



INTELLEGO

EDUCATION

APPOINTMENT OF

Head of School, Madrid

April 2025

Saxton Bampfylde

EXECUTIVE SUMMARY

Intellego Education, led by distinguished educationalist, Dr Stephen Spurr, is building a high-quality family of premium schools in Europe. As part of this strategy, Intellego Education has formed a partnership with a top UK independent school.

The intent is to open schools in several European capital cities to complement Intellego's schools in other locations. The first school under this partnership will open in Madrid in September 2026. Accordingly, Intellego and its partner school are seeking an outstanding, inspirational and ambitious Head to lead the school and be available to join by or before January 2026.

This is an exciting opportunity for a senior leader to set up, and shape the development of, a brand-new K-12 school in the centre of Madrid.

We are looking to appoint a Head with the energy and vision to grow this school into a world-class academic institution. The campus is already in existence, and a nearby premium bilingual nursery and early years school, belonging to Intellego, will act as an initial feeder school. The school will cater for pupils aged 5/6 to 18, leading to IGCSEs and the IB Diploma.

This opportunity would suit either a serving Head, or an experienced senior leader, such as a Deputy Head, Vice Principal or Head of Senior School, who is now looking for their first step into headship. The successful candidate will combine a track record of highly successful leadership experience, developed in the UK and/or internationally, with the cultural awareness and global perspective to inspire an entire school community and manage diverse stakeholder relationships.

The Head will be expected to deliver a first-class education, commercial success, excellent pastoral provision and a school that will be immediately identifiable as part of this exceptional school group, whilst being both internationally outward-looking and rooted in an understanding of Spanish language, culture and heritage.

The Head will be supported by Intellego throughout the year and will report to Dr Spurr, who is Intellego's Chairman and Chief Education Officer, and there will be further support available from our school partner's experienced international leadership team. On a termly basis the Head will meet with the Board of Governors, comprising representatives of both our school partner and Intellego, to update them on the progress in realising the vision for the school.

In summary, we have put in place the structure, resources and expertise to ensure that the school becomes the leading school in Madrid.

INTELLEGO EDUCATION

Intellego Education is led by its Chairman, Dr Stephen Spurr, and Chief Executive Officer, Peter Burdon. Dr Spurr has spent all of his career in world leading education, including being Chief Education Officer with Inspired Schools, Head Master at Westminster School in London and Clifton College in Bristol, and Head of Classics and a House Master at Eton College. Peter Burdon has spent many years in education with major school groups like Nord Anglia Education and GEMS Education, as well as advising investors and operators on school improvement.

Intellego was launched in 2024 with a vision of curating a high-quality family of European schools through a combination of acquisitions and new developments, drawing upon the insight and experience that the organisation's leaders have developed during their careers. They are backed by HIG Realty, who bring a wealth of real estate development experience as well as the focus and funds to invest in socially beneficial companies.

Intellego aims to instil the highest educational standards and a broad holistic curriculum in all their schools, with a belief that all children can perform highly with the right opportunities to learn, teachers who inspire and motivate them, and parental support. Intellego already has schools in the United Kingdom and Italy with opportunities in train to extend their footprint in Spain, in addition to the Madrid School, as well as Portugal, Poland and Greece.

Our School Partnership

Intellego has formed a partnership with an internationally recognised leading UK independent school. With an enviable track record of delivering outstanding schools, this UK independent school's innovative approach to education and collaborative approach to working in a group, ensures that each new addition is recognisably comparable to the UK school.

Each school, whether in the UK or overseas, is a happy place, with a warm, inclusive and respectful community. Pupils actively seek opportunities to demonstrate their commitment to social responsibility, alongside engagement with a rich extracurricular offering. The importance of kindness is evident in the way pupils interact with each other, their teachers and the wider school community.

Exam results across the group of schools are excellent, born out of an educational ethos that promotes academic ambition and a love of learning from Nursery pupils, right through to the Sixth Form leavers. This is one of the reasons why pupils are highly successful at achieving places in many of the world's top universities.

Both Intellego and our school partner share a common philosophy that all Heads should have the freedom and autonomy to lead their own schools, whilst benefiting from the appropriate support and experience that this incredible partnership brings. The successful candidate can look forward to a range of professional development opportunities, including an annual school conference with other Heads. Members of the school's teaching body are also able to enjoy all the advantages that are associated with a highly successful school group, such as access to shared resources, opportunities to collaborate and external speakers. Pupils also benefit from group-wide activities and competitions.

Details of our school partnership will be announced during the course of this recruitment process.

THE SCHOOL

Primacy of the Classroom – The Heart of a Successful 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 (Years 1 - 6)

In Key Stages 1 and 2, pupils follow the International Primary Curriculum (IPC), enhanced in line with our aspirational outlook, 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 to 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 our partner school, such as 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 to 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.

The 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 2026, the school community will be based in the heart of Madrid, with the Spanish Royal Family as the school's neighbours.

The 6,500m² purpose-built campus is currently undergoing a comprehensive refurbishment to create a modern, inspiring environment for learning and growth.

- 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:
 - a running track
 - several multipurpose courts including tennis, basketball and football
 - an indoor gym
 - expansive 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.

LIVING IN MADRID

Celebrated for its history, art, cuisine and quality of life, it is no surprise that Madrid is such a popular city to live.



Rich Cultural Heritage: Madrid is steeped in history and culture, offering world-class museums like the Prado and Reina Sofia, as well as vibrant cultural events throughout the year.



High Quality of Life: Madrid consistently ranks among the top cities globally for quality of life, offering a great balance between work and leisure.



Excellent Transport System: The city boasts one of Europe's best public transport systems, making commuting easy and efficient.



Pleasant Climate: Madrid enjoys a mild climate with plenty of sunshine, making it ideal for outdoor activities year-round.



Green Spaces: Despite being a bustling city, Madrid is home to numerous parks and gardens, such as Parque del Retiro and Parque del Oeste, providing ample opportunities for relaxation.



Gastronomic Choice: Spanish cuisine is a highlight, including local specialties like callos a la madrileña and cocido madrileño, alongside a diverse range of international dining options.



Vibrant Leisure and Nightlife: Madrid offers an unparalleled leisure attractions for families and nightlife experience, ensuring there's always something to do.



Exceptional Architecture: Iconic landmarks like the Temple of Debod and Plaza Mayor, showcase the city's architectural diversity.



Career Opportunities: Madrid is a hub for business and innovation, hosting many multinational companies across various sectors.



Multicultural Environment: With a large expat community, Madrid provides a welcoming and diverse environment where people from all backgrounds can feel at home.

THE ROLE

In first establishing, then growing and leading this school, the Head will have Intellego Education's deep experience to draw upon at all times, which, together with support and advice from our partner school, will ensure that best practice and ideas are shared and implemented. That said, for all our combined expertise and reputation, Madrid is a highly competitive environment.

The successful candidate will need to embody and embed the distinctive ethos of our UK partner school, to ensure the school operates at the highest possible level across all areas. Across all areas, parents should expect to see and feel an ethos of excellence throughout.

The successful candidate must therefore be able clearly to demonstrate the ability to nurture the full range of stakeholder perspectives, from a commitment to a gold-standard British approach to holistic education of the whole person, to the international-mindedness of the pupil body, the goal of developing respectful, positive leaders, or the aspiration of parents who expect an unrivalled world-class education leading to entry to the top universities globally but one which is also rooted in Spanish culture, and the wider educational and civic community of Madrid.

The success of the school will also reflect the strength of the partnership between Intellego Education and our partner group. The new Head should recognise the benefits of such an experienced partnership and be comfortable with the accountability that a partnership structure like this entails. The termly meeting of the Board is a key channel for this, and the Head will also be prepared for regular contact with both partners and look upon this not as a curtailment of autonomy but as a valuable and ever-ready source of support.

KEY RESPONSIBILITIES AND TASKS

The Head's primary, over-arching responsibility will be to establish and then lead the school – from its pre-opening and opening phases and ongoing development - to become an outstanding school of premium international quality reflective of our UK partner school. Working closely with Intellego Education and the Board of Governors, the Head will undertake the following priority tasks:

- Ensure the school has strong strategic and operating frameworks that enable sustained growth and high performance in the context of its mission, ideals and ethos.
- Deliver a clear educational vision, service ethos and inter-cultural understanding, which reflects the aims of our UK partner school.
- Oversee a dynamic marketing approach and admissions process to expand 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 school and our UK partner school.
- Oversee and manage robust financial management processes and budgets as agreed with the Board.
- Lead on external relations, communication and advocacy; advising and working with a range of stakeholders including pupils, parents, sponsors, the UK partner school alumni and representatives of the local community.
- Lead the school's responsiveness to the local/regional market, understanding the need for the Head to maintain a profile within the wider community both in the city and across the region
- Achieve, secure and maintain strong performance in international rankings and the top rating in both local and international accreditations.
- Achieve, secure and maintain a reputation for academic excellence and outstanding results at IGCSE and IB and in any examinations required by the national educational authorities.
- Appoint and retain a high-quality and highly-committed teaching staff, who will inspire their pupils and assist them in securing top results.
- Build strong relationships with world-class universities to provide successful progression routes for pupils.
- Lead the Central Leadership Team (CLT) and other senior leaders through the setting of the highest standards (academic, pastoral and co-curricular), clearly defined roles and expectations and by creating an ethos of collective responsibility and accountability.
- Introduce and ensure the highest standards of safeguarding, health and safety and wellbeing are observed throughout the school.
- Ensure that all statutory and regulatory requirements are met.
- Maintain strong partnerships with our UK partner school group and local regulatory bodies.

PERSON SPECIFICATION

Qualifications, Skills, Experience and Knowledge

- Bachelor's degree, with QTS or equivalent; and, desirably, an NPQH or a Master's in Education.
- Strong academic and intellectual credentials to command the respect of staff, pupils, parents and the wider community.
- Proven track record of highly successful school leadership experience, and an understanding of the challenges faced in an international school setting.
- Experience of establishing a new school and/or a good understanding of what is involved will be highly desirable.
- Proven 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 the achievement of top academic results, together with a demonstrable commitment to the importance of an holistic learning environment.
- Evident commitment to educational best practice, balancing the traditional with the innovative, and a broad knowledge of the rapidly changing sector internationally.
- Strong understanding of the commercial drivers of a school and how to prioritise financial resource.
- A good understanding of the operations of a school and how to manage strategic change and growth.
- The ability already to speak Spanish is desirable, although language lessons will be provided for the selected candidate as necessary and on an ongoing basis.

Personal Skills

- First-class 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 marketer and ambassador for the school in a changing, competitive 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.
- High levels of commercial acumen and a strong understanding of the business aspects of successful headship, including the setting and implementing of ambitious KPIs.
- Sound judgement and a strong sense of personal and professional integrity.
- A genuine commitment to our values, ethos and educational philosophy.

TERMS OF APPOINTMENT

A salary package that reflects the seniority of the role and the profile and ambitions of the school. In addition, the package of benefits will 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

Saxton Bampfylde Ltd is acting as an employment agency advisor to Intellego Education on this appointment.

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

Click on the 'apply' button and follow the instructions to submit an application and complete the online equal opportunities monitoring* form. The covering letter should be addressed to Dr Stephen Spurr, Chairman, Intellego Education. This letter should explain your reasons for applying, 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 midday on Monday 2nd June 2025.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

Preliminary interviews will take place with Saxton Bampfylde during w/c 9th June.

First round panel interviews will take place online on 19/20th June 2025.

Final round interviews will take place in person on 24th June 2025.

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 an enhanced DBS disclosure, 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 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, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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