactive Early Years leader who combines excellent practice with the ability to set direction, develop people, build parent confidence and drive continuous improvement. Above all, they will create an Early Years culture in which children are happy, safe, curious and confident, and are supported to flourish and become the best version of themselves.



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 Brighton College International (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). Three new schools will be opening in continental Europe in 2027: Brighton College Madrid, Brighton College Rome and Brighton College Lisbon.

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.

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 across the world are also award-winning in their own right. Recent awards have included: Best New School in the UAE (BC Dubai 2024, Top Schools Awards); Top 10 Private Schools in the Middle East (BC Abu Dhabi 2024, Spear's Index); Best Early Years School in the UAE (BC Al Ain, Lux Education Awards); and Best New School (BC Singapore 2023, Singapore Education Awards). Brighton College schools have also been awarded the prestigious International School of the Year Award for the past two years: Brighton College Bangkok in 2024-25, and Brighton College Al Ain in 2025-26.



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 College International has put in place the structure, resources and expertise to ensure the Brighton DNA prevails in all Brighton Schools. All Heads of schools receive appropriate support, whilst also having the necessary autonomy to lead their school and ensure it works most effectively in its local context.

All Brighton College Heads are invited to the annual Brighton College Heads' Conference as part of their professional development and to share good practice in leadership across the group. 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, biennial Heads of Prep Conference, pupil competitions and trips, shared webinars and guest speakers.

Alumni from every school are part of the Brighton College Connect network, with several thousand members.



About *Brighton College* Bangkok Vibhavadi

Brighton College Bangkok Vibhavadi is a co-educational day school offering a progressive British style education with a global outlook, underpinned by the aims and ethos of Brighton College UK, the UK's leading co-educational independent school. The school caters for pupils aged 2 to 18, leading to IGCSEs and A-levels

Academic Life and Pastoral Care

Brighton College Bangkok Vibhavadi is part of the world-renowned Brighton College family of schools, where academic success stems from the development of a life-long love of learning and outstanding pastoral care. Individuality is celebrated, and a culture of kindness is integral to each and every Brighton school. Local languages, history and culture are central to the curriculum in Brighton College Bangkok Vibhavadi.

The teaching of Thai language, history and culture forms the foundation of the curriculum in both the Prep and Senior Schools. Pupils currently follow 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.

Prep School (Pre-Nursery to Year 6)

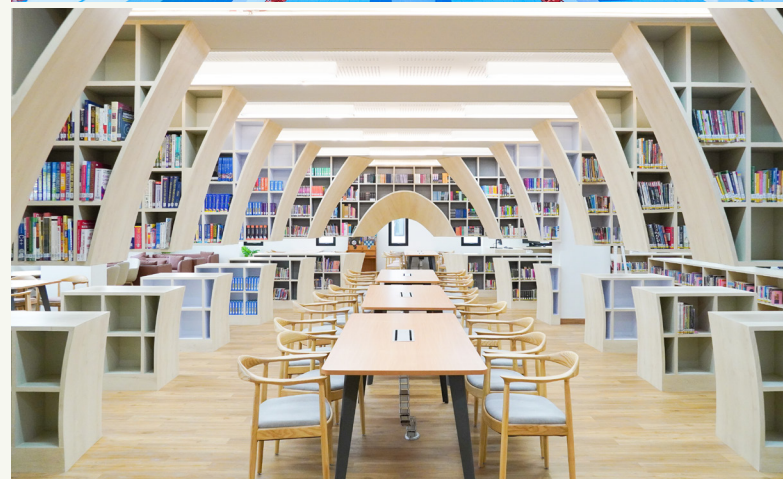
Teaching in Pre-Nursery to Reception is based on the Early Years Foundation Stage (EYFS) framework. In Key Stages 1 and 2, pupils follow the International Primary Curriculum (IPC), enhanced and modified to reflect the location and international mix of pupils attending the school. Pupils are taught by talented, enthusiastic class teachers, with a significant emphasis on English, maths and Thai language development. Specialist teachers work with children across specific subject areas such as PE, swimming, computing, art, DT, drama, music and languages.

Senior School (Years 7 to 11)

Pupils move into the Senior School in Year 7, where the curriculum is underpinned by the English National Curriculum, whilst incorporating many elements of the Brighton College DNA, such as Story of Our Land (integrated humanities), Entrepreneurship and Presentation Skills. The curriculum they follow is academically rigorous, and designed specifically for pupils learning in an international community, whilst maintaining a strong local context. At the end of Year 11, pupils will sit their IGCSE examinations.

Sixth Form (Years 12 and 13)

At the end of Year 11, pupils begin the transition into the Sixth Form. In Year 12, most pupils start with four subjects and further develop their skills and understanding in preparation for university study. All Year 12 and 13 pupils enjoy the benefits of *The Sixth Form Club and Study*. This is a multifunctional space, designed for both quiet, independent study, and relaxed social events; it is also the base from which the Sixth Form team provides university and careers guidance. At the end of Year 13, pupils will sit their A-level examinations and can expect to be well-supported on to pathways to world-class universities in Thailand, the UK, USA and beyond.



Life Beyond the Classroom

The Arts

Artistic endeavour encourages pupils to be curious, courageous and original, and in doing so, enlivens and complements the academic life of the school. The new school campus creates opportunities for art, music, dance and drama for pupils of all ages, with Prep pupils able to access their own performance and rehearsal spaces.

Sport

Our 'sport for all' ethos supports our top athletes and also all our pupils to experience, enjoy and succeed in a wide variety of sporting activities. Brighton College Bangkok Vibhavadi benefits from an outstanding array of first-class, brand-new facilities, in addition to opportunities to engage in joint sporting events with its sister school, Brighton College Bangkok, in Krungthep Kreetha. All Brighton schools operate competitive fixture programmes, giving pupils the chance 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 book clubs, to robotics, to hammer beads, to choirs, to Model United Nations, each individual pupil is able to try something different and develop new skills.

Social Responsibility

Social responsibility and community service are essential elements of the Brighton College DNA. We believe everyone can play an active part in society, and we encourage all our pupils and staff to get involved with community and global initiatives.

Campus and Facilities

The school community opened in August 2025 as a brand-new 30,000m² school, in purpose-built, state-of-the art facilities, including:

- 21st-century classrooms and a range of specialist teaching and learning spaces, with a focus on providing an innovative and immersive learning experience.
- A state-of-the-art Performing Arts Centre, with a 400-seat theatre, music practice and performance spaces, drama and dance studios.
- Two exceptionally well-resourced libraries, with bespoke educational resources and equipment for all age groups.
- A Design and Technology Centre, incorporating modern product design equipment.
- A range of outstanding sporting facilities, including a 25-metre swimming pool, football pitch and indoor sports hall.



10 reasons to live in Bangkok

Celebrated as one of the best cities in the world, there are plenty of reasons to choose Bangkok as your home. From food to art and architecture; access to stunning islands and big city excitement, here are ten reasons to live and work in Bangkok.



Affordable Living

Bangkok, Thailand's bustling capital, offers the excitement of a true mega-city with a much lower cost of living compared to the UK. Utilities, food and entertainment are affordable, allowing for a comfortable lifestyle. Whether you're exploring the bustling markets, indulging in street food, or discovering peaceful temples and parks, Bangkok offers authentic experiences without breaking the bank.



Activities for All

Bangkok offers a diverse range of activities. Families can unwind at riverside pools, explore city-centre parks, or visit museums and art galleries. For those seeking a livelier scene, the city is filled with trendy rooftop bars and vibrant night markets. Whether you're seeking tranquillity in a city park, cultural experiences at a local temple, or afternoon tea at a five-star hotel, the city offers something for everyone.

Welcoming Community

The city boasts a vibrant, inclusive community of both locals and expatriates, making it easy for newcomers to settle in. This friendly atmosphere fosters connections and creates a sense of belonging, helping you quickly find your place in this dynamic environment.

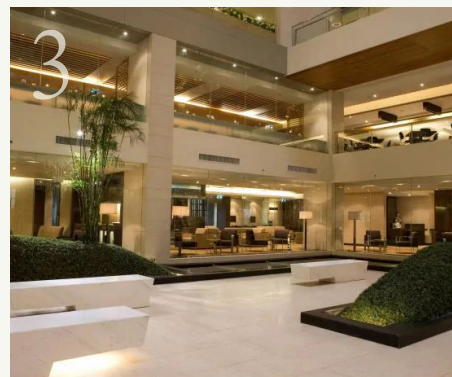


Unique Shopping Experiences

For those who love to shop, Bangkok is a dream destination. Visit Chatuchak Market, one of the largest in the world, where you can find everything from handmade crafts to vintage items. The city also boasts high-tech malls featuring a wide array of shops, food halls, and entertainment options.

Excellent Healthcare

Access to quality healthcare is a major advantage of living in Bangkok. The city is home to world-class hospitals, skilled doctors, and excellent dental care, ensuring residents have reliable medical support if needed – providing peace of mind as you make your big move!



Peaceful Parks and Temples

Amid the bustling city life, Bangkok offers numerous parks and beautiful temples that provide serene escapes. Spend a quiet afternoon in Lumpini Park, or visit one of the many stunning temples scattered throughout the city for a moment of tranquillity and reflection away from the urban hustle.

Diverse and Delicious Cuisine

Bangkok is a food lover's paradise, offering an incredible variety of both Thai and international cuisine. From flavourful street food vendors to world-class restaurants, the city offers endless culinary delights to explore. Whether you're grabbing a quick pad Thai on the way home, or enjoying sticky mango rice in a riverside restaurant, the food is always delicious and affordable.



Efficient Transportation

Getting around Bangkok is easy and convenient thanks to its extensive public transport system. The Skytrain, underground metro, river taxis, and traditional taxis offer easy options for navigating the city. This accessibility makes it simple to explore different neighbourhoods and attractions.

Cultural Richness

Experience a unique blend of ancient and modern culture in Bangkok, where historical temples coexist with contemporary skyscrapers. Festivals such as Songkran and Loy Krathong showcase the vibrant local culture, offering colourful celebrations filled with fun and food. Join in the excitement of water splashing during Songkran, or create your own lantern during Loy Krathong.



Adventure Awaits

Bangkok serves as an ideal base for adventure, with easy access to both domestic and international destinations. Weekend getaways to Hua Hin for a relaxing beach escape, or short flights to Chiang Mai for mountain exploration are just the beginning. With Bangkok as your launch point, you can easily discover Thailand's breathtaking islands, lush jungles, and exciting destinations across Asia.

About the Role

Brighton College Bangkok Vibhavadi is seeking to appoint a Head of Early Years, to start in the position is available from January 2027 , although an August 2027 start may be considered for an exceptional candidate. Our priority is to appoint the right person to lead the next stage of development of Early Years at Brighton College Bangkok Vibhavadi. As a Head of Department, they will be required to contribute to the development of a curriculum that delivers both an outstanding learning experience for pupils and top academic outcomes.

Key Responsibilities:

- To lead and inspire the Early Years team from Pre-Nursery to Reception, establishing a clear and ambitious vision for outstanding Early Years provision.
- To ensure the College values of Curiosity, Confidence and Kindness are embedded throughout the curriculum, environment, relationships and culture of Early Years.
- To promote outstanding, purposeful and play-based Early Years practice, informed by the EYFS framework, current research and best practice.
- To ensure an effective balance between child-initiated learning, continuous provision, high-quality adult interaction and purposeful teaching.
- To maintain the highest expectations for learning environments, planning, assessment, teaching and pupil outcomes.
- To lead communication, language, early literacy, phonics and reading, including the effective implementation of Read Write Inc.
- To analyse assessment information and monitor the progress and development of individuals and groups, ensuring appropriate support, challenge and intervention.
- To oversee inclusion across Early Years, ensuring provision responds effectively to pupils with SEND, EAL and other individual needs.
- To ensure effective transition between Early Years year groups and into Key Stage 1.
- To manage and develop Early Years staff, including appraisal, coaching, induction and professional development.
- To lead Early Years planning and team meetings and ensure effective communication between staff and the Prep Senior Leadership Team.
- To monitor the quality of provision through learning walks, observations, planning scrutiny, assessment information and professional dialogue.
- To manage the Early Years budget and ensure resources and environments support high-quality provision.
- To ensure outstanding pastoral care so that every child feels safe, happy, confident and known.
- To build strong and effective partnerships with parents, communicating confidently about children's learning and development and managing concerns professionally.
- To ensure a rich programme of educational visits, workshops, events and enrichment opportunities across Early Years.

Admissions, Reputation and Growth

- To recognise Early Years as a critical gateway into Brighton College Bangkok Vibhavadi and actively contribute to its continued growth.
- To provide strategic leadership of Bright Start, ensuring it provides a high-quality introduction to Brighton Early Years and a clear pathway into the College.
- To work closely with Admissions and Marketing and play a visible role in tours, assessments, Open Days and prospective-parent events.
- To communicate compellingly what distinguishes a Brighton Early Years education and strengthen parent confidence, retention and advocacy.
- To identify opportunities to further develop the quality, reputation and pupil numbers of Early Years.

Leadership Responsibilities

- To be supportive of the College, its aims and values and provide guidance and example to colleagues.
- To ensure effective communication between the Prep Senior Leadership Team and Early Years staff.
- To promote the highest standards of teaching, learning and pastoral care.
- To contribute to Prep School improvement planning, policy development and quality assurance.
- To assist with the recruitment, selection, induction,



appraisal and development of staff.

- To identify and support the professional development needs of Early Years colleagues.
- To contribute to admissions, marketing and wider College events.
- To support regulatory, inspection and accreditation preparation.
- To maintain an ongoing awareness of developments in Early Years educational theory, research and practice.
- To attend relevant Brighton College International network and cluster meetings and liaise with equivalent colleagues across the BCI family.
- To assist in the preparation of management reports as requested by the Head of Prep.
- To undertake other reasonable responsibilities as requested by the Head of Prep

Teaching Responsibilities

The Head of Early Years will have a reduced teaching commitment appropriate to the leadership responsibilities of the role.

- To model exemplary Early Years teaching and professional practice.
- To be responsible for the quality of learning within their teaching.
- To encourage every child to realise their potential and become the best version of themselves.
- To maintain effective partnerships with parents to support children's learning and development.

Person Specification

The successful candidate will have:

- A relevant degree and recognised teaching qualification. Significant successful Early Years teaching and leadership experience.
- A deep understanding of the EYFS, purposeful play, continuous provision, assessment and progression.
- Strong knowledge of early language, literacy, systematic phonics and early reading; experience of Read Write Inc. is desirable.
- A proven record of improving teaching and developing teachers and support staff.
- Excellent communication skills and the ability to build strong relationships with pupils, colleagues and parents.
- Strong safeguarding knowledge and commitment to outstanding pastoral care.
- Experience within a high-quality British or international school is desirable.
- Experience of admissions, inspection or quality assurance is desirable.

The successful candidate will be visionary, energetic and proactive; an excellent practitioner and team builder who is relentless about quality, highly effective with parents and ambitious for the continued growth of Early Years. Above all, they will be a leader who can set direction, bring colleagues with them and create a culture in which every child can flourish.

The Application *Process*

To apply for this role, please upload all required information to the documents section of the TES platform by 10am (UTC+7) time on Sunday 18th October 2026.

Applications will be considered on a rolling basis, and early application is therefore encouraged. First round interviews will be held either in Bangkok or online.

All enquiries about the application procedure should be emailed to Hr@brightoncollegevibha.ac.th.

Please include:

- An application letter (of no more than two sides) addressed to Mr Crispian Waterman, Head of Brighton College Bangkok Vibhavadi, outlining your suitability for the role (including co-curricular and pastoral strengths).
- An up-to-date copy of your CV.
- A completed TES online application form.
- Contact details for three referees on your application forms, one of whom must be your current or most recent Head of School or Principal (the most senior member of academic staff).

Remuneration

- A competitive salary.
- Relocation allowance.
- Accommodation allowance.
- 100 % remission on school fees at Brighton College Bangkok Vibhavadi for up to two children. subject to the usual standard and procedures for admission.
- Medical insurance for the post holder, dependent spouse and up to two children.
- Flight allowance to the point of origin for the post holder, dependent spouse and up to two children.



Safeguarding and equal opportunities

We are committed to safeguarding and promoting the welfare of our pupils and expects all employees and volunteers to share this commitment.

Any offer of employment will be subject to successful completion of pre-employment checks, including enhanced disclosure with the Disclosure and Barring Service (DBS) in the UK, International Child Protection Certificate (ICPC), a local police certificate, receipt of satisfactory references and relevant original ID documentation and qualification 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 promotes equality of opportunity.



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