



BRIGHTON COLLEGE
(SINGAPORE)

Join us:

Head of College Brighton College (Singapore)

Closing date: 10am (Singapore time) on 14 October 2026



Executive Summary

Brighton College and Cognita are seeking an inspirational charismatic, and ambitious Head to drive the expansion of Brighton College (Singapore) into one of the region's leading all-through schools (from Pre-Nursery to Year 13).

This is an incredible opportunity for a proven senior leader to shape the ongoing development and growth of the school and work as part of a talented and experienced team of Heads across Cognita and the Brighton College Group.

The successful candidate will combine a track record of highly successful leadership experience in education in the UK or internationally, with the cultural awareness and global perspective to inspire the entire College community and manage diverse stakeholder relationships.

We are looking to appoint a Head with the energy and vision to lead a world-class academic institution, distinctive in its own right but with the Brighton College DNA at its core. First-class communication skills, with the gravitas to act as a visible leader and ambassador, are crucial, as is the commercial drive to build upon the school's success.

The Head of College is also accountable to a Board of Governors comprising representatives of Cognita and Brighton College UK. The Head of College will be responsible for the delivery of educational excellence, school strategy and parent experience, while working alongside central teams for marketing, human resources and finance support. The role reports into the Managing Director, Singapore Cog. The school is regulated by the SSG (Skills Future SG) in Singapore and has EduTrust Certification. The Cognita Asia team plays a vital role in managing this regulatory relationship effectively.

This opportunity represents a career-defining, professional challenge for an educational 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 position is available from August 2027.



About the Role

The Head of Brighton College (Singapore) will be responsible for leading a successful and thriving school, looking to build on the strong foundations already established in its Prep School and the formative years of its Senior School. Like all Brighton College leaders and teachers, they will understand the values of a British independent school education, the expectations of parents for the highest educational standards, and the needs of pupils who are very motivated to learn. This role will also oversee successful delivery of programmes that are integrated with its mainstream offerings, such as the Preparatory Course Primary and Secondary for intensive English Language acquisition.

Key Responsibilities

The Head's primary, over-arching responsibility will be to manage the school's ongoing development, encompassing the following priority tasks:

Strategic Leadership

- Ensure the College continues to have strong strategic and operating frameworks that enable sustained growth and high performance in the context of its mission, ideals and ethos.
- Maintain strong performance in international rankings and the top rating in both local and international accreditations.
- Retain strong partnerships with Cognita, Brighton Colleges internationally and Brighton College UK.
- Ensure consistently high standards of safeguarding, safety and wellbeing across the school, in accordance with best practice.
- Appoint and retain high quality and highly committed teaching staff, who will lead on innovative teaching and learning best practice and understand what is required of them.
- Lead the College's Senior Leadership Team (SLT) and other senior leaders through the setting of high standards (academic, pastoral and co-curricular), clearly defined roles and expectations and by creating an ethos of collective responsibility, accountability and high standards.
- Establish a culture of kindness, respect, high standards with high level of support.

Academic & Pastoral Leadership & Teaching Excellence

- Be responsible for the College's reputation for academic excellence and outstanding GCSE and A-level results
- Ensure the College continues to deliver a clear educational vision, service ethos and inter-cultural understanding.
- Lead senior staff to ensure strong relationships with world-class universities to provide successful progression routes for pupils.
- Ensure that there is successful transition of pupils at various transition points in the College.
- Ensure a framework of intentional and consistent pastoral and behaviour management systems that support the development, personality and wellbeing of pupils in a safe and healthy environment, and are underpinned by our values of Curiosity, Confidence and Kindness.
- Ensure alignment between co-curricular programmes and an educational philosophy that nurtures a love of learning.
- Guide senior leaders towards a collective commitment to academic excellence, comprehensive pastoral care and holistic education.

Growth & Operational Excellence

- Oversee a robust admissions process and criteria in order to maintain the school roll in line with targets set by the Board.
- Attract and retain pupils whose profile aligns with the values and ethos of the College.
- Lead external relations, communications and advocacy, advising and working with a range of stakeholders including pupils, parents, sponsors, Brighton College and Cognita networks and representatives of the local community.
- Lead the College's responsiveness to the Singapore market, understanding the need for the Head to maintain a profile within the wider community in Singapore.
- Oversee and manage robust financial management processes and budgets as agreed with the Board.
- Work collaboratively with senior support staff and the operations teams to ensure any compliance or Health and Safety issues affecting pupils, staff or visitors are addressed.
- Ensure that all statutory and regulatory requirements are met, especially achieving the highest level of quality assurance in Edutrust Certification framework.

People & Culture

- Be the custodian of the school's culture and play a pivotal role in shaping a high-trust, inclusive, and high-performance environment.
- Model the school's values and expected behaviours in all interactions.
- Foster a culture of respect, collaboration, psychological safety, and professional integrity.
- Build a strong sense of belonging for staff, pupils, and families.
- Actively promote diversity, equity, inclusion, and wellbeing across the school community.

Talent Leadership & Development

- Attract, appoint, and retain high-quality educators and leaders.
- Establish clear expectations for performance, conduct, and professional accountability.
- Support ongoing professional learning, coaching, and leadership development.
- Build leadership capacity and effective succession planning across the organisation.

Engagement & Wellbeing

- Maintain open, transparent, and timely communication with staff. Encourage staff voice, feedback, and shared ownership of school improvement.
- Promote sustainable workloads, staff wellbeing, and a healthy work environment.
- Address employee relations issues fairly, consistently, and in alignment with school values.

Performance & Capability

- Set clear performance objectives for senior leaders and hold them accountable.
- Lead performance reviews with a focus on growth, capability building, and excellence.
- Address underperformance with empathy, clarity, and decisiveness.

Community & Stakeholder Engagement

- Build strong, trust-based relationships with parents, alumni, and the wider community.
- Communicate effectively with families on school vision, outcomes, and priorities.
- Strengthen the school's reputation and positioning locally and internationally.





Personal Attributes

- First-class strategic thinker with the capacity to provide clear leadership in a changing and complex external environment.
- First-class communication skills with a demonstrable ability to act as an effective and compelling ambassador for Brighton College in a changing, competitive market.
- High levels of commercial acumen and a strong understanding of the business aspects of successful Headship.
- Firm understanding of the role of a Head of College in relation to the leadership of safeguarding, building a strong safeguarding culture and the development of a safe environment.
- Highly visible leader with charisma, energy, stamina and ambition to inspire and motivate others.
- 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.
- 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 and a strong sense of personal and professional integrity.
- A genuine commitment to the Brighton College values, ethos and educational philosophy.

Qualifications

- Bachelor's degree in Education or Bachelor's degree with PGCE.
- NPQH or Master's in Education is advantageous
- Experience in a successful British or British international school will be an advantage in demonstrating an alignment with the educational philosophy and standards which characterise Brighton College.
- Track record of highly successful school leadership which demonstrates an understanding of the challenges faced in an international school setting.
- Experience of leading, developing and motivating high calibre, diverse teams with a strong commitment to the continued professional development of all colleagues.
- Proven track record of successful delivery of the British curriculum and a demonstrable commitment to the importance of a broad learning environment.
- Evident commitment to educational innovation, including the opportunities and challenges presented by AI.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider community.

About Brighton College (Singapore)

Our Vision

Our vision for Brighton College (Singapore) is to continue to build an outward-looking school that fosters a lifelong love of learning: a school where pupils look to the needs of their classmates, but are also engaged with their local community and are aware of global issues; a school where pupils are resilient, confident and grateful for their opportunities; and a school where teachers stoke the children's natural curiosity, fuelling their desire to investigate and understand the world around them.

Our academic aspirations for our pupils are paramount. Chief among these is to ensure a smooth transition in their educational journey into some of the world's best universities.

It is our privilege to have the opportunity to put these key fundamentals of Curiosity, Confidence and Kindness in place, shaping our pupils' Brighton College (Singapore) experience and enabling them to take full advantage of the next stage of their education.



Academic Life

Brighton College (Singapore) opened as a Prep School in August 2020. The school currently caters for about 600 pupils from Pre-Nursery to Year 12, offering a progressive British education with a global outlook, all underpinned by the aims and ethos of Brighton College in the UK. Brighton College (Singapore) is already regarded as a leading Prep School in the region, having won awards for Best Small School and Best New School in addition to being shortlisted for British International School of the Year.

Prep School

The Prep School caters to pupils aged 18 months in our Pre-Nursery class to 11-year-old pupils in Year 6. The Prep School follows the English National Curriculum, which is enhanced and modified to reflect the context of Singapore and the international mix of pupils who attend the school. Pupils in the Prep School are taught by talented and enthusiastic class teachers, with a significant emphasis on English and Mathematics development. Specialist teachers work with the children across a wide range of subject areas, such as science, modern foreign languages, PE, music, drama and dance. With a broad and varied curriculum, the Prep School fosters active participation and engagement among pupils. Each pupil is encouraged to explore their own talents to the full, laying the foundations for a successful transition to the Senior School and beyond.

Senior School

The Senior School is currently open to pupils in Year 7 to Year 12, with the first A-level cohort joining the school in August 2026. Pupils in Year 7 to Year 9 also follow the English National Curriculum, which is enhanced with elements of the Brighton College curriculum, such as presentation skills, entrepreneurship and a broad range of co-curricular options. In Year 9, pupils start to make subject choices in preparation for their IGCSEs in Years 10 and 11. As pupils move into Year 12, they start their A-level options, choosing from a wide range of subjects in order to help them secure places on competitive courses and at top universities in the UK, US, Asia and around the world.



Campus and Facilities

Brighton College (Singapore) has a purpose-built campus and offers modern facilities including large classrooms, a range of specialist teaching and learning spaces, spacious purpose-built playgrounds and outdoor learning environments.

Our youngest learners benefit from their own specialist spaces for subjects such as art, music and science while the recent expansion of the campus for the Senior School included a new library, communal social spaces and state-of-the-art labs for computing, robotics, design and technology and science.

With the introduction of the first A-level cohort in August 2026, the school has continued to invest in new facilities for all age groups. The Year 12 pupils have access to a brand-new Sixth Form Club and Study, modelled on the design for Brighton College UK, alongside additional classrooms for A-level teaching. A new black-box drama studio, Dining Hall and refurbishment of the multi-purpose sports hall has further expanded the facilities to suit this rapidly growing school community.



Beyond the Classroom

The Performing Arts and Sport

The school campus has its own 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 in the creative and performing arts. Brighton College (Singapore) pupils also experience, enjoy and succeed in a wide variety of team and individual sports. The school benefits from a wide range of facilities for sports such as swimming, football, basketball, tennis, gymnastics and many others, some of which are shared with the Australian International School. Many pupils participate in a competitive fixture programme, giving pupils the opportunity to compete both locally and in international events.

Social Responsibility

Social responsibility and community service are essential elements of every Brighton College school. We believe everyone can play an active part in society – being ‘a part of society, not apart from it’. In Brighton College (Singapore), pupils are involved in supporting both local charities chosen by the pupils and leading on initiatives to raise awareness of global issues.

Activities

All Brighton College (Singapore) pupils are involved in a vibrant activities programme, reflecting the diverse skills, interests and enthusiasms of our community. From coding, to debating, to academic societies, to craft clubs, each individual pupil is able to try something different and develop new skills.



10 Reasons to Live in Singapore

Located in the heart of Southeast Asia, Singapore is a global hub where innovation meets exceptional quality of life. Known for its safety, cleanliness, and world-class infrastructure, there are plenty of reasons to choose this city-state as your home. Here are ten reasons to live and work in Singapore.

Quality of Life

Settle into the melting pot of cultures in Singapore and enjoy the high quality of life this city is renowned for. With diverse and friendly communities, low crime rates, efficient transport links, exceptional healthcare, low tax and a thriving economy, it is no surprise that Singapore is a popular destination for singles, couples and families.



Shopping

Every brand imaginable can be found, from emerging local designers to global high street stores. Orchard Road is Singapore's retail wonderland with a 2.5km strip of malls, department stores and some of the city's best restaurants.

Diverse and Delicious Cuisine

Tap into spicy laksa, famous chicken rice, juicy chilli crab, barbecued stingray or nutty satay in the 100-odd hawker centres dotted around the city state. These bustling food courts are central to Singapore life and are an excellent way to enjoy Southeast Asian cuisine.



Iconic Gardens

Experience the magic of the hightech Supertrees as they burst into light for the Garden Rhapsody show each evening and the misty biodomes at Gardens by the Bay. Across town, the 82-hectare Singapore Botanic Gardens is a UNESCO-listed tropical wonderland brimming with themed gardens including the National Orchid Garden. Take a picnic and enjoy regular performances from the Singapore Symphony Orchestra and others in the outdoor concert space.

Historic Neighbourhoods

Take the time to walk through the neighbourhoods which contribute to Singapore's multicultural feel. Bustling Chinatown where serene temples sit side-by-side with modern bars and restaurants, Little India where shophouse stores are enveloped by aromatic spices.



Art and Culture

Discover the history of Singapore's development by visiting the plethora of cutting-edge cultural museums. Many happy hours can be spent tracing Singapore's history in the National Museum and the Asian Civilisations Museum, as well as enjoying the world's largest collection of Singaporean and Southeast Asian art in the National Gallery. Other must-see museums are the ArtScience Museum, the Lee Kong Chian Natural History Museum and the Changi Museum.

Nature

Take a trip to one of the 400 parks and 4 nature reserves which help make Singapore a City in Nature. Hike to Singapore's highest peak in Bukit Timah Nature Reserve, explore Sungei Buloh Wetland Reserve, home to a rich diversity of flora and fauna, and enjoy a tree-top walk at MacRitchie Reservoir.



Sentosa Island

Explore the all-ages playground of Sentosa Island. Connected to the mainland by a bridge, enjoy the rides and shows at Universal Studios, be amazed by the SEA Aquarium and learn about WWII history at Fort Siloso. Sentosa is also home to luxury resorts and Singapore's best beaches, so can be enjoyed for a day trip as well as a stylish staycation.

Celebrations

Become immersed in cultural festivals, major sports, lifestyle and arts events. Formula One fans can expect an unforgettable experience at the Grand Prix Singapore night race and the Singapore Sports Hub hosts a range of events from live music concerts to the annual HSBC World Rugby Singapore Sevens.



Travel

Changi Airport is a travel hub regularly named the World's Best Airport. Singapore is a gateway to Asia and Australasia with destinations in Thailand, Vietnam, Malaysia and Australia just a short hop away. Not to forget the regular ferry services from Singapore to the Indonesian islands of Batam and Bintan and the direct train from Singapore to Malaysia.

The *Brighton College* Family of Schools

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 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 was the top co-educational school in the country based on IGCSE and A-level results for the second year in a row (The Sunday 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 Cognita 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.

About Cognita

Cognita is a global family of 84 schools in 20 countries, with around 100,000 students, 22,000+ colleagues, 14 curricula and nine languages of instruction.

Within Cognita, Brighton College is part of the Singapore Cog, alongside other schools across the region. Our strength lies in our diversity. Education is inherently local, so each Cognita school reflects the families and community it serves. When families choose a school, they are making a deeply personal and community-based decision, and Cognita gives schools the freedom to express and protect that local identity.

What unites us is a shared ambition to deliver consistently high-quality education alongside an exceptional experience for students and parents. Cognita provides the expertise, investment, systems, leadership and global learning that help schools become stronger, while allowing each school to remain true to what makes it distinctive.

Cognita's vision is Thriving Schools, Inspiring Futures. Our mission is to build the world's most trusted global schools platform, creating the conditions for schools to thrive; measurably and meaningfully.



The *Application* Process

We are working with Odgers for this recruitment and interested candidates should submit their application to hosbrightonsg@odgers.com

The deadline for applications for the position is **10 am October 14, 2026**.

Applicants should submit:

- A copy of your curriculum vitae/résumé.
- A covering letter of no more than two pages. The letter should explain your reasons for applying, the attractions of the role and the relevance of your experience and your views on education. Please make your letter as specific as you can; a letter that is largely generic may result in your application not being given full consideration.

The review of files will begin as soon as applications are received. Shortlisted candidates will go through two rounds of panel interviews with senior leadership from Brighton and Cognita. Finalist candidates will be invited to Singapore in November to visit the school and meet with future colleagues and the Brighton College community. The Head of College will be selected after the site visit, final interviews, and reference checks. The successful candidate will assume their professional responsibilities in August 2027.

Compensation and Benefits

The most important thing is that we find the right candidate, and we will ensure that the salary and benefits package will be commensurate with the role.

The benefits package will include relocation benefits, housing support, comprehensive medical coverage, school fee discount and variable pay.



Safeguarding and equal opportunities

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed.

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 which promotes equality of opportunity.



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