



INTELLEGO
EDUCATION



BRIGHTON COLLEGE
INTERNATIONAL

Join us:

Head of Brighton College Lisbon

Closing date: 5pm (UK time) on Friday 2 January 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 Lisbon 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 Head to lead Brighton College Lisbon, and be available to start on, or between, September 2026 and September 2027.

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

We are looking to appoint a Head with the energy and vision to grow this school into a world-class academic institution. The school will cater for pupils aged 3 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 Portuguese language, culture and heritage.

The Head will be supported by Intellego and Brighton College and will report to Dr Stephen Spurr, who is Intellego's Executive Chairman and Director of Education. On a termly basis the Head will meet with the Board of Governors, comprising representatives of both Brighton College 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 Lisbon.



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 Lisbon will be one of three new continental European schools, with sister schools opening in Madrid and Rome.

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 are also award-winning, having been awarded the 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 and Intellego share a common philosophy that 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, 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.

Intellego Education

Intellego Education is led by its Executive Chairman, Dr Stephen Spurr. 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.

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 H.I.G. Capital, who brings 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 across Europe.



About the Role

In first establishing, then growing and leading this school, the Head will have the deep experience provided by both Intellego Education and Brighton College at all times, ensuring that best practice and ideas are shared and implemented. That said, for all our combined expertise and reputation, Lisbon is a highly competitive environment.

The Brighton College name is synonymous with delivering premium education in the UK and internationally: this exciting role comes with commensurate opportunities, rewards and expectations. The successful candidate will need to embody and embed the distinctive Brighton College values and ensure that the school operates at the highest possible level. Parents should expect to see and feel an ethos of excellence throughout the school.

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. Parents will expect an unrivalled world-class education that leads to entry to the top universities globally, and is also rooted in Portuguese culture and the wider educational and civic community.

The success of the school will also reflect the strength of the partnership between Intellego Education and Brighton College. 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.

As a new school, the Head should be experienced in, and excited by, all the issues, complexities and opportunities associated with growing a community from start-up to established school phase, distinctive in its own right but with the Brighton College DNA running right through it. This role represents a career-defining professional challenge 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.



About the Candidate

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. Working closely with Intellego Education, Brighton College International 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 Brighton College.
- 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 Brighton College UK.
- 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, Brighton College 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 the Brighton College family of schools and local regulatory organisations.



Qualifications, Skills 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 Portuguese 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 ambassador for Brighton College in a changing, competitive market.
- 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.
- Sound judgement and a strong sense of personal and professional integrity.
- A genuine commitment to the Brighton College values, ethos and educational philosophy.



About Brighton College Lisbon

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 Portuguese 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 International Primary Curriculum (IPC), 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 Portuguese 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 Portugal, 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 Oeiras, Lisbon.

The large campus comprises two buildings currently undergoing a comprehensive refurbishment to create a modern, inspiring environment for learning and growth.

Brighton College Lisbon's 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 and 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:
 - + an indoor gym
 - + expansive outdoor, age-specific play zones
- Integrated partnerships with a range of other nearby sporting and cultural facilities are also being developed.

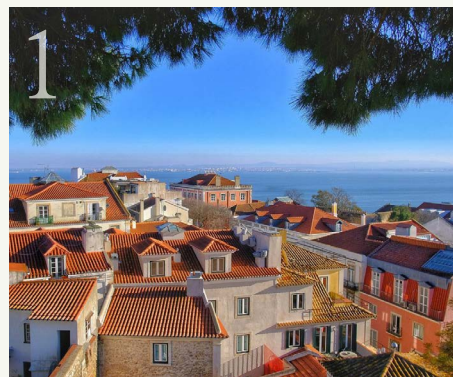


10 reasons to live in Lisbon

Located on Portugal’s scenic coastline, Lisbon is a vibrant cosmopolitan city that blends rich history with modern culture. With its warm climate, welcoming atmosphere, and dynamic lifestyle, it is an ideal place to call home. Here are ten reasons to live in Lisbon.

Welcoming Community

Lisbon has a warm atmosphere where newcomers quickly feel at home. Strong social traditions—gathering in cafés, enjoying long meals, and celebrating festivals—make it easy to connect. Friendly locals are always eager to help, by sharing hidden gems, scenic viewpoints over the Tagus River, or the best street food in Alfama.



Activities for All

Lisbon offers a range of activities to suit all interests. Take a tram ride through the city’s historic streets, shop at the expansive Centro Colombo, or explore world-class museums like the Museu Calouste Gulbenkian and the Museu Nacional de Arte Antiga. For a family adventure, visit attractions like the 3D Fun Art Museum, Ah Amália Living Experience, or the Oceanarium, for a day filled with entertainment and discovery.

Transport Links

Getting around Lisbon is easy, thanks to its efficient public transport system. The city has an extensive network of buses, trams, metros and trains, making local travel quick and affordable. For longer journeys, Lisbon’s airport offers easy access to destinations like Madrid, Barcelona or Casablanca, all within a 2-hours flight.

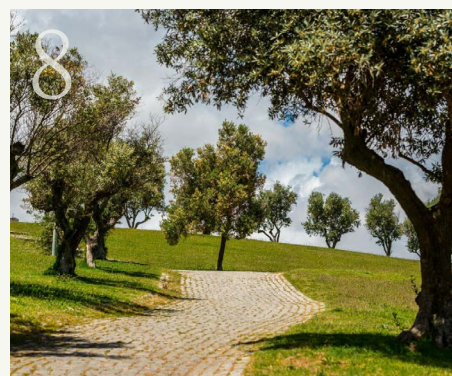


Thriving Expat Population

Lisbon’s expat community is thriving, attracting people from all over the world. The city’s welcoming atmosphere, more affordable cost of living, and high quality of life make it an ideal destination for newcomers. English is widely spoken, and locals are friendly and open. With social groups and expansive international networks, Lisbon offers expats ample opportunities to integrate and enjoy a balanced, fulfilling lifestyle.

Weather

Lisbon enjoys a mild Mediterranean climate, with short winters and warm, dry summers, making it an ideal place to embrace outdoor living. With over 2,800 hours of sunshine annually and temperatures rarely falling below 10°C, you can spend plenty of time exploring the city’s scenic viewpoints, strolling through its historic streets, or relaxing in its beautiful parks.



Nature

With abundant green spaces, Lisbon combines natural and urban life. Parque Eduardo VII, for example, lies in the heart of the city, and is the perfect place for panoramic views, and sunlit strolls. To the west is Monsanto Forest Park, the city’s ‘green lung’, a vast natural reserve ideal for hiking, jogging and cycling. Also, Lisbon’s waterfront, along the Tagus River, is another great scenic location offering a sense of calm amidst the bustle of the city.

Delicious Food

A culinary haven, Lisbon is renowned for its variety of culinary traditions and fresh, flavourful dishes. Whether you’re savouring bolas de berlim (filled doughnuts) in a charming pastelaria or enjoying grilled sardines at a lively market, the city offers endless delights. Lisbon also boasts the authentic version of pastéis de nata—Pastéis de Belém—making it an unforgettable destination for food lovers.



Beaches

Lisbon is just a short journey from some of Portugal’s most beautiful beaches. The nearby coastline offers a variety of options, from the golden sands in Cascais to the shores of Costa da Caparica. Whether you enjoy surfing, sunbathing, picnicking or relaxing by the water, Lisbon’s beaches cater to every taste. With easy access from the city, beach days are always the perfect escape from the city.

Tradition and Culture

With its rich traditions and culture, Lisbon offers a truly unique living experience. From the soulful sounds of Fado to energetic festivals like Santo António, the city comes alive with history and celebration. As one of the oldest cities in Europe, Lisbon seamlessly blends its ancient heritage with modern influences. Old, cobbled streets lead to exciting destinations, where the past and future coexist.



Vibrant Nightlife

At night Lisbon bursts with food, music and energy. Popular areas like Bairro Alto and Alcântara are known for their lively bars and pubs, with many venues spilling out onto the streets. In the historic Alfama district, Fado music fills the air as people enjoy relaxed wine bars and eateries. With its vibrant mix of traditions and modern flair, the city offers a truly unforgettable nightlife experience.

The *Application* Process

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 FBTNB.

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 5pm on Friday 2nd January 2026.

*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 between 7th and 20th January 2026. First round panel interviews will take place online during w/c 26th January 2026. Final round interviews will take place in person in Brighton College UK on Monday 9th February 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 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.





BRIGHTON COLLEGE
INTERNATIONAL



INTELLEGO
EDUCATION