

# LEADERSHIP SEARCH

Making A World of Difference



## Head of Secondary Redbridge International School

Application Deadline: May 29, 2026

Portugal | Start Date: July 2026

# REDBRIDGE INTERNATIONAL SCHOOL



OFFERING RIGOROUS  
ACADEMIC  
PROGRAMMES FROM  
EARLY YEARS TO  
SECONDARY SCHOOL

STEADFAST  
COMMITMENT TO  
PLURICULTURALISM  
AND  
PLURILINGUALISM

PERSONAL, SOCIAL,  
PHYSICAL AND  
EMOTIONAL  
DEVELOPMENT AT THE  
HEART OF OUR APPROACH

UNIQUE LEARNING  
ENVIRONMENT IN  
STATE-OF-THE-ART  
FACILITIES

## INTERNATIONAL ACADEMIC PROGRAMMES FROM EARLY YEARS TO SECONDARY PREPARING STUDENTS FOR GLOBAL SUCCESS

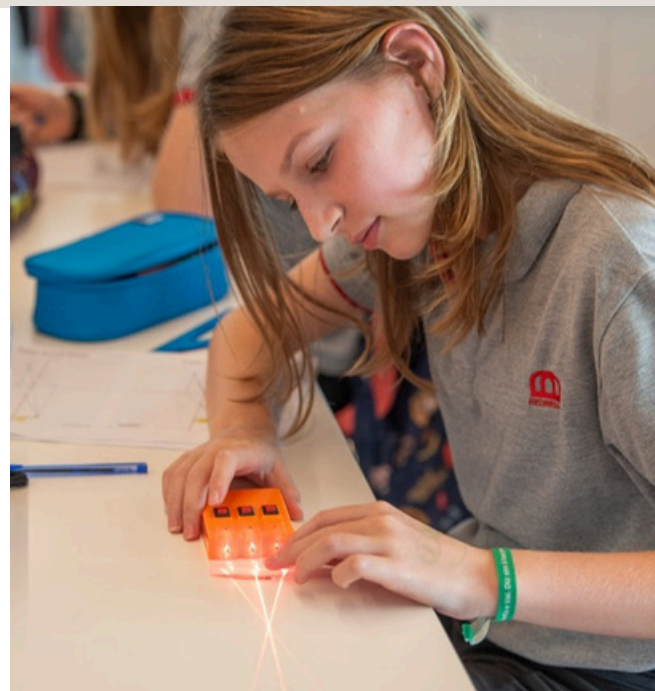
A **plurilingual approach in Early Years**, following the guidelines proposed by the national french programme

Two **international pathways in Primary Years**, offering a personalised and trans-disciplinary approach to learning:

- **French International Programme** (French national curriculum, CP to CM2)
- **Portuguese International Programme** (Portuguese national curriculum, 1.º to 6.º ano)

Our **Secondary School** offers two rigorous international programmes designed to prepare students for global academic success

- **French International Programme** from 6ème to Terminale, following the French curriculum and delivered through a bilingual approach (French/English), leading to **Baccalauréat Français International**
- **Cambridge International Programme** from Year 8 to Year 11, leading to the **International Baccalaureate Diploma Programme** (Year 12 and 13)





## PERSONAL, SOCIAL, PHYSICAL AND EMOTIONAL DEVELOPMENT AT THE HEART OF OUR APPROACH

A strong focus on the **emotional** and **relational intelligence** of our students;

A **collaborative skills development programme** developed by the University of Brighton (Working With Others);

A **differentiated enrichment programme**, including Forest School, **European exchanges**, extracurricular activities, sports competitions, sustainable development initiatives and citizenship awareness;

An appropriate use of **technology** and a strict policy of security and use of electronic devices;

**Balanced schedules** that promote the development of our students' artistic and athletic abilities, while nurturing their individual talents

## STEADFAST COMMITMENT TO PLURICULTURALISM AND PLURILINGUALISM

Programmes that embrace pluriculturalism and plurilingualism:

- In **Early Years** children are immersed in a plurilingual environment with instruction in French, Portuguese, and English, fostering language skills from an early age.
- In **Primary Years**, our international pathways integrate rigorous national curriculum standards while celebrating local culture, allowing students to build a strong foundation across multiple languages and perspectives.
- As students progress into **Secondary**, they continue to benefit from a rich, globally-minded education that not only strengthens their linguistic abilities but also deepens their cultural awareness and global understanding.

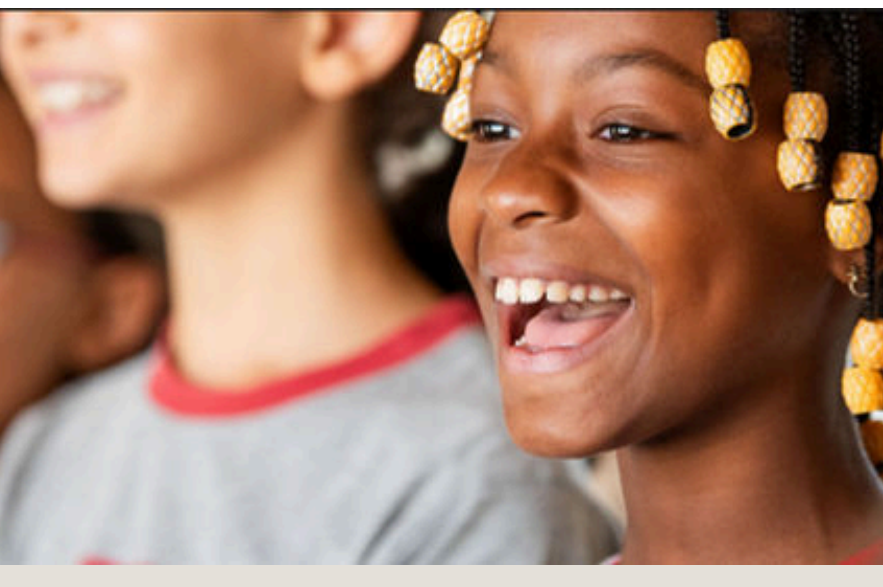
Students follow the rigorous **Cambridge curriculum for English** language learning throughout their academic journey;

A vibrant and **inclusive parent community** of 36 nationalities;

A diverse, **pluricultural**, and **plurilingual international team** of 100 dedicated professionals, representing 17 different nationalities, all united by their passion and commitment to excellence.

*"All children start their school careers with sparkling imaginations, fertile minds, and a willingness to take risks with what they think."*

*Sir Ken Robinson*



## UNIQUE LEARNING ENVIRONMENT IN STATE-OF-THE-ART FACILITIES

A forward-thinking, **private school** with a **warm, personal approach**, ideally located in **the heart of Lisbon**;

**510 pupils**, across two campuses

- The **Campo de Ourique campus**, for Early and Primary years students, located in a family-friendly neighbourhood in the heart of Lisbon;
- The **Tapada da Ajuda campus** for Secondary students, nestled in a 3-hectare park at the heart of a beautiful natural setting.

**Ideal-sized learner classes** and **student/teacher ratio** (1:6);

**Modern, bright, welcoming, and environmentally friendly facilities.**



Cambridge Assessment International Education



**Campo de Ourique Campus**  
Rua Francisco Metrass, 97  
1350-164, Lisboa  
Tlm: +(351) 210 522 550

**CONTACT US!**

**Tapada da Ajuda Campus**  
Tapada da Ajuda,  
1349-017 Lisboa  
Tlm: +(351) 210 936 317





Head of Secondary School  
Redbridge International School  
*Lisbon, Portugal*

Start Date: July/August 2026

## THE POSITION

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Redbridge International School is seeking to appoint a passionate, inspirational, and forward-thinking Head of Secondary to join their school at a pivotal stage in its growth and development, commencing July 2026.

The Head of Secondary will be part of the Senior Leadership Team consisting of the School Principal, the Heads of Early and Primary Years, and the Head of School Operations.

The Head of Secondary School will report directly to the School Principal.

## Duties & Responsibilities

### 1. Strategic Leadership

- Provide strategic and operational leadership for the secondary school, ensuring high educational standards and strong student outcomes.
- Contribute as a member of the Senior Leadership Team to the school's overall development and success.
- Play a major role, under the direction of the school principal, in shaping and reviewing the School Development Plan and the aims and objectives of the secondary school.
- Help maintain Redbridge International School as the leading independent school of choice within its catchment area.
- Represent the school and stand in for the school principal when required.

### 2. Teaching and Learning

- Lead teaching and learning across the secondary school, with overall responsibility for educational standards.
- Develop and implement the secondary school teaching and learning strategy.
- Oversee the development, organisation and implementation of the curricula across the French pathway, Cambridge Lower Secondary, Cambridge Upper Secondary and the IB Diploma Programme.
- Ensure a coherent, coordinated and high-quality curriculum entitlement for every student.

- Work closely with the Heads of Primary to support a successful transition from Primary to Secondary.
- Provide guidance and support to staff on schemes of work, planning, differentiation, target setting and assessment.
- Monitor the quality of teaching through learning visits, feedback sessions and regular review of student progress data.
- Ensure that information on student progress is used effectively to improve teaching and learning, support students, inform parents and guide school leadership decisions.
- Oversee the planning and coordination of the Secondary School homework policy.
- Organise regular section meetings to ensure continuity and consistency in teaching and learning.

### **3. Staff Leadership and Management**

- Lead, line manage and support all Secondary School staff, including coordinators, teachers, teaching assistants and support staff.
- Foster a united, positive and high-performing team culture in which staff feel valued, respected and heard.
- Promote staff wellbeing, professional growth and retention.
- Lead by example in professional standards and educational practice.
- Manage the annual professional review process for teaching staff.
- Participate in the recruitment, induction and development of teaching and non-teaching staff.
- Oversee the engagement of supply and cover staff to minimise disruption to students' learning.
- Maintain and further develop the Secondary School staff handbook.
- Develop a culture of accountability, performance and continuous improvement within the team.

### **4. Student Welfare, Behaviour and Pastoral Care**

- Lead pastoral care across the Secondary School, with oversight of student welfare and behaviour, in coordination with the Head of Pastoral.
- Ensure that every student is known, valued and respected as an individual, and supported to develop their talents and fulfil their academic potential.
- Lead the development and implementation of policies relating to students' personal, social and emotional development.
- Promote high standards of conduct, discipline, attendance and achievement.
- Ensure a consistent whole-school approach to behaviour management, including the implementation of appropriate consequences where necessary.
- Handle individual disciplinary cases as required.
- Ensure that staff, students and parents are clear about expectations regarding behaviour and school values.
- Work closely with the SEN team to identify and support students with individual needs, including SEND and gifted and talented students.

## **5. Policy, Systems and Resources**

- Establish, implement and review policies and procedures related to teaching, learning and the effective operation of the Secondary School.
- Monitor progress towards agreed school and section targets.
- Oversee the planning and allocation of resources to support the curriculum effectively.
- Advise the school principal on current and future staffing and resource needs.

## **6. Communication and Partnerships**

- Oversee communication with the secondary school community, including parents and students.
- Build strong relationships with parents, carers, and external agencies.
- Lead parent information meetings and other presentations as required.
- Attend meetings with parents, governors, and other stakeholders, and provide reports and information as needed.

## **Skills, experience, & attributes sought**

- An inspirational head of secondary who leads by example
- A dynamic and forward-thinking individual capable of driving growth while consolidating the current basis of the school
- A deep knowledge of academics and curricula contents, with a very strong focus on learning
- An ability to work collaboratively and effectively with the senior leadership team
- An ability to manage all teams dedicated to learning
- An ability to work collaboratively and effectively with students and with their parents as the school's primary partners in the education of their children
- A true commitment to target excellence and to help every child to reach their unique potential through continual reflection and improvement
- Demonstrable understanding of leading a school in a diverse culture setting, specifically with three main languages at school (English, French, Portuguese)
- An awareness of financial planning and budget management, Good ICT knowledge and skills to support pupil learning, assessment, and school management (OpenApply, ManageBac, Pronote)
- Good command of the French language is essential, and experience working in France would be a strong advantage.

## **Academic & professional qualifications**

- Honours degree/QTS (or equivalent)/NPQH (or equivalent)/additional higher education leadership qualification (e.g., MA or Med).
- At least 10 years' successful teaching and leadership experience in the secondary age range.
- At least five years of experience as an IB Diploma Program Coordinator and a strong, in-depth understanding of the program.

## Salary & benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

The package includes a relocation allowance, private health insurance, transport and meal allowances (including free lunch at school), as well as preferential conditions for staff children, with an 85% reduction on school fees and a full waiver of the enrolment fee.

## THE SCHOOL

A forward-thinking, private school with a warm, personal approach, ideally located in the heart of Lisbon: Redbridge International School aims to inspire creativity, a love of learning, and international-mindedness within a nurturing and collaborative learning environment and to empower students to become committed global citizens.

- A private, human-scale school founded in 2017, which has grown alongside its pupils and welcomes 550 students in 2025/2026.
- Prime locations and purpose-built campuses set in Campo de Ourique, a family-friendly neighborhood in the heart of Lisbon, and in the natural surroundings of Tapada da Ajuda, fostering curiosity and connection with the environment.
- An inclusive, forward-thinking school that promotes creativity and international openness through a dynamic, multilingual educational pathway.
- An international community of families seeking a high-quality, multilingual, child-centered educational approach
- A team of 100 passionate and committed professionals, united around a shared vision.
- An ambitious plan to grow with a new campus expected in 2027/2028.

## Our campuses

### CAMPO DE OURIQUE



Sept 2025: ~ **430 students** and 28 classes in CDO

- EY (5 classes)
- CP, CE1, CE2, CM1, CM2 (10 classes)
- 1º to 6º ano (10 classes)

### TAPADA DA AJUDA



→ 3 hectares of land

→ Capacity for **340** students

→ Development of a pre-university STEEM programme, in partnership with ISA

→ **Sept 2025: ~120 students:** 6ème to 1ère + CIE Yr 8 to Yr 11 (10 classes)

### AJUDA

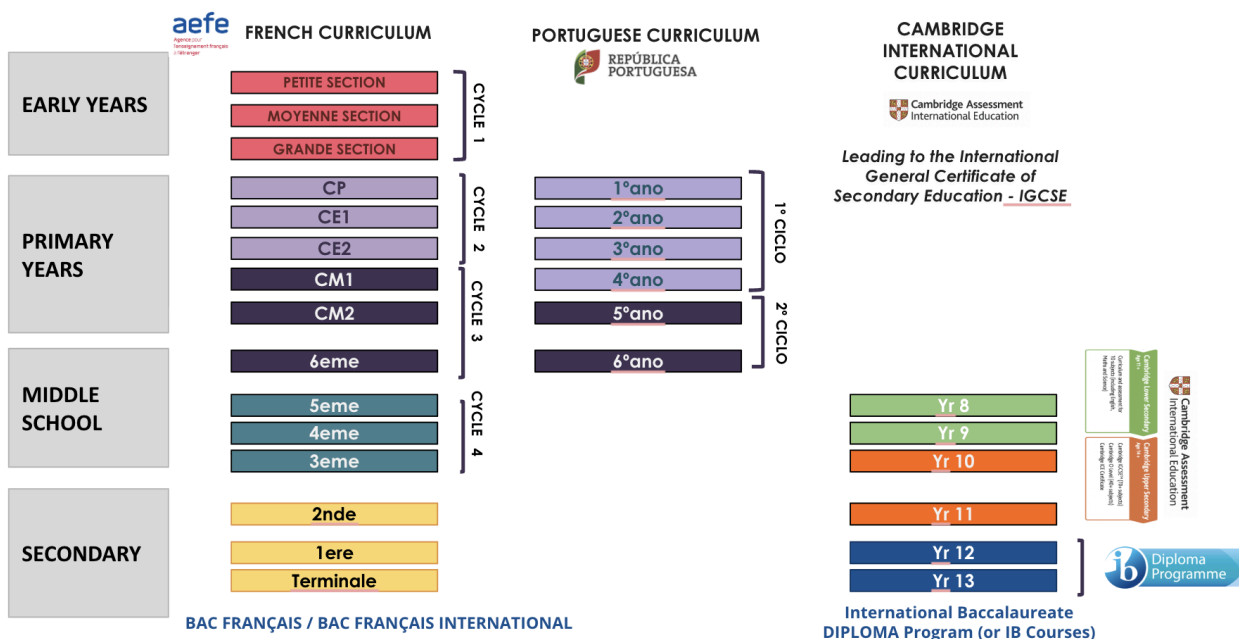


→ Target area: c. 6,700 m<sup>2</sup>;

→ Target #students = c. **700** students for middle and high school with 4 classes per age group.

→ Target 2028

## Our Educational Pathways



## Educational pathways in Secondary School

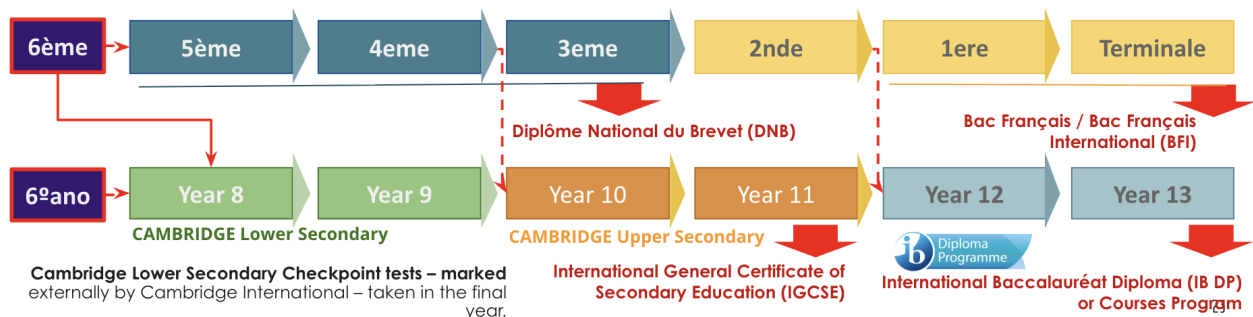
### French International Programme

- Following the **national French curriculum**, from **6ème up to Terminale**
- Delivered **bilingually in French and English**.
- Leading to the **Baccalauréat Français International (BFI)**, a **prestigious bilingual French and English** diploma that blends academic rigour with a strong focus on intercultural understanding, leadership, creativity, and civic engagement.

### Cambridge International Programme & IB Diploma Programme (IBDP)

- Students follow the **Cambridge International curriculum** from Year 8 to Year 11 (lower and upper Cambridge), laying a solid foundation for the IGCSE exams (year 11)
- From Year 12 to Year 13, they transition into the **International Baccalaureate Diploma Programme (IBDP)**, a globally recognised qualification that fosters critical thinking, independent research, and a strong awareness of global issues.

Leveraging synergies between our 2 international education pathways, with scenarios of transitions between the pathways (subject to language proficiency)



## Fast facts

Year Established	2017 - Trading company (LLC)
Accreditation Agency	<ul style="list-style-type: none"> <li>- Agence pour l'Enseignement Français à l'Étranger (AEFE) - maternelle to Terminale</li> <li>- Ministério da Educação (ME) in Portugal (DGE)</li> <li>- Cambridge International Education (CIE) – Lower and upper Secondary</li> <li>- International Baccalaureat Diploma Programme (IBDP)</li> <li>- Eco-School (green flags for both campuses)</li> </ul>
Website and brochure	<a href="#">Website</a> , <a href="#">Brochure</a>
Language of Instruction	<ul style="list-style-type: none"> <li>- French bilingual pathway: French and English (Portuguese as a third language)</li> <li>- Portuguese bilingual pathway: Portuguese and English (French as a third language)</li> <li>- Cambridge Lower and Uppers Secondary: English (French and Portuguese as additional languages)</li> <li>- IBDP: English (French and Portuguese as additional languages)</li> </ul>
Student Age Range	3-18
Total Enrollment	550 students as of Sept 2025
Primary School (Campus 1)	430 students as of Sept 2025
Secondary School (Campus 2)	120 students as of Sept 2025 (capacity 300)
Student Nationalities	36 nationalities, 25 languages spoken (26 nationalities in secondary school)
Percentage Home Country Nationals	30%
Percentage Annual Student Turnover	6-7%
Average Class Size	EY: 20 students - PY: 16 students - Secondary: 14 students.
Student to Teacher Ratio	1:6
Number of Faculty	108 <ul style="list-style-type: none"> <li>- 15 admin staff</li> <li>- 61 staff EY+PY</li> <li>- 26 staff Secondary</li> <li>- 6 staff across both campuses (Portuguese, PE, Music)</li> </ul>
Faculty Nationalities	13 nationalities

# APPLICATION INSTRUCTIONS

## **Application Deadline**

**May 29, 2026**

To apply, interested candidates must email the following documents to [hmd@redbridgeschool.com](mailto:hmd@redbridgeschool.com), and indicate the reference HOS in the subject line.

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume

Applicants are encouraged to apply as early as possible, as Redbridge International School reserves the right to close the selection process at any time.