



Brummana High School

Candidate Brief for the position of Principal

Lebanon

Co-educational • Boarding and Day • Ages 3 to 18
Associate Member of Society of Heads - IBO

Required for August 2027

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CONSULTING

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Introduction

Brummana High School was founded by the Religious Society of Friends (The Quakers) in 1873 and follows the ideals and values of its Quaker founders.

The nature-rich, 16-acre campus in Mount Lebanon hosts modern facilities along with historic buildings, offering the whole-school community an environment in which to flourish. The school caters for over 1,250 boys and girls, from KG 1 to Grade 12 and provides for both day students and boarders.

The School offers three academic programmes including the Lebanese Baccalaureate, Cambridge A and A/S levels, IGCSEs and the International Baccalaureate (IBDP). The Brummana High School motto 'I Serve' is evident in all members of the community.

The Board of Governors at Brummana High School is seeking to employ a new Principal to succeed the present Principal, Mr David Gray, who retires at the end of summer 2027 after nine years of outstanding leadership of the School.

The new Principal will be the highest academic and administrative authority in the School and will be responsible to the Board of Governors of Brummana High School for all academic, fiduciary and managerial issues pertaining to the School.

The Principal should have vision, knowledge, experience and energy, with demonstrated success in school leadership and management. The Principal has the responsibility to lead with calmness and commitment and the capacity to withstand challenges. He/she should understand the Quaker ethos and values within a vibrant multi-faith community.



Our school

Ownership

Brummana High School (BHS) is a private, non-profit institution governed by a Board of Governors. The ultimate responsibility for the ownership, Quaker ethos and well-being of the school rests with the Quaker International Educational Trust (QuIET), based in London and registered under the Charities Act of the United Kingdom.

Mission Statement

Brummana High School is a Quaker coeducational day and boarding school which seeks all round excellence in the spheres of academia, the arts and sports and aims to promote integrity amongst its staff and students. The school community ensures that students' needs from diverse backgrounds are met. Students are prepared to become responsible citizens and life-long learners, respecting each other and helping the community.

Brummana High School (BHS) has provided excellence in education since its establishment in 1873.

Brummana High School follows a non-traditional, holistic, international approach to education. Teachers engage students with excellent learning opportunities. A wide variety of sports, arts, excursions and overseas trips supplement the academic programmes, which include the Cambridge AS / A Levels and IGCSEs as well as the International Baccalaureate Diploma Programme and the Lebanese Baccalaureate.

The school prides itself on providing an affordable education, in part through a Bursary (Financial Aid) scheme, with 40% of students receiving some form of assistance, ensuring students from a diverse mix of socio-economic backgrounds.

Identity



Just as Lebanon balances its own proud traditions with its openness as a trading nation, Brummana High School strikes a balance between its Lebanese roots and its global outlook.

The school has, throughout its history, been considered the British school of Lebanon and enjoyed close connections with the UK. The school has a long-standing policy of accepting staff and students on the basis of merit, regardless of religion, nationality, race or gender. Staff and students are of many religious backgrounds and from all sections of the community, thus ensuring a wide social mix. The international make-up of the school is rich indeed, with over 50 different nationalities represented on campus.

The community of staff and students is coeducational and international. Staff and students are of different religious creeds,

mainly Christian or Muslim. For Arabic speaking students, the school provides an opportunity to enjoy all the advantages of an international school working in English, while celebrating their Arabic cultural heritage.

Brummana High School seeks to maintain its standing as one of the best schools in the country and region. The original Quaker ethos has endured; the spirit of tolerance and friendliness has persisted through war and peace. New facilities are mixed seamlessly with historic buildings, and the panoramic views of Beirut and the Mediterranean Sea remain, all framed by ancient pines and flowering shrubs. Students appreciate the green campus and healthy mountain air of Brummana, an environment that allows everyone to flourish. Brummana is a haven of peace at a time of conflict in the Middle East. It has known troubled times before and is renowned for its resilience and tolerance.

Graduates and Ethos

Graduates of the school (old scholars) go on to study at some of the world's leading universities. During their careers, many old scholars hold distinguished and remarkable roles in politics and professional sectors right around the world.

Brummana High School is governed by a UK registered Quaker charity and British nationals are prominent amongst the leadership and staff. Thus, the continuation of the school's strong British roots is ensured, from the opening of Edinburgh Boarding House in 1967 by the late Prince Philip, the Duke of Edinburgh, to a house system with houses originally named Oxford and Cambridge.

The Brummana High School motto 'I Serve' heralds the act of service in the whole school community, actively displayed by students to teachers, by parents to administrators, and by old scholars to governors.

Brummana High School students are unique, happy and successful global citizens, supported by an excellent pastoral care programme. The Quaker ideals the school was founded upon are evident in every student: respect, simplicity, peaceful resolution, tolerance, equality, justice and sustainability.

Students are treated as individuals by the staff, are confident and enjoy freedom of expression, particularly important in Lebanon with the wealth of religions and sects in the country. They develop strong leadership, public speaking and debating skills, with both independence and collaboration encouraged.

Indeed, the school's annual Model United Nations conference is a rich and rewarding experience for Brummana High School students as well as invited national and international guests. Students are friends and, indeed, the community as a whole is one that fosters friendship.

Our Vision & Motto



I Individuality
S Service
E Equality
R Respect
V V for Peace
E Environmental stewardship



Vision

Brummana High School aims to be an internationally recognised Quaker educational institution that embodies excellence in education and service, attracts students from diverse backgrounds and serves the needs of students from Lebanon and the region.

Motto

The school's motto is **"I Serve"**. Brummana High School is passionate about nurturing self-reliance, cooperation, friendship, non-violence, honesty, simplicity and compassion, and, above all, building in students the ideals of service in accordance with the "I Serve" motto. Old Scholars of the school continue to embody the "I Serve" tradition long into their careers and lives.

Values

At Brummana High School we strive to offer comprehensive preparation for the adult world. Besides imparting information and knowledge, the school tries to develop the student's intellectual curiosity and critical thinking faculties. It encourages the students to achieve the cultural, physical and artistic fulfilment of which they are capable.

The school continues to nurture the Quaker values the school was founded upon in 1873, those of simplicity, peaceful resolution, tolerance, equality, justice, respect and sustainability. Students are taught to be self-reliant, cooperative and to value friendship.

The location

Situated in the Mount Lebanon region, 750 metres above sea level and 25 minutes from the Lebanese capital Beirut, Brummana High School offers students and all members of the community a space and environment in which to flourish.

The beautiful, sprawling and safe campus, spread over 15 acres between the towns of Brummana and Roumieh, provides fresh air, a natural environment, and of course panoramic views of the Lebanese coastline and Mediterranean Sea. Above the capital's pollution level, with pine trees dating back hundreds of years and in an area known as a secure zone, modern facilities are mixed seamlessly with historic buildings established in the 1870s.

Facilities

Recent additions to the campus include a robotics lab, multi-gym and an indoor sports hall. In addition, the new Brummana High School Sports Arena includes athletics facilities as well as a top-of-the-range artificial grass field for football, rugby and cricket. The outdoor swimming pool and tennis, volleyball and basketball courts further offer a wealth of sporting opportunities, with regular off-campus excursions in Lebanon such as skiing or rafting trips also made available.

The school's nature-rich campus has official Ancillary Botanical Garden status. As such, the campus, in combination with the academic programmes and activities, a diverse community, Quaker ideals, high levels of pastoral care and a spirit of service, offers students an ideal environment in which to flourish.



The role

Overview

The new Principal is expected to take up their post on August 1st, 2027.

The school is now seeking to appoint its next Principal who:

- has international educational exposure;
- has energy and strength to lead an exceptional community with calmness and commitment;
- has familiarity with the programmes offered at the school, as well as respect for different cultures and customs;
- enjoys and embraces the offering within a full boarding environment, where extra-curricular provision plays a core part;
- has a working understanding of French in addition to mastery of English which is the main working language of the school.

Summary of Duties:

- Professional educational leader of Brummana High School (BHS);
- Management of Brummana High School according to the policies set by the Board;
- Working closely with the Board (and particularly the Chair) to enable the Board to carry out its responsibilities.

Details of Duties:

As professional educational leader:

- Guides the Board in establishing the school's mission and developing its strategic plan;
- Articulates the school's mission to its constituencies;
- Establishes and maintains standards of professionalism for the school, promoting the interest and reputation of the school;
- Is available at all times and at all reasonable hours (except during normal school holidays and otherwise when properly absent) to Housemasters, Housemistresses and teaching staff;
- Ensure an orderly, stimulating and motivational culture, among the pupils and staff, leading a forward-thinking vision.

As school manager:

- Responsible for implementing the strategic plan by developing annual objectives for all areas of school operations, including:
 - admission, tuition and grants
 - curriculum and academic course offerings
 - teaching and other staff – recruitment and employment policies
 - development plan for buildings and grounds
 - fundraising, endowments, sponsorship
 - development of IT and AI ensuring a forward-thinking educational provision
- Taking a lead role in the budgetary process (the agreed annual objectives being embodied in the budget);
- Prioritising budget proposals received from departmental heads;



- Making recommendation to the finance and property sub-committees;
- Recruiting high quality senior leadership, teaching and support staff in a timely manner;
- Ensuring that expenditure is maintained within the approved budgetary level;
- Ensuring that regular reporting of operating costs takes place including the finance reports to each Board meeting and monthly reports to the Chair.

As Administrator of the school:

- Responsible for the operation of the school under policies agreed by the Board;
- Responsible for reporting to the Board about the school's operations;
- Responsible for the health and safety of students and staff.

Candidate profile

The successful candidate should be committed to:

- Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the whole school community;
- Advocating, nurturing, and sustaining a school culture and instructional programme conducive to student learning and staff professional growth;
- Ensuring management of the organisation, operations, and resources for a safe, efficient, and effective learning environment;
- Collaborating with families and community members, responding to diverse community interests and needs, and mobilising community resources;
- Acting with integrity, fairness, and in an ethical manner at all times.

Experience and Education

- Holder of a University degree;
- Demonstrated proven success in school leadership and management;
- Has international educational exposure;
- Familiarity with the academic programmes offered at the school.



The successful candidate will also:

- While appreciating the current global and local challenges, have the energy, resilience and strength to lead an exceptional community with calmness and assurance;
- Have an understanding and sympathy for Brummana High School's Quaker tradition with the quiet integrity and wisdom which this entails;
- Aim at excellence in all walks of school life whilst maintaining and developing Brummana High School's standing as a national and international institution;
- Be a senior educationalist with sound commercial acumen;
- Be someone who will understand the right relationship between Board and Principal, will expect to be held accountable and will manage this key relationship in a clear and transparent way.



Skills Required

- Be a Principal who will spearhead marketing and PR, reaching out to all corners of Lebanon and the Middle East as Brummana High School's chief ambassador;
- Be an academic with the commitment to ensure a rigorous and well-rounded education of the whole human being across all programs offered by the school: the IB, the Lebanese Baccalaureate and the A level and IGCSE;
- Be a skilled manager and communicator who can effectively lead a large scale and complex school of over 1000 pupils;
- Be a collaborative leader, winning respect through good example and fair argument;
- Be a person culturally sensitive to the strengths and issues of modern Lebanon with its diversity, different religions and position at the cross-roads of the Levant and the West;
- Be someone who understands the impact and disruption political events have had on the context of Lebanon and who is not daunted by this;
- Possess resilience to adapt to and enjoy living in modern Beirut;
- While perfect English is an absolute requirement some competence in French would also be valuable plus a willingness to master basic Arabic;
- Have an affinity for boarding provision and possessing the drive to bring about its development.

Terms of appointment

Role: Principal, Brummana High School

Location: Brummana, Lebanon

Contract: Full time, permanent

Start date: 1st August 2027

Benefits:

- Competitive Salary
- Accommodation
- Private medical insurance, and for spouse & dependants
- Annual flights, and for spouse & dependants
- Transportation with a car and driver
- Relocation support



How to apply

Anthony Millard Consulting are assisting Brummana High School with the recruitment of this post.

To apply for this position, please complete the online form on the vacancy page at **www.anthonymillard.co.uk** and upload a CV and letter of application (of maximum two sides of A4), which specifically addresses the competencies in the job description and person specification.

Names, addresses, email addresses and telephone numbers of three referees (including current and past direct line managers) are required, but will only be taken up with each candidate's consent.

Applications will be considered upon receipt.

Candidates who are short-listed will be invited to interviews, which will take place in Autumn 2026.

For an initial discussion about the role, please contact AMC: Anthony Millard, via nikki@anthonymillard.co.uk

Brummana High School are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applications.



We look forward
to speaking
with you.

