




UWC South East Asia
HEAD OF UWCSEA EAST

February 2025



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An introduction to UWCSEA

Widely recognised as a global leader in international education, United World College of South East Asia (UWCSEA) has been providing a holistic, values-based education to international students for over 50 years. A member of the UWC movement, and a K–12 school educating nearly 6000 students and over 300 boarders from over 100 different nationalities across two campuses in Singapore, UWCSEA is among the largest international schools in the world.

The College is characterised by:

- A determined commitment to the mission and values of the UWC movement. These are embedded in the learning programme, clearly differentiating the College from other international schools.
- A commitment to being a learning institution that continually improves; sustained strong demand for the College's offering is evidence of its continued success in responding to opportunities.
- An intentional approach to welcoming and celebrating diversity in our community through both our student admission and staff recruitment policies that is underpinned by our deep commitment to the principles of DEI.
- A reputation and location in Singapore that attracts the highest quality teachers in international education, and a teaching and learning environment which retains them.
- A highly professional and committed administrative and support staff, who provide operational expertise and are fully committed to the mission and values of the College.
- A talented, committed and diverse student body. Academic results are outstanding and student success is valued in all five elements of the learning programme.
- A dynamic and involved parent community that supports and challenges.
- High demand, with applications exceeding the number of available places for students.
- Investment of a percentage of income in scholarships for students each year. These scholars come from a variety of cultural and socio-economic backgrounds.
- A focus on developing ethical students with a readiness for action.

UWCSEA's two campuses are united by a common mission and educational goal, and by the **values, wellbeing and learning principles** and **UWCSEA profile** that govern our daily interactions. The wellbeing and learning principles in particular, as an agreed and common view of how students learn best, and therefore how best to teach them, help to ensure that our teachers take a common approach to student learning and development.

Most importantly, our campuses are connected by a shared **Learning Programme**, which is made up of five elements: Academics, Activities, Outdoor Education, Personal and Social Education and Service.

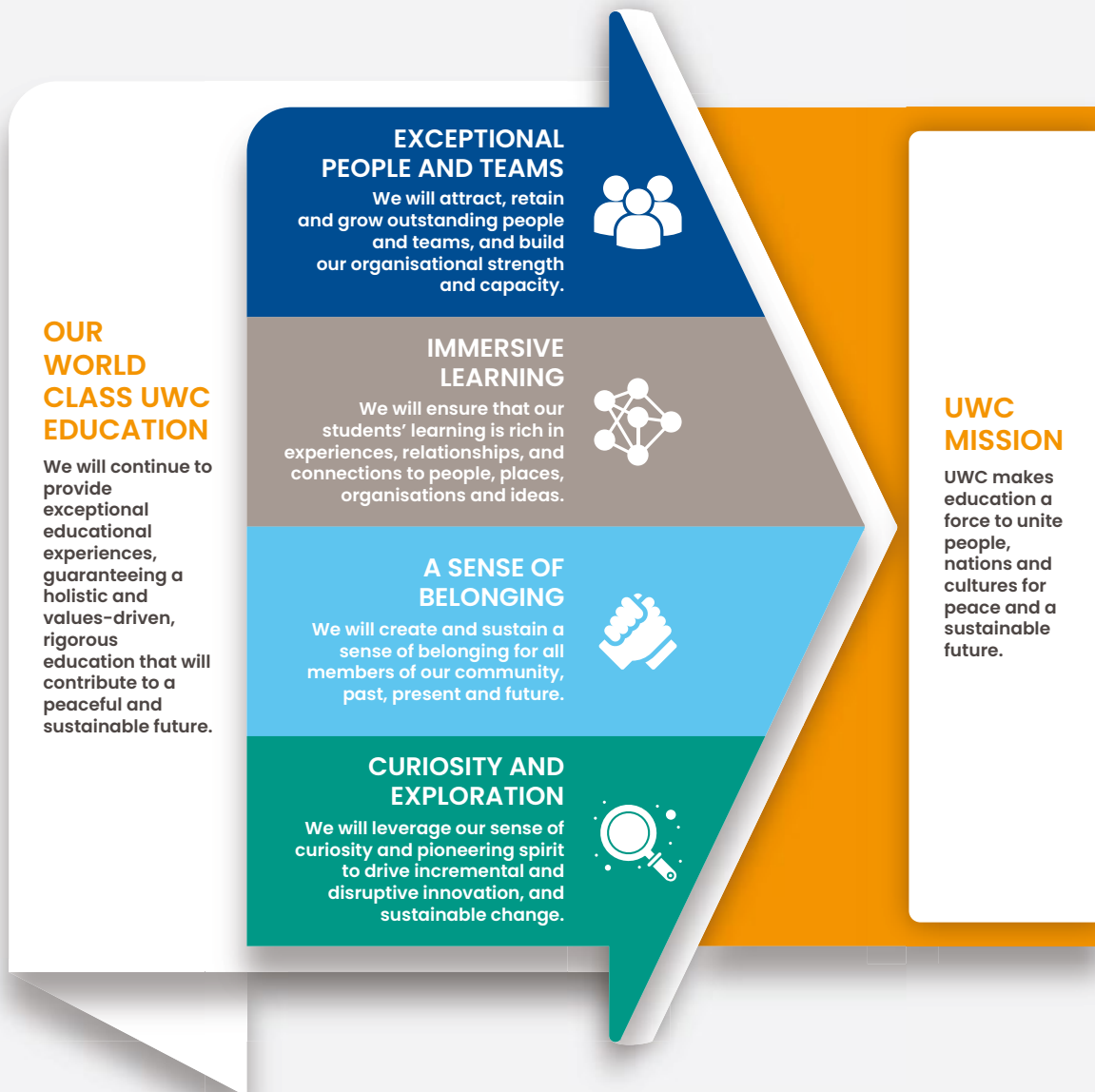
Both campuses are overseen by the Head of College, under a single Board of Governors.

UWCSEA 2023–2030 Strategy

Our Strategy to 2030 and Beyond provides a framework for our future-focus over the next ten years. A successful Strategy will ensure our students continue to experience a world-class education, supported by outstanding teachers and teams and a diverse, caring College community where everyone belongs. Our commitment to our mission will lead us to explore possibilities that will result in a peaceful and more sustainable future.

Our Strategy is underpinned by our **Guiding Statements** and informed by current thinking on the future of learning, schools, work and technology.

Our Strategy builds on our world-class education and contains four Strategic Commitments. These Commitments will inform our strategic priorities each year and ensure a whole College approach to our development. This development will take place in a context where our first commitment and starting point will continue to be providing a world-class education for our students and the fulfilment of our inspirational mission to make education a force to unite people, nations and cultures for peace and a sustainable future.



Our strategic vision 2023–2030

Our strategy to 2030 and beyond provides a framework and is “more like a river than a rock” in that it can bend and remain responsive to what lies ahead. A successful Strategy will ensure our students continue to experience a world-class education, supported by outstanding teachers and teams and a diverse, caring College community where everyone belongs. Our commitment to our mission will lead us to explore possibilities that will result in a peaceful and more sustainable future.

Our four Strategic Commitments are:

1. Exceptional People and Teams

We will attract, retain and grow outstanding people and teams, and build our organisational strength and capacity.

We will do this through:

- Providing a joyful, enriching professional environment that promotes connection, autonomy and competence for each individual
- Implementing systems and processes that make our work together effective and efficient and build in compliance and accountability

2. Immersive Learning

We will ensure that our students’ learning is rich in experiences, relationships, and connections to people, places, organisations and ideas.

We will do this through:

- Expanding experiential learning by developing students’ hands-on experiences for constant growth and discovery
- Extending external connections to link students and our Community to opportunities and ideas beyond UWCSEA

3. A Sense of Belonging

We will create and sustain a sense of belonging for all members of our community, past, present and future.

We will do this through:

- Extending access so that more students have the opportunity to experience a UWC education, regardless of circumstance or background
- Strengthening inclusion so that everyone within the Community feels accepted, respected, and valued for who they are

4. Curiosity and Exploration

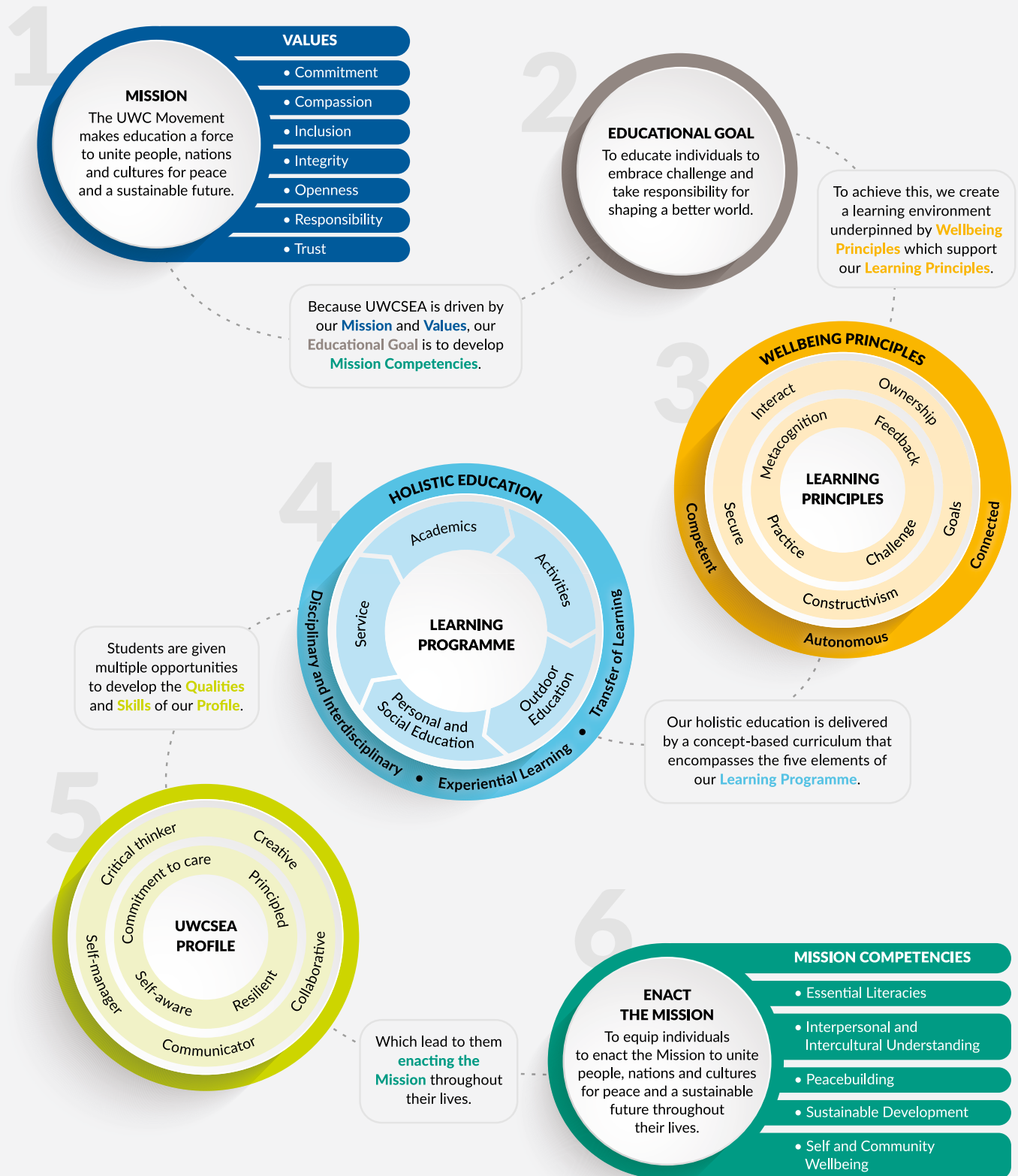
We will leverage our sense of curiosity and pioneering spirit to drive incremental and disruptive innovation, and sustainable change.

We will do this through:

- Exploring bold ideas to maintain UWCSEA’s position as a global leader in education
- Continuing incremental innovation to create a community that is future-ready, flexible, and forward thinking

UWCSEA Guiding Statements

Because UWCSEA is driven by its **Mission**, **Values** and **Educational Goal**, we create an environment that is underpinned by **Wellbeing** and **Learning Principles**, and provide a holistic **Learning Programme** that develops the **Qualities**, **Skills** and **Mission Competencies** that enable students to live the **Mission** throughout their lives.



Learning programme

The learning programme at UWCSEA consists of five interlinking elements: Academics, Activities, Outdoor Education, Personal and Social Education and Service. Each of the five elements of the programme is developed to ensure that the students are gaining experience and knowledge that will help them to develop as independent learners and global citizens.

Academics

The academic programme culminates in the UWCSEA High School and IB Diploma Programme in Grades 11 and 12, with students following a UWCSEA-designed programme in Primary, Middle and High School (K1 to Grade 10). Students in Grades 9 and 10 can choose from a range of UWCSEA courses before undertaking the UWCSEA High School Diploma and the IB Diploma in Grades 11 and 12.

The **IB Diploma results** are outstanding with the Class of 2024 (603 students) receiving an average of 36.3 points. 31% received more than 40 points and 22.4% graduated with a bilingual diploma. Every year, our graduates are accepted into their **universities of choice** and attend best-in-field institutions in the Australia, UK, US and a number of other countries around the world. A number of students complete their National Service in Singapore before taking up their studies again, and others elect to complete a gap year before commencing university studies.

Activities

The College offers an extensive Activities programme to students. Founded on the notion of breadth of opportunity as well as mastery, students have the chance to develop new skills, explore new interests, pursue their passions and be successful beyond the classroom. The myriad opportunities encourage connections across age-groups and school sections as our students interact with like-minded peers. Self-discovery and self-management are key outcomes of participation and engagement.

Outdoor Education

The Outdoor Education programme is a central part of the College educational philosophy and a powerful part of the UWCSEA educational experience. Outdoor Education experiences begin in Kindergarten 1 and, through careful planning and building of skills, understanding and confidence, culminate in Grade 11 students undertaking their own personal expedition. In all cases, students are asked to stretch themselves to experience new things and to improve their team-building and leadership skills, resulting in greater resilience, empathy and self-awareness.

Personal and Social Education (PSE)

The PSE programme influences the ethos and atmosphere of the whole College. It is of crucial importance in making students feel secure, valued and encouraged in their learning, growth and social development. Self-confidence and self-esteem are built through all aspects of the learning programme, but making PSE a unique strand ensures that time is dedicated to this important part of the student experience. From younger students identifying and celebrating mastery of new skills to Grade 12 students using their self-knowledge to select their path after graduation, the PSE programme is a dedicated time for students to explore their identity and place in the world.

Service

UWCSEA has service at the heart of its mission, and service is a vital aspect of the learning programme. Long before the concept of service became common in schools and a compulsory element of the International Baccalaureate, all students at UWCSEA were involved in local service. Today, the Service programme at UWCSEA is a model of how meaningful action by individuals and groups can help students to grow and develop as compassionate people and active agents of change. The breadth and complexity of the Service programme at UWCSEA requires leadership, staff and students to make an enormous commitment to putting ideas into action.



UWCSEA community

🔄 Students

Students at UWCSEA are selected through a process that takes a **holistic view**. Previous school reports and references, as well as the student's potential to contribute, support and participate fully in the life of the College are all taken into account. The process results in a remarkable student community which is characterised by their energetic commitment to the mission and values of the school and their drive to have a positive impact on the world. There are around 100 nationalities and over 80 home (first) languages among the student body at the College.

🔄 Boarders and 🔄 Scholars

There are over 300 young people aged 13 to 18 years in the residential boarding houses on the Dover and East campuses. The diversity of the boarding community includes students of very different cultural, educational, linguistic and socio-economic backgrounds, who add a wonderful dynamic to the wider community on campus. The boarding community includes a number of scholars (students attending on scholarship). The Scholarship Programme supports approximately 103 scholars from around the globe. Most come to the College to complete the IB Diploma in Grades 11 and 12.

Student numbers 2024/2025

School	Dover Campus	East Campus	Whole College
Infant School (K1–G1)	296	342	638
Junior School (G2–G5)	720	720	1,440
Middle School (G6–G8)	777	660	1,437
High School (G9–G12)	1,342	1,131	2,473
Boarders (G8–G12)	182	155	337

While scholarship students must have the academic ability to meet the demands of the UWCSEA learning programme, they are also selected on the basis of their potential to have a positive impact on the local and global community. Many scholars are selected by one of the 150+ UWC National Committees, a network of volunteers around the world who find students who will benefit from, and contribute to, the UWC mission. Others are selected through UWCSEA's own projects within the Asia-Pacific region. Funding for scholarships is generated through school fees, the UWCSEA Nominee Programme (UNP), corporations, National Committees, parent and alumni donations.

🔄 Faculty and staff

The College employs 518 full-time teaching staff and 605 administrative and support staff. The majority of teachers are from: Australia, Canada, New Zealand, Singapore, UK and the US, while the majority of administrative and support staff are Singaporean. Over 44 nationalities are represented across the staff. All teachers and many support staff participate in the Activities and Service programmes, and are involved in trips and expeditions each year. The College places a premium on professional development, and with a large staff, the scope for professional learning is extensive. The Professional Learning Programme brings high quality professional development programmes and conferences to campus and supports opportunities through external providers as well as collaboration with colleagues.





Dover Campus



East Campus

📍 Campuses and facilities

📍 **Dover Campus** occupies 11 hectares in the central area of Singapore. Modern and well-equipped, the campus offers specialist facilities which allow a wide range of educational activities. A multi-year US\$60 million programme to enhance and rebuild many of the Dover facilities included the retro-fitting of the campus operations to align with the Singapore Building and Construction Authority's Green Mark Platinum Super Low Energy award.

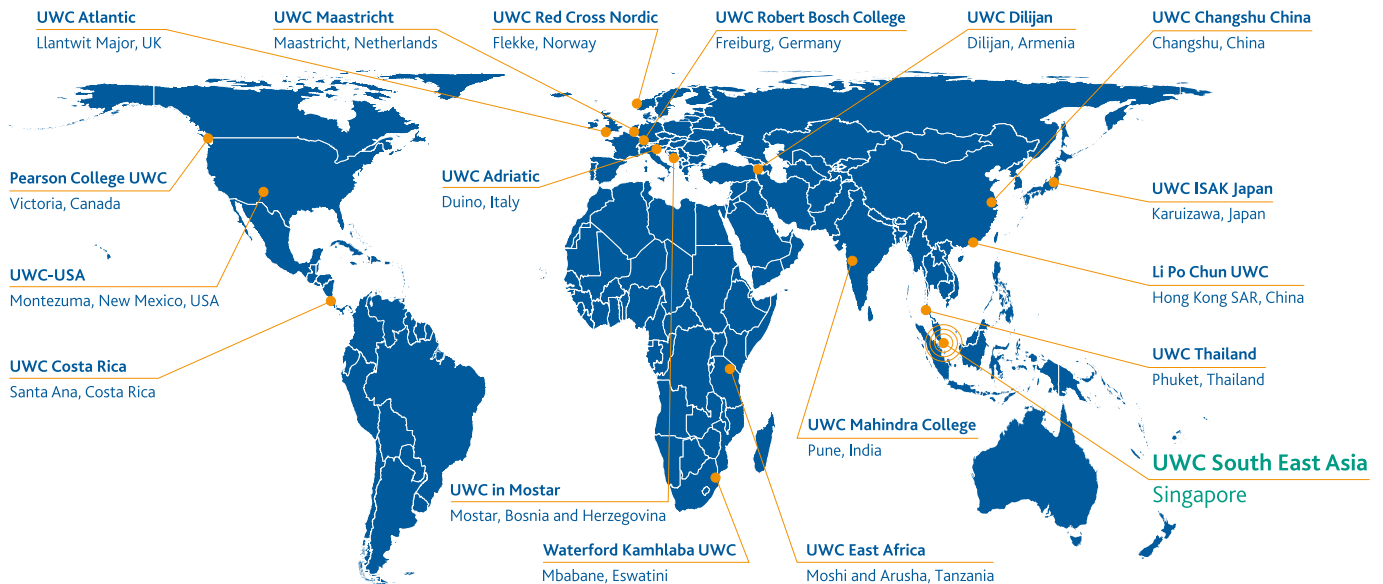
📍 **East Campus** occupies five hectares in the fast-growing hub of Tampines, situated in the north east part of the island. Purpose-built in keeping with our sustainability goal, with close attention to environmental and energy impact, the campus has consistently maintained operating standards set by the Singapore Building and Construction Authority, most recently being recognised as a Greenmark Platinum Super Low Energy site. The thoughtful campus design provides a wide array of specialist facilities which support students as they engage in all five elements of the UWCSEA Learning Programme.

The facilities on both campuses play an integral role in delivery of UWCSEA's learning programme for all students, as they engage in hands-on, experiential learning in their physical environment. The College has a 1:1 laptop/tablet scheme for all students K-12 using Apple technology. A team led by the Head of Digital Learning Technologies on each campus ensures that technology is integrated into classrooms in educationally appropriate ways.

UWCSEA and the UWC Movement

"I regard it as the foremost task of education to insure the survival of these qualities: an enterprising curiosity, an undefeatable spirit, tenacity in pursuit, readiness for sensible self-denial, and above all, compassion."

Kurt Hahn, Founder, UWC movement



The UWC Movement was founded in 1962 by the German educationalist **Kurt Hahn**. Hahn was a leading figure in the creation of the concept of experiential learning. He believed that education was about the development of the whole person and should prepare students for life, not just for university.

Hahn founded the UWC Movement based upon the ideals of a holistic, experiential, values-based education. His philosophy can be encapsulated in the phrase *Plus est en vous*—there is more in you (than you think). Today, there are 18 UWC schools and colleges around the world, with UWCSEA in Singapore being the largest of these. As well as providing an international education for young people living in Singapore, each year the UWC movement and UWCSEA provide scholarships for more than 100 students from all over the world to attend UWCSEA.

"Education might be the vehicle but we exist to make the world a better place. UWC exists to educate a generation of people who believe that they can take responsibility for the world."

Faith Abiodun, Executive Director, UWC International



The position

Job title

Head of UWCSEA East

Reports to

Head of College

Location

East Campus at UWC South East Asia in Singapore

Position summary

The Head of UWCSEA East Campus is the educational leader of the campus. Partnering closely with the Head of Dover Campus who has a parallel and aligned role, they have overall responsibility and accountability for student learning, well-being, global citizenship and the culture of the East Campus as a whole.

The Head of Campus (East) partners with the Governors (who are responsible for the overall governance of the College); and reports into the Head of College. They work in collaboration with all members of the College Leadership Team (Head of Campus (Dover), Chief Operating Officer, Director of Engagement and External Relations, Chief Human Resources Officer, Director of Campus(es) Development, and Head of College), for all aspects of College education and operations.

The Head of Campus (East) will provide visionary leadership for the College; to create, maintain and develop the conditions which enable students and teachers to succeed. They will work closely with key stakeholders—internally, locally and globally, to implement the College strategy, and to inspire and motivate others within an exceptional learning environment.

They will work closely with key stakeholders—internally, within Singapore, and globally—in implementing the College strategy and in planning for the College's role in shaping future teaching and learning, inspiring and motivating others within an exceptional learning environment.

They will promote the five key elements of the UWCSEA learning programme, and work towards achieving deeper alignment and integration to deliver a truly holistic curriculum.

We welcome candidates who can start with us in August 2026 or January 2027.



Key roles and responsibilities

Strategic direction and development of the College

- Lead various groups to successfully develop and improve an already thriving Campus as part of One College, and work with College Leadership Team (CLT) to implement the strategic plan
- Work with key stakeholders to form an increasingly outward-facing College which works with others—in a climate of mutual challenge—to champion best practice in teaching and learning drawing on and conducting relevant research and robust data analysis
- Advise the board of governors (through CLT) on the formulation of policies and their implementation, and attend meetings of the board and its committees as requested

Teaching and learning

- Oversee the curriculum, pastoral care and the administration of the campus to ensure that these are delivered to meet the needs of all students; demand ambitious standards for all, advancing equality and equity, instilling a strong sense of accountability in staff for the impact of their work on student outcomes
- Secure rich learning opportunities, monitor the curriculum for quality and impact while ensuring student wellbeing

Professional development

- A strong commitment and proven experience in promoting continuous professional development for teaching colleagues, including personal commitment
- Develop effective relationships with fellow professionals and in government and business to support the College strategy and future focus

Campus development

- With the land lease of the Dover Campus expiring in 2030, work in partnership with the Director of Campus(es) Development and contribute to the future planning process, by representing East Campus' future development needs.

Accountabilities

- Work closely with the Governors and sub-committees and secure a positive working relationship with all Governors
- Provide information, objective advice and support to enable the Board to meet its responsibilities—in particular its functions to set strategy and hold the Head of UWCSEA East to account for pupil, staff and financial performance—recognising that the Board is accountable for the success of the school
- Be a designated safeguarding lead on the East Campus and be accountable for all elements of this role
- Distribute leadership throughout the Campus, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making
- Hold all staff to account for their professional conduct and practice, addressing any under-performance, supporting staff to improve and valuing excellent practice

The person

Qualification

- A professional teaching qualification from a recognised institution. At minimum a good undergraduate degree, ideally a postgraduate degree, from an established university

Experience

- A track record of highly successful large school leadership experience in an international context
- Demonstrable success in managing productive, generative relationships with a range of different stakeholders in a school environment
- Proven experience of leading, developing and motivating high calibre teams with a clear commitment to the continuing professional development of all colleagues

Skills and qualities

Leadership qualities

- A highly visible senior leader with the character, energy and ambition to inspire and motivate colleagues and students alike, and to gain their respect
- An educational leader with a high degree of personal and professional integrity
- An individual capable of sustaining their own motivation and that of their staff, and who has a duty of care regarding staff welfare

Management skills

- With the CLT, advise the governing body on the formulation of the annual budget in order that the College secures its objectives; and ensure the regular monitoring of the budget and the oversight of the use of resources
- Play an active role in the development of both College policies and Campus practices and ensure that agreed policies, practices and procedures are implemented in accordance with College strategy and Board expectations
- Within established frameworks, manage risks and accountabilities. Ensure that the College's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity
- Strategic insight and advocacy for the Campus within the framework of the College's Strategic Plan
- Ensure effective succession planning across teams: succession planning through identifying emerging talents; coaching current and aspiring leaders in a climate where excellence is the standard
- Lead the teaching and non-teaching staff in various configurations, and oversee the implementation and further development of the Professional Learning Programme. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff
- Deploy staff efficiently and effectively to ensure the maximum benefit and impact for the students, including as part of the Business Continuity Plan
- Delegate responsibilities and set appropriate expectations of all staff

Personal attributes

- A leader who displays deep commitment to the UWCSEA ethos and values, and clearly demonstrates the skills and qualities expected of a UWCSEA community member
- An internationalist, with high levels of cultural sensitivity, an awareness of the complexities of operating in a multilingual environment and a demonstrable passion for international education
- Leads people with empathy and kindness
- Ability to lead primarily by collaboration and influence from a position of expertise and guidance, rather than primarily by authority
- Be able to take a strategic long term view, while having the ability to zoom in on the details when needed
- A high degree of personal resilience
- Champion safeguarding as a non-negotiable

How to apply

The position is a **five year contract**. The start date can be **August 2026 or January 2027**.

Interested candidates should apply directly to the College by **21 March 2025**.

To apply, please email your current CV, together with a 500–750 word statement on your motivation and relevant experience for the position, to the attention of **Kevin Chua**, Chief HR Officer via chiefhrofficer@uwcsea.edu.sg. The email subject line should reference '**Head of UWCSEA East**' and be received by **11.59pm (Singapore time)** on **21 March 2025**.



Our Commitment to Safeguarding and Diversity, Equity, Inclusion and Justice

The UWC Mission is to make education a force to unite people, nations and culture for peace and a sustainable future. We are committed to creating a community in which all members feel safe and secure, and know that their authentic selves and individual differences are accepted with respect and care. At UWCSEA, we acknowledge that diversity, equity, inclusion and justice (DEIJ) is an ongoing and evolving process and strive to create and sustain a sense of belonging for all members of our community, past, present and future. All qualified applicants, including those who identify as a part of marginalised group(s) and individuals with (dis)abilities are all encouraged to apply. Our school is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practices and all appointments are subject to interview, satisfactory references, identity and criminal record checks.



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