



UWC South East Asia
HEAD OF COLLEGE

January 2026



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We encourage candidates to explore the digital resources linked throughout this document, indicated by this symbol 



Opportunity statement

Thank you for your interest in becoming the next Head of College of UWCSEA.

This is a rare and compelling opportunity to lead one of the world's most respected and influential international schools. UWCSEA is a flagship institution within the global UWC movement and a recognised leader in international education. With 6,000 students from over 100 different nationalities across two campuses, the College is one of the largest international schools in the world.

The next Head of College will join a thriving organisation with significant strengths: an inspiring mission, dynamic culture, high-performing leadership, effective governance, strong market position, and a global reputation for educational excellence and innovation.

These strengths are matched by considerable ambition as the College enters the next chapter in its evolution. From the opening of the new Tengah campus in 2032 to the changing competitive market in Singapore and broader shifts in the global educational landscape, the next decade for UWCSEA will be full of opportunities and changes.

We seek a future-focused educationalist with a proven record of success in leading large, complex organisations through periods of strategic change. Our next Head of College will bring a deep commitment to the mission, a clear vision for the future of education, the leadership skills to engage and inspire high-performing teams, strong strategic capability, and well-developed commercial and financial acumen. Working in close partnership with the Board and the College Leadership Team, the Head of College will provide confident, values-driven leadership, preserving and strengthening the culture that makes UWCSEA special while advancing the organisation for long-term sustainability in an increasingly complex and unpredictable global environment.

This is a career-defining appointment for a leader of calibre, ambition, and purpose. We hope that you will join us.

An introduction to UWCSEA

United World College of South East Asia (UWCSEA) is one of the founding members of the United World College movement and has played a significant role in international education in Singapore for more than 50 years. Established in 1971 as Singapore International School and renamed UWCSEA in 1975, the College has grown into one of the world's leading K–12 international schools.

UWCSEA offers a holistic, values-led education aligned with the UWC mission, combining academic rigour with experiential learning, wellbeing and service. The College places student learning and personal development at the centre of its work, preparing young people to take responsibility, contribute meaningfully to their communities and lead thoughtfully in a complex and interconnected world.



Student numbers 2025/2026

School	Dover Campus	East Campus	Whole College
Infant School (K1–G1)	295	335	630
Junior School (G2–G5)	696	703	1,399
Middle School (G6–G8)	763	669	1,432
High School (G9–G12)	1,337	1,149	2,486
Boarders (G8–G12)	179	161	340

Mission

UWCSEA makes education a force to unite people, nations and cultures for peace and a sustainable future.

Values

The College is guided by the values of the United World Colleges movement, including international understanding, compassion and service, personal responsibility and integrity, mutual respect, environmental stewardship, and idealism grounded in action.

Educational philosophy

UWCSEA seeks to educate individuals who embrace challenge, take responsibility and act with compassion, courage and integrity. The College emphasises academic rigour alongside experiential learning, wellbeing and service. It aims to develop young people who are equipped to navigate complexity, contribute meaningfully to their communities and lead with purpose in an interconnected world.

Learning Programme

The five interlinking elements of the UWCSEA learning programme are: academics, activities, outdoor education, personal and social education, and service. While students do not spend an equal amount of time on each of these elements, they are equally valued. The programme strives to give each student age-appropriate opportunities to develop qualities and skills identified as necessary for them to fulfil the College's educational goal—and therefore its mission.

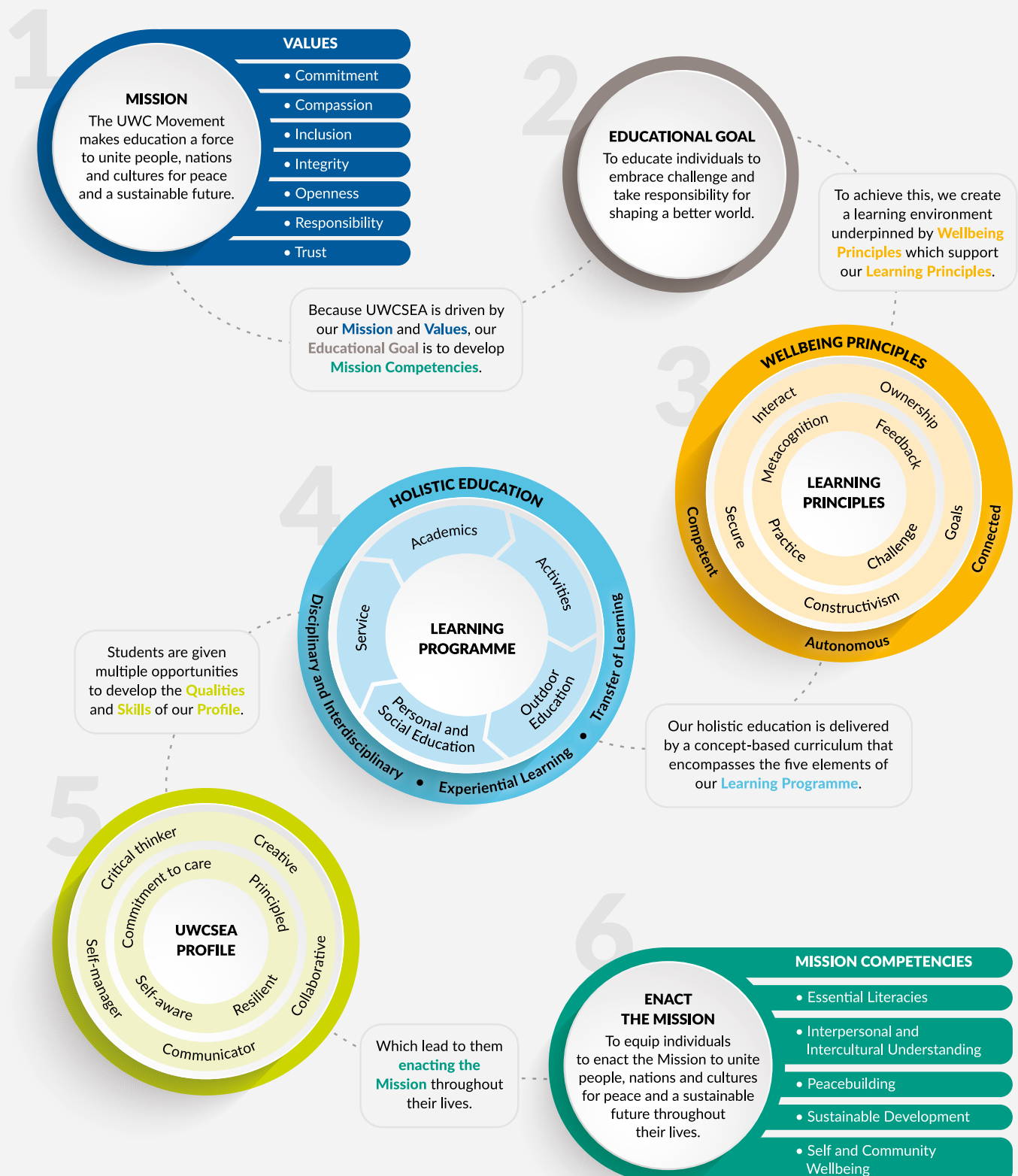
Further details can be found [here](https://www.uwcsea.edu.sg/learning-programme).

Guiding Statements

UWCSEA's Guiding Statements provide a reference point for all decision-making at the College. The statements connect the mission and educational goal to the learning programme and the learning and wellbeing principles.

The graphic below shows how the Guiding Statements fit together in service of our students and our mission.

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.





Why join UWCSEA

Purpose. People. Possibility.

Joining UWCSEA is about more than taking on a role at an international school. It is about becoming part of a mission-driven community that believes education can shape a more peaceful, sustainable and compassionate world.

At UWCSEA, every role matters. Whether you work directly with students or support the College behind the scenes, your contribution helps create an environment where our community can thrive.

Our identity as a workplace and community is shaped by the following four core pillars.

1. Shaped by Our Mission

UWCSEA is a values-led organisation, guided by a clear and compelling mission.

- Purpose with impact: Our work is grounded in the belief that education can be a force for good in the world.
- Values-driven culture: Decisions are guided by integrity, responsibility and a commitment to what truly matters—not just metrics or outcomes.
- Meaningful contribution: UWCSEA is a place for people who want their work to have purpose and who believe in the potential of young people to shape the future.

2. Shaped by Deep Connections

Strong relationships sit at the heart of our UWCSEA community.

- A genuine sense of belonging: We are a diverse, international community where people feel valued, respected and heard.
- Strength through diversity: We are enriched by different perspectives, experiences and ways of thinking.
- Collaboration in action: Across roles and departments, ideas grow through connection, trust and shared

endeavour.

3. Shaped by Personal Growth

We believe that excellence begins with continuous learning—for everyone.

- Lifelong learning: Whether in teaching, leadership or support roles, our people are encouraged to grow, reflect and develop professionally.
- Leadership at every level: Leadership is not defined by title alone. We value initiative, responsibility and the courage to contribute ideas.
- Supportive development: Through mentorship, feedback and professional learning, we support people to stretch themselves and grow.

4. Shaped by a Vibrant Life

We recognise that people do their best work when they are supported to live well.

- Life in Singapore: A safe, well-connected and culturally rich city offering an exceptional quality of life.
- Wellbeing-focused culture: We value balance and care for individuals and families.
- Stability and longevity: UWCSEA is a well-established institution with a strong reputation and a long-term commitment to its people.

Join us

If you are looking for a workplace where purpose, people and professional growth come together—we invite you to explore opportunities at UWCSEA where you can help shape the future with us.

To find out more about UWCSEA and the position, please read on.

UWCSEA 2023–2030 Strategy

The **UWCSEA 2023–2030 Strategy: Shaping the Future** was launched in August 2023 after a year-long process with the community. It is a living plan and is reviewed each year, both to assess progress and to adjust according to our changing context and evolving aspirations. College and campus leadership teams build their individual plans and projects to drive forward specific strategies over one, two, or several years.

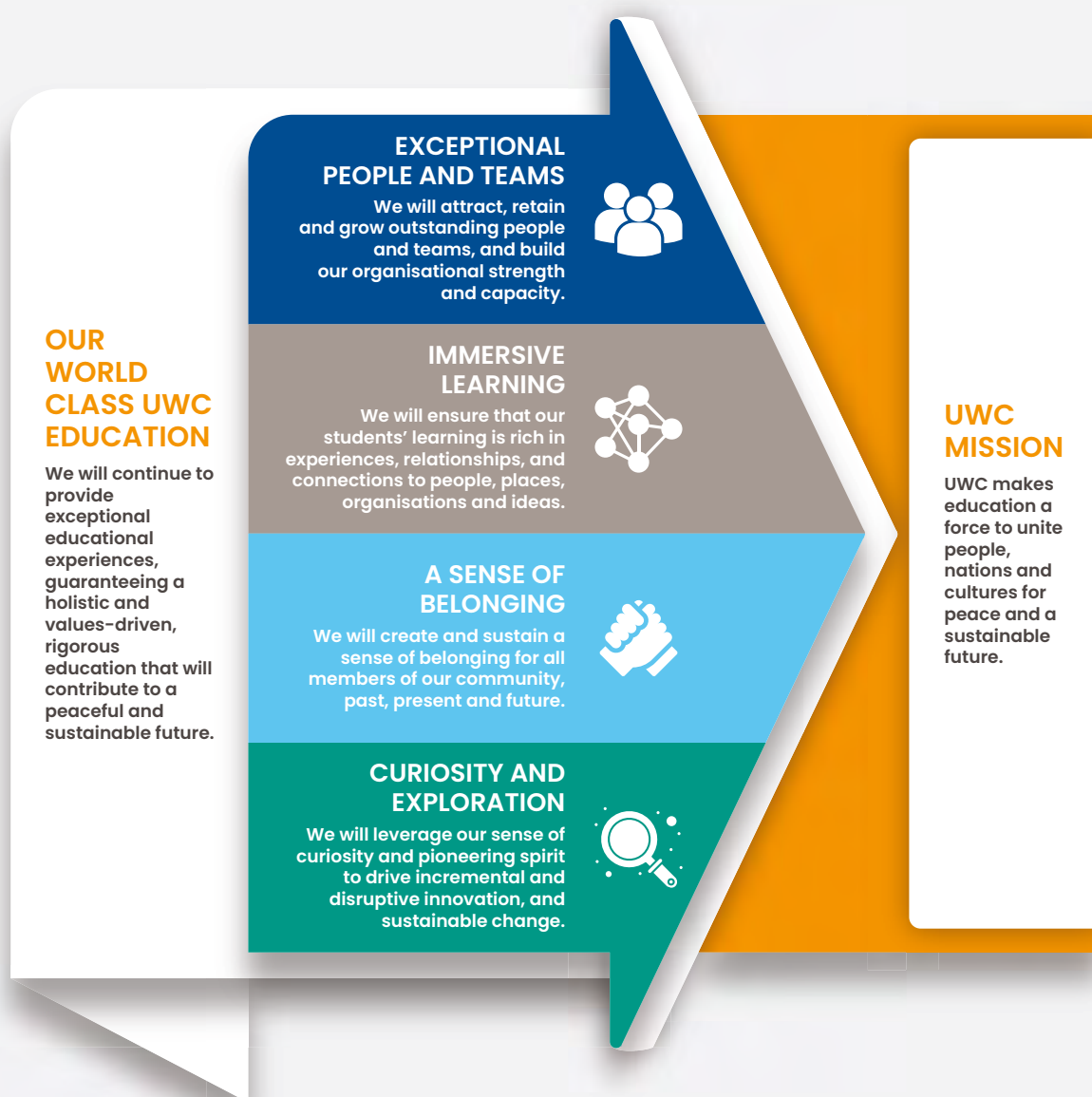
The strategy focuses on four strategic commitments:

- Exceptional people and teams
- Immersive learning
- A sense of belonging
- Curiosity and exploration

These commitments inform strategic priorities each year and ensure a whole College approach to development.

Since the launch of the 2023–2030 strategy, significant progress has been made in each of these core areas. The next Head of College has an exciting opportunity to build on this, leading UWCSEA to even greater success and impact through a period of momentous change which will bring new opportunities and challenges.

The strategy can be read in full [here](#).







Dover Campus



East Campus

Campuses

UWCSEA operates across two campuses in Singapore: Dover and East, together educating a large, diverse student community from early years through to the IB Diploma Programme. Both campuses share a common mission, values and educational philosophy, while maintaining distinct identities and educational leadership structures. Both campuses offer well-established learning environments, extensive academic, service, arts and sports programming, and support wellbeing and innovative teaching and learning.

Dover Campus

Located in central-west Singapore, Dover is UWCSEA's original campus and has been refreshed and expanded over the years since its start in 1971.

East Campus

Located in Tampines, East is a modern purpose-built campus serving the eastern region of Singapore and commenced operations in 2011.

The dual-campus model requires close collaboration across academic, operational and leadership teams, ensuring consistency of educational experience while allowing each campus to respond to its community context.

Future campus development: Tengah

The Tengah project represents a defining moment in the College's history: the development of a state-of-the-art new campus. This is a significant high-value undertaking, with a full relocation of the community to Tengah expected in August 2032. The successful candidate will be a champion for the Tengah project, leading the College through a period of transformational change as UWCSEA recommits to its excellent education programme in Singapore for decades to come.

The new Head of College will play a vital role in providing strategic direction as the project progresses, ensuring the new campus embodies UWCSEA's commitment to sustainability and its educational vision.

Governance, leadership and finances

Governance

UWCSEA is governed by a dedicated body of volunteers with diverse professional backgrounds and expertise. The Board of Governors sets direction, establishes policies, and ensures accountability.

UWCSEA Governors serve as Board members of the College (both campuses) as well as of the UWCSEA Foundation. The UWCSEA Board comprises two parent-elected Governors, two teacher-elected Governors, the Head of College, and between 11 and 16 Board-elected Governors. The UWCSEA Foundation can, in addition, have up to four Independent Directors. The Board is also supported by a group of Board Advisors.

Board members are subject to term limits of two consecutive three-year terms.

The current Board Chair is SuLian Tay.

Further information on UWCSEA governance can be found [here](#).

Leadership

UWCSEA is a large organisation, with networks of individuals and teams working together to ensure that students are receiving the best possible educational experience every day.

The Head of College leads and works closely with a cohesive, high-performing College Leadership Team (CLT). This team comprises:

- Head of East Campus
- Head of Dover Campus
- Chief Strategy and Engagement Officer (CSEO)
- Chief Human Resources Officer (CHRO)
- Chief Operating Officer (COO)
- Director of Campus(es) Development (DCD)

The College Leadership Team is supported by the Learning Leadership Team (LLT) and the Operational Leadership Team (OLT). LLT is headed by the Heads of Campus and includes the Directors of Teaching and Learning for Dover and East, the six Principals from both campuses, the Head of Curriculum and Research, the Senior DEIJ lead, and the Senior Safeguarding Lead. This team is responsible for ensuring that learning across all five elements of the UWCSEA programme is mission-aligned.

OLT is headed by the Chief Strategy and Engagement Officer (CSEO) and Chief Operating Officer (COO), and includes the Director of Academic Staffing, Director of Admissions, Director of Advancement, Director of Campus(es) Development, Director of Finance, Director of Infrastructure, Head of Development, Head of Marketing and Communications, Head of Alumni Relations, Head of Procurement, and Legal Counsel. This team is responsible for ensuring the operations are efficient and effective in supporting the College's ambitions.

Further details of the College senior leadership can be found [here](#).

Finances

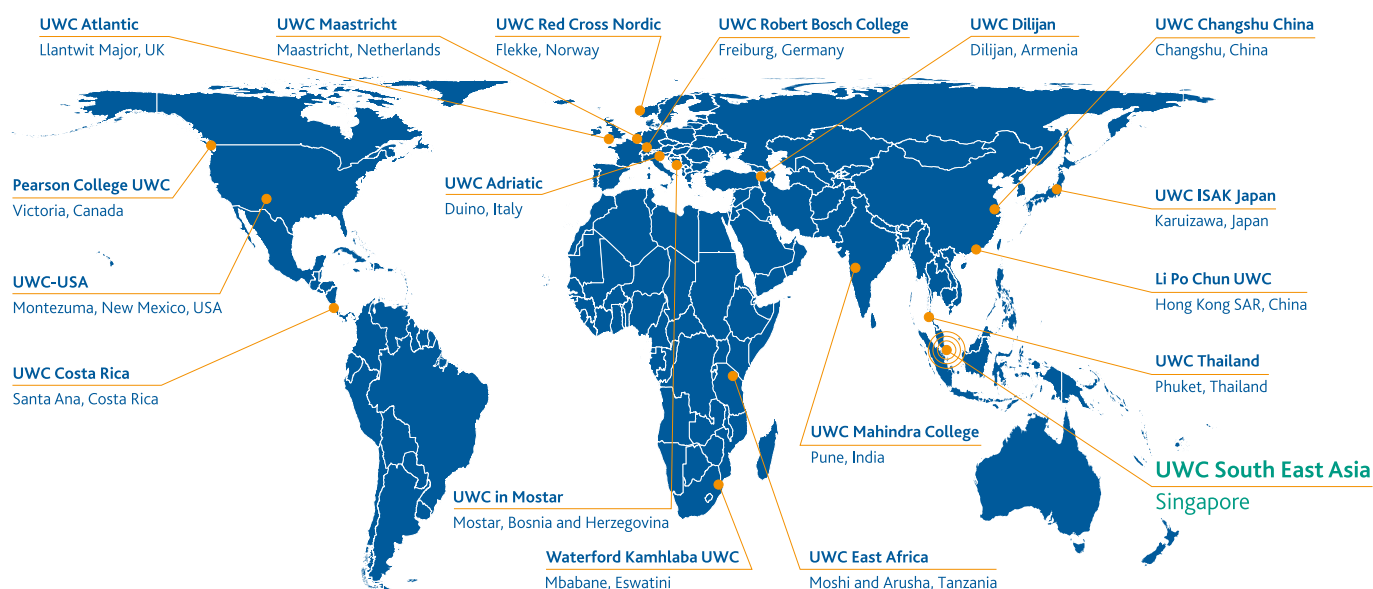
UWCSEA operates from a position of exceptional financial strength and operational resilience. The College has annual revenue of over S\$300 million and is financially disciplined, generating a consistent surplus. Prudent financial management provides the foundation for the College's next phase of growth around the development of a new campus in Tengah, which involves significant capital investment and the strategic management of long-term debt. The incoming Head of College will step into a resource-rich environment with the unique opportunity to lead a generational expansion, ensuring the College's mission and excellence are preserved well into the future.

Further details of the College finances can be found [here](#).

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



UWCSEA is part of the global UWC movement founded by **Kurt Hahn**. There are 18 colleges and schools around the world, and UWCSEA is the largest of these. All UWCs are united by a common mission to *make education a force to unite people, nations and cultures for peace and a sustainable future*.

All students are selected on the basis of their potential to have a positive impact on their local and global community. As well as providing an international education for young people living in Singapore, each year more than 100 students from all over the world attend UWCSEA on a scholarship.

These scholarship students are, for the most part, selected by each UWC National Committee and not directly by the school or college. Operating in vastly different contexts and circumstances across over 130 countries, the unifying factor of the National Committees is their ability to seek out the most promising students in their communities who have the potential to bring the UWC Mission to life. The individual committees manage their own annual selection process, which they have designed to best suit their community and the educational backgrounds of the applicants.

Further information about the UWC movement can be found [here](https://www.uwcsea.edu.sg).





Role description

One of the world's leading international schools, UWCSEA is a highly successful, mission-led organisation with an outstanding global reputation. The next Head of College will join a thriving community at a time of transformational change and significant opportunity.

The Head of College role is one of the most rewarding roles in education globally. Complex and multi-faceted, this post offers an extraordinary opportunity to shape the future of a high-performing organisation operating at the forefront of international education.

More specifically, the key roles and responsibilities for the Head of College are:

Setting, modelling and leading UWCSEA culture

- To cultivate an ethos, culture, and high-performance environment where staff are motivated and proud to work, families are attracted to send their children to the College, and alumni are proud to have attended the College.
- To draw upon the visionary and communicative authority of the Head of College role to actively champion the UWCSEA mission and distinctive educational philosophy across the entire community.

Strategy

- To set College strategy and direction for the mission in the short, medium, and long term.
- To determine, oversee, and coordinate strategic initiatives and annual KPIs driven by the College Strategy 2030, ensuring that all College-wide efforts are aligned with long-term goals.
- To work closely with and lead the College Leadership Team (CLT) to identify and prioritise projects, ensuring they collectively contribute to a cohesive and well-coordinated pathway for the College's future success.

Leading change

- To galvanise and inspire the community with a compelling vision for the future of the College.
- Working with the Heads of Campus and the Chief Strategy and Engagement Officer (CSEO) to guide the community of parents, alumni, students, and staff through short, medium, and long-term changes.

Leadership development

- To mentor, coach, and appraise the members of the CLT and others.
- To maintain and inspire a vibrant CLT where all members bring perspective and expertise to ensure effective and collaborative decision-making, supporting leadership behaviours that collectively build the trust and credibility of the team.
- With the CHRO, to assess bench strength and depth and develop and adjust College organisation and leadership structures as needed.

Board relations

- To ensure that all parts of the College's governance and management work effectively together, according to their respective oversight and operational roles.



Educational thought leadership

- Working with the Heads of Campus to drive long-term and strategic thinking regarding the nature of education and the changing needs of students, considering environmental change (technology, the future of work, demographics of the community, etc.).
- Working with the Heads of Campus to maintain and strengthen the position of the College as an educational leader in Singapore and beyond.

Organisational sustainability

- Working with the CLT to oversee market competitive analysis and awareness, benchmarking and collaboration with other schools.
- Working with the COO to oversee, adjust, and monitor key financial and operational metrics to proactively ensure organisational health.
- Working with the COO and CHRO to ensure operations and staffing are resilient and well-resourced to deliver a world-class education with supporting facilities and to drive innovative approaches to operations, resourcing, cost, etc., to achieve efficiencies.

Fundraising

- To be a compelling storyteller, sharing an inspiring vision for UWCSEA with new and existing donors.
- To be a key partner for major donors, working with the Director of Advancement and engaging the CLT and Governors as appropriate.
- Working with the Director of Advancement to guide the philanthropic Campaign to success with College leaders and the community.

Tengah project

- To ensure the project is resourced and managed appropriately.
- Working with the Director of Campus(es) Development to advocate and negotiate for the College with external stakeholders and regulators.

External engagement

- To maintain and strengthen UWCSEA's reputation as a diverse community united in a common purpose.
- With the Chief Strategy and Engagement Officer, to ensure UWCSEA continues to be a welcoming place providing a positive experience for parents and alumni.
- To build strong relationships across the UWC movement, including the International Office, schools and colleges, and national committees.
- With the Chief Strategy and Engagement Officer, to develop strategic relationships with key external stakeholders in Singapore and internationally, including with Singapore regulators, international schools accreditation agencies, the International Baccalaureate Organisation, and international schools organisations.

Person profile

Our next Head of College will be an inspirational leader with the vision, ambition, and energy to lead us into an exciting new chapter.

The Search Committee recognises the challenge and complexity of the position, and that no one individual will have all these skills and attributes in equal measure. However, a blend of the following qualifications, experience, skills, knowledge, values, leadership style, and personal attributes will be important.

Qualifications

- A good undergraduate degree, and ideally a postgraduate degree, from an established university.

Experience

- A track record of achievement in leading large, complex educational institutions through periods of strategic change.
- A reputation as a visionary and influential leader and innovator in the field of education with a clear vision for the future.
- Experience managing P&L and commercial/financial decisions with demonstrated commercial acumen across functions and disciplines, and a record of overcoming operational challenges.
- A record of success in developing and leading high-performing leadership teams.
- Experience in building high-trust, high-candour relationships with boards, including the ability to constructively challenge and be challenged.
- Evidence of success in building relationships, alliances, or partnerships necessary to an organisation's success, particularly in academia, government, civil society, and the private sector.
- Experience of working in a diverse cultural environment.

Skills and knowledge

- A deep understanding of the key trends in education and the challenges and opportunities these offer UWCSEA.
- Motivational and authentic with good people management, engagement, and influencing skills to align stakeholders on common goals.
- A clear, strategic thinker with excellent communication and interpersonal skills, including a constructive and collaborative approach to problem-solving and decision-making, with well-established coaching capabilities.
- Results-oriented with strong analytical abilities and capacity for information-based decision-making.
- Comfort with being decisive when circumstances demand and with a "head in, hands out" ability to effectively plan and delegate.
- A curious and creative thinker with the courage to challenge the status quo and seek better ways of doing things, and open to fresh ideas and thinking.

Leadership style and attributes

- An authentic champion of the values that unite UWCSEA, underpinned by a genuine resonance with the mission, and a commitment to engaging positively with the wider UWC movement.
- High levels of resilience, drive, humility, and integrity, with a commitment to upholding the highest educational and operational standards.
- Comfort with ambiguity, able to sense-make with ease and frame and conceptualise new ideas and concepts.
- The cultural competency to lead a diverse international community and rapidly assimilate to the Singapore and Asian context.
- A strong sense of self with the inner confidence, fortitude, and professional wisdom to steward an outstanding school through a period of change and development.



Singapore

Singapore is a sovereign city-state located at the southern tip of the Malay Peninsula in Southeast Asia. Despite its small geographical size, it has established itself as a major global hub for finance, trade, and transportation. Since gaining independence in 1965, Singapore has undergone rapid development, transforming from a regional port into one of the world's most advanced and prosperous economies. It is governed as a parliamentary republic and is widely recognised for its political stability, strong institutions, and effective public administration.

The country is characterised by its multicultural society, with Chinese, Malay, Indian, and Eurasian communities forming the core of its population. This diversity is reflected in Singapore's official languages—English, Mandarin, Malay, and Tamil—as well as in its cultural traditions, religious practices, and cuisine. Singapore places a strong emphasis on education, innovation, and the rule of law, contributing to high standards of living and public safety.

Singaporean cuisine is a fusion of culinary traditions, and food is viewed as a key part of Singaporean identity. The nation is internationally renowned for its hawker centres, which offer affordable, high-quality meals representing Chinese, Malay, Indian, and Peranakan culinary traditions.

Medical care in Singapore is widely regarded as among the best in the world. The healthcare system combines public and private services, and Singapore's strong emphasis on preventive care, medical technology, and professional training contributes to excellent health outcomes.



Terms of appointment

The new Head of College will be expected to take up post on **15 July 2027**. This will be for a 5-year contract.

An excellent remuneration package, commensurate with the importance of the position and the experience of the position holder, will be offered.

Appointment process and how to apply

UWCSEA is partnering with Perrett Laver to conduct a thorough, broad, and inclusive search in parallel with the public advertisement of the position. Perrett Laver will support the Search Committee in the discharge of its duties, both assisting in the assessment of candidates against the requirements of the role and identifying the widest possible field of candidates.

Applications should consist of a full CV and cover letter. Completed applications should be uploaded at <https://PlusPortal.PerrettLaver.com> quoting reference number **8246**.

The deadline for the receipt of applications is **Sunday 1 March 2026, at 11:59 PM (GMT)**.

The longlist of candidates will be selected in the week commencing 9 March, and longlisted candidates will meet online with Perrett Laver during the weeks commencing 16 March and 23 March. The shortlist of candidates will be determined in the week commencing 6 April, and shortlisted candidates will be invited to attend a first round of online interviews with the Search Committee during the week commencing 13 April.

Finalist candidates will be invited to visit UWCSEA to meet with various stakeholders and attend the final panel interview during the week commencing 4 May.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

For a confidential informal conversation about the role, please contact **Zoe Huang** via Zoe.Huang@PerrettLaver.com

Protecting your personal data is of the utmost importance to Perrett Laver, and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <https://perrettlaver.com/privacy-policy>.

Our commitment to Child Safeguarding

UWCSEA takes very seriously its responsibility for safeguarding our students against abuse and neglect. We expect all staff and other adults associated with the College to share this commitment and to immediately report any concerns regarding a student's safety or wellbeing. For details on reporting and responding to child safeguarding concerns please contact the College Safeguarding Lead.

Our commitment to Diversity and Inclusion

UWCSEA is an equal opportunities employer, and welcomes applications from those who wish to join a community which is inclusive, and which celebrates diversity.



UWCSEA Dover 1207 Dover Road Singapore 139654 | UWCSEA East 1 Tampines Street 73 Singapore 528704