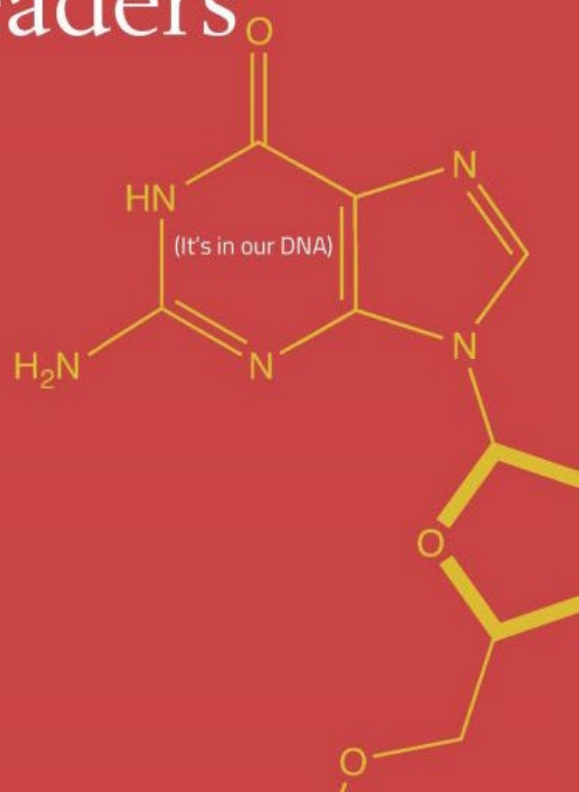




THE NATIONAL
MATHEMATICS AND
SCIENCE COLLEGE

We exist to inspire the
world's next leaders



Appointment of Principal
Information for Candidates
May 2020

Saxton Bampfylde

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"Our mission: To educate young people in an international context, who are capable of achieving A grades at A-level and who wish to secure places in the world's top universities; and who will become future leaders of their communities, business, and academic research."





An Introduction

The National Mathematics and Science College (NMSC) is an academically elite, STEM focused, international sixth form college for students seeking to gain entry to top Russell Group, Ivy League and other world class universities. The College, located in an academic hub, is within a stone's throw of Warwick University, with which the College's academic departments have a great long-term working relationship.

The College was founded in 2016, with a clear mission to become a beacon of STEM Excellence – nationally and internationally. Since inception, the College has grown organically to 54 full time students and 11 academic teaching staff. The most recent Ofsted inspection (conducted in 2020) judged NMSC as an 'Outstanding 6th Form' provider with outstanding education quality, within an overall rating of 'Good'. The Board of Directors, in association with the College's Advisory Board, now wish to appoint a new Principal, who will lead the College on this exciting trajectory to fulfil their vision. The College is continuing to grow and has substantial plans in train for the expansion and enhancement of its on-site facilities.

Aims:

- To deliver a first-class education to students who are passionate about, and have a demonstrable ability, in maths and science, by preparing them to successfully gain entry to – and succeed at – the university of their choice.
- To provide exceptional individual pastoral care. NMSC knows each of its students individually – mentoring, supporting and guiding them during their time at the College.
- To ensure students enjoy an enriching co-curricular experience through a number of activities ranging from choral singing to weekly sport sessions, debating, computing and coding.
- To become a beacon of STEM Excellence – nationally and internationally.

NMSC offers daily English lessons as well as 1:1 support to equip the students with the language skills required to meet and exceed their IELTS university requirements.

High flying students are taught by a team of subject experts on a personalised learning journey that goes beyond the confines of A level, challenging and enabling students to learn to reach their individual potential.

About NMSC

Academic Highlights

Since its inception just four years ago, NMSC has already placed 2 students at Oxbridge in 2019 and 4 students at Oxbridge in 2020. Other popular university destinations include Imperial, UCL, Edinburgh and York.

Academic results over the last three years demonstrate the high achieving student body:

- 2017, 2018 - 100% A*- A Mathematics A level
- 2018 - 90% A*- B across all A Level subjects
- 2019 - 64% A* or A across all subjects
- 2019 - 80% A*-B across all A level subjects

Academic competitions and Olympiads are a key component of studying at NMSC. All students are offered and encouraged to enter competitions relevant to their age, abilities and subject specialisms. Students consistently perform very well in these competitions, on many occasions reaching second and third rounds. Over the last two years, NMSC have had some remarkable successes.

The Olympiad results have been outstanding. In the Euclid Mathematics Contest students are consistently ranked in top 5% globally. In addition, a pupil of NMSC was chosen for the national GB team for Chemistry in two consecutive years. Students also have a strong track record of success in other national and international contests and Olympiads across most subjects.

Curriculum

The College accepts students between 15 and 19 years of age. Full time courses offered are:

- Pre-A level (1 year)
- A level (2 years)
- A level Fast Track (1 year)
- Medical Pathway Programme (2 years)

The College began running summer courses last year and now also offers an online provision in response to Covid-19.

At NMSC, Mathematics at A level is compulsory, and most of our students elect to take Further Mathematics A level. Students will usually also take two or three subjects often choosing from the following: Chemistry, Physics, Biology and Computer Science.

The Pre -A level course is a bespoke one-year curriculum designed by our teachers to prepare our students to progress to A level studies the following September.

English is an integral part of the curriculum with daily English lessons being provided in conjunction with the STEM curriculum.

Enrichment

Integral to all students' academic development is the nurturing of their leadership potential. All students benefit from the NMSC Leadership Course which comprises:

- A bespoke presentation skills and drama course, designed and delivered exclusively for the College by the Belgrade Theatre, one of the country's first theatres to deliver outreach programmes to the education sector
- A unique 'Parliamentor Programme' providing students an opportunity to learn about the history of democracy, parliament and the country's key institutions which is delivered through debates, visits and written assignments.

Despite NMSC's uniquely small size, there are an impressively wide range of clubs and societies, some of which are student led and some of which are supervised by staff. Through-out the year there are curriculum related trips (Bletchley Park and Royal Society Lectures for example) and social trips, even including skiing!

Individual music lessons are available and accomplished pianists can enjoy practising on our Steinway Grand Piano.



Pastoral Care

All our students are aged 15 to 19 years and for many it is their first time studying away from home in another country. It is of the utmost importance to NMSC to ensure the welfare, safety and happiness of students and the all-encompassing care woven into the education is testament to that.

Each student is assigned a Form Tutor and Form Groups are organised vertically. Daily morning registration is complemented by a longer weekly Form Period as well as a weekly timetabled session in PSHE, delivered in conjunction with our College Counsellor. Students take part in regular, PPR (personal planning and review) sessions where they discuss their progress and set targets consultation with their tutor.

The Pastoral coordinator works closely with the Boarding Manager, the Safeguarding Lead and the Homestay Officer and the group meet weekly to ensure the best care for our students. Parents are encouraged to communicate with the Form Tutors and do so openly and regularly.

Company Structure

The College is owned by a private limited company which is owned by three shareholders comprising the Founding Directors (a family based in the UK), a Chinese Listed company (Far East Horizon 'FEH') and a small private enterprise. FEH is a substantial company in the financial services sector and also owns three international schools in China and a number of Montessori kindergartens in China.

Diversity

The College continues to increase its student diversity year on year. Currently on its student numbers and roll are students from Russia, Belarus, Ukraine, Latvia, Thailand, Vietnam, Malaysia, Nigeria, USA, China, Kazakhstan and UK. The College is endorsed by the Royal Thai Embassy from which it currently has 8 Thai students enrolled. This mix of nationalities creates a truly vibrant place to study where English is the unifying language.

The College runs an academic scholarship programme for UK residents in the local area. Exciting successes include one Coventry Scholar this year being offered a place to read engineering at Cambridge with another offered a place at Imperial to read computer science.

Strategy: 2020 and beyond

Having gained an enviable reputation as a college of excellence for STEM education, there is an exciting opportunity for the next Principal to build on the story so far. The board has identified the following areas of focus for the incoming Principal:

- Drive an increase in the number of UK students (both scholars and fee payers)
- Develop new markets overseas including Japan, South America and some countries in Africa
- Move the College from Ofsted to ISI
- Oversee construction and management of new onsite accommodation campus
- Achieve highest possible A level results and increase progression to Oxbridge and Ivy League

Given successes academically with the current course provision, there are also now new potential areas the Principal may look to include in NMCS's portfolio. These may include:

- Summer and Holiday courses for both the domestic and overseas market
- One-year exchange programmes with European countries
- One-year Exchange programmes with our Chinese partners
- Online courses
- English for Academic Purposes outreach programmes



The Incoming Principal

The Board of Directors of the National Mathematics and Science College invites applications for the post of Principal, which will become vacant from September 2020. Antonia Giovanazzi, the present Principal, who has been an outstanding Principal since 2017, will be moving on to take up the role of the Executive Principal of a group of International Schools in Italy.

The core purpose of the role of Principal

The core purpose of this role is to provide the highest standards in professional leadership and management for the NMSC and to ensure that it is, and continues to develop as, an establishment for the academically elite student, who is STEM focused and wishes to gain entry to top Russell Group universities, Ivy League and other world class universities.

The new Principal will report to the Board of Directors and will be responsible for the management and all operations of the College.

The Principal will lead the Strategic direction and development of NMSC.

The Principal will be responsible, in collaboration with the Board of Directors and with support from the Advisory Board, for ensuring that the College continues to develop and deliver its ambitious strategic plan, which supports the College's mission to become a centre of excellence in STEM education.

Highest Academic Standards

The Principal will be expected to:

- Demonstrate outstanding teaching abilities and be an established leader of learning ensuring the College delivers the best teaching to the highest professional standards and achieves the highest academic performance for its students;
- Lead expansion and enhancement of the College with energy and drive;
- Create and maintain an environment and code of conduct which promotes good behaviour and discipline, as well as offering a safe environment for learning;
- Assess, monitor and evaluate the curriculum and the standards of the delivery of teaching and learning in the College;
- Take the lead in HR, including the selection and recruitment of all college staff, both teaching and support, who are expected to be of the highest calibre;
- Manage the appraisal of all staff, in agreement with the Board of Directors;
- Ensure that professional standards are maintained at all times;
- Oversee the professional development of all staff, as well as ensuring that they receive the information they need to carry out their professional duties;
- Develop the staffing structure, ensuring a decision-making structure is maintained which provides opportunities for staff participation and the further development of the channels of communication.

Deployment of resources

The Principal will be expected to:

- Prepare an annual budget and achieve specific annual financial targets agreed with the Board of Directors and with support from the Business Manager.

College operations

The Principal will be expected to:

- Lead and develop the College's senior and middle leadership teams;
- Monitor all staff and student performance;
- Monitor and collaborate with the Directors and with the DSL to ensure that safeguarding is effective for students and staff across the whole College including in the Residence, through the Warden and through the Homestay arrangements;

- Collaborate with the Directors to ensure that Health and Safety of students, staff and buildings are properly managed throughout the College;
- Oversee all communication with parents to ensure that it is appropriate and of the highest standard.

Admissions and Marketing

The Principal will be expected to:

- Play a key role in the recruitment of students within the UK and overseas;
- Travel abroad to meet prospective students and their families;
- Attend marketing events in the UK and abroad;
- Work with the College Marketing Team as well as other College staff to ensure the application process runs smoothly;
- Ensure the induction process for all new students adds value to their college experience.

Outreach and partnership building

The Principal will be expected to:

- Grow the Summer and Holiday courses and develop the online provision offered by the College;
- Oversee the development of the Alumni Association.



Person Specification

The incoming Principal will need to demonstrate a strong interest in science and STEM. They will champion NMSC and successfully grow the College through its next phase of development. This person will work flexibly, ensuring the College complies with all policies and procedures, and be committed to safeguarding and promoting the welfare of the students and staff at all times, within a safe environment. The new Principal will ensure quality standards and continuous improvement are the part of daily life. For NMSC it will be important the new Principal values diversity and promotes equal opportunities, ultimately acting as a first-class ambassador for the College.

The successful candidate will be able to demonstrate most of the following attributes, skills and experience.

Qualifications and Experience:

- Good Honours Degree;
- Post Graduate Teaching Qualification;
- A proven track record of success in academic and pastoral management obtained at either Principal, Head or Deputy level;
- A proven track record of success in developing relationships with a diverse range of stakeholders;
- Experience in managing human, financial and physical resources.

Skills and ability

- Outstanding communicator – both verbal and written;
- Ability to demonstrate commitment to the pursuit of academic excellence and achievement of the highest possible academic standards;
- Commitment to the very best outcomes for each and every student;
- Commitment to the highest standards of safeguarding;
- Demonstrable commitment to delivering excellent, relevant, pastoral care;
- Commitment to the very best outcomes for each and every member of staff;
- Commitment to creating an industrious, cohesive and happy working atmosphere in which all staff feel respected;
- Pragmatic problem solver;
- Ability to work under pressure and to prioritise in a busy and demanding environment;
- Good commercial and financial acumen;
- Natural aptitude for marketing and willingness to work with sales team, social media, agents and other PR bodies.

The Principal's leadership style will be collaborative, whilst remaining decisive and clear in purpose. They will enjoy engaging with people from all walks of life, different nationalities and cultures.

Terms of Appointment

All terms and conditions, including the salary will be commensurate with the importance of the role and experience of the successful candidate.

The role will be based onsite at the College campus, 2 Westwood Way, Coventry CV4 8JB.

The College reserves the right to appoint at any stage of the process, should a strong candidate emerge.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the National Mathematics and Science College on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **GAKAHA**.

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

The closing date for applications is **17:00 on Tuesday 2nd June 2020**.





Saxton Bampfylde



Saxton Bampfylde
LONDON
9 Savoy Street
London WC2E 7EG

EDINBURGH
46 Melville Street
Edinburgh EH3 7HF

saxbam.com

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