MARLBOROUGH COLLEGE
MALAYSIA

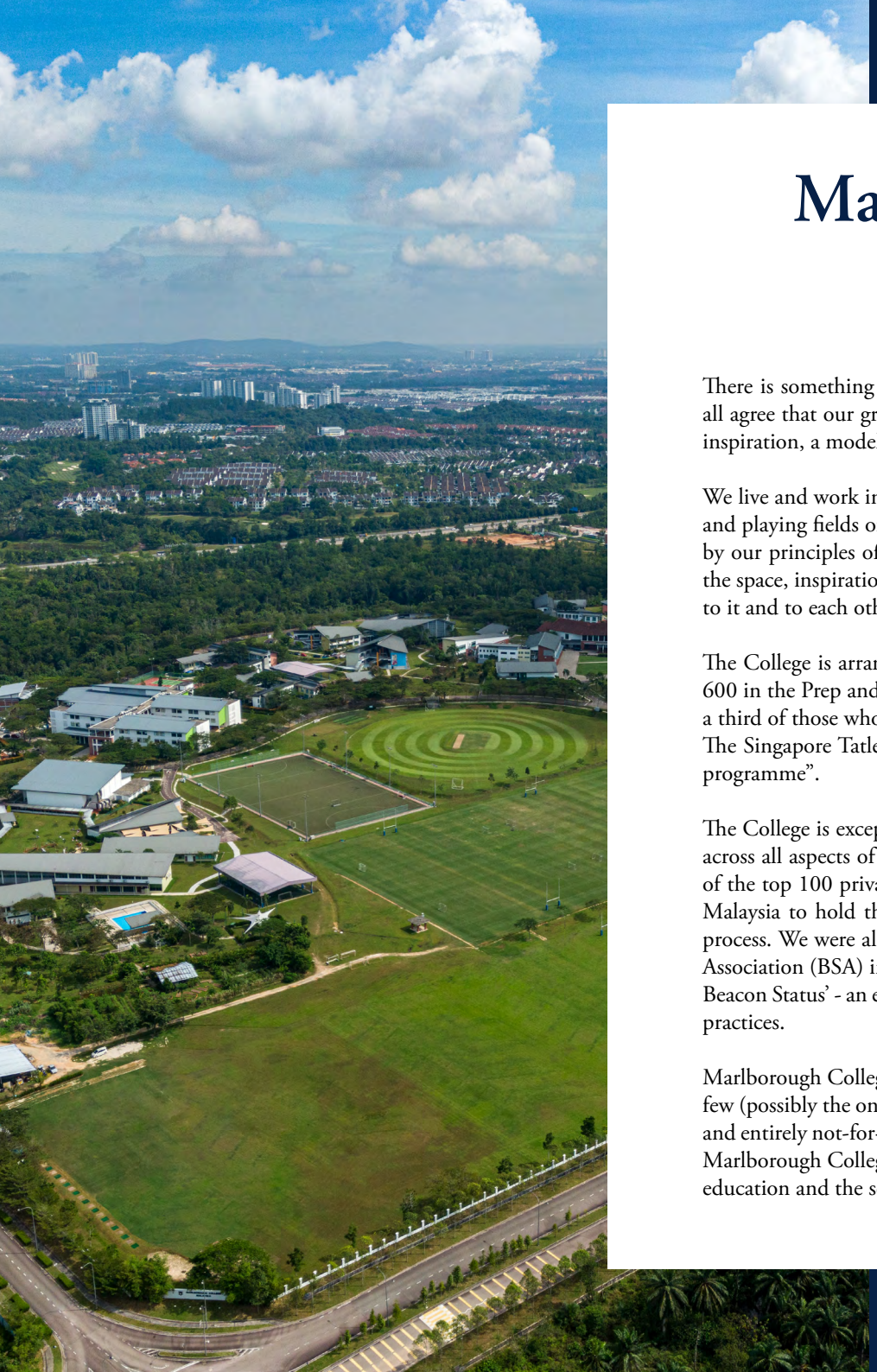
Senior School

Head of Academic PE

Candidate Information

For August 2027

Employment Opportunities at MCM



Marlborough College Malaysia

There is something genuinely special about Marlborough College Malaysia. Those fortunate enough to work here all agree that our greatest joy, attribute, advert and reward are the pupils who form the College. They provide daily inspiration, a model of what wider society could be like and genuine optimism for the future.

We live and work in a safe and spacious 90-acre campus in southern Malaysia, reminiscent of the generous grounds and playing fields of Marlborough College in the UK enhanced by our own organic farm and boating lake. Guided by our principles of compassion, companionship and conversation, Marlborough College Malaysia gives its pupils the space, inspiration and courage to explore their own potential, the wonders of our world and their responsibilities to it and to each other.

The College is arranged as a Prep School (3-13) and a Senior School (14-18) and currently has 1020 pupils, with 600 in the Prep and 420 in the Senior School. Pupils from the age of nine may choose to board, and approximately a third of those who are eligible, do so, with almost half of the Senior School and most of the Sixth Form boarding. The Singapore Tatler has referred to the College as “the only school in Asia offering an authentic British boarding programme”.

The College is exceptionally well-resourced and enjoys a strong and growing international reputation for excellence across all aspects of school life. Marlborough College Malaysia is consistently featured in the Spear’s Schools Index of the top 100 private schools globally, including in the most recent 2026 edition. We are the only 3–18 school in Malaysia to hold the prestigious British Schools Overseas (BSO) status, awarded following a rigorous inspection process. We were also named International School of the Year by TES in 2024 and again by the Boarding Schools’ Association (BSA) in 2025. Most recently, following our COBIS accreditation visit, the College was awarded ‘Triple Beacon Status’ - an extremely rare accolade, recognising the strength of our Safeguarding, Pastoral Care and Wellbeing practices.

Marlborough College Malaysia enjoys very close links with Marlborough College in the UK and remains one of the few (possibly the only) international schools that is a wholly owned subsidiary of its founding educational institution and entirely not-for-profit. Unlike most international schools where profits are required to repay investors, instead, all Marlborough College Malaysia surplus is committed to Marlborough’s charitable aim of providing the finest quality education and the school thrives as an example of the best that a British independent school education has to offer.

The Role

Reporting to: Head of Senior School

The Master seeks to appoint an outstanding applicant as Head of Academic PE to lead the provision of IGCSE PE and IB Diploma Sports, Health and Exercise Science qualifications to pupils in Years 9 to 13. In addition, the successful candidate would be expected to teach Prep and Senior School Games under the direction of the Director of Sport.

The post-holder will be expected to play a full part in the boarding life of the College and this will include a weekly boarding duty and some weekend duties. The weekly timetable will include coaching Games and a contribution to the rich co-curricular life of MCM that is essential to our vibrant school. Our ethos is underpinned by maintaining good communication and building strong relationships within and across the College and our families.

Key Responsibilities

Pupil Outcomes

- To identify, implement and monitor programmes to improve pupil outcomes
- To provide a report to the SMT annually on pupil outcomes within the department including short and long term targets for improvement.
- To monitor within each year the progress of pupils, using available tools, departmental assessment and teacher judgement, and hence identify 'at risk' pupils
- To develop with the relevant class teachers(s) an appropriate course of action to address the needs of 'at risk' pupils
- To liaise with HMs, tutors and parents of 'at risk' pupils to involve them in the process
- To work together with the Head of Learning Enrichment to ensure that the identified needs of LE pupils are met within the department
- To ensure that extension and enrichment work is used to stretch the most able

Administration

- To manage and record effective department meetings on a regular basis.
- To disseminate information to the department as required by the school
- To liaise with the Head of Examinations and the IB Co-ordinator to ensure that paperwork required for examination boards is submitted promptly and correctly and that internal examinations are conducted successfully.
- To manage the writing of orders within the department and ensure that proof-reading takes place

Common Room Leadership

- To provide a personal example to teachers within the department by being a knowledgeable and passionate exponent of the subject
- To support beaks in identifying and addressing areas where there is need for improvement in performance
- To identify professional development needs of teachers and endeavour to address these through the sourcing of training and the sharing of good practice within the department
- To provide leadership in the introduction of new initiatives and monitor the extent of their success
- To direct and monitor the work of any non-teaching staff in the department
- To liaise with the Head of Senior School during the timetable process to ensure that the assignment of beaks optimises the likely effect on pupil outcomes
- To be involved in the appointments of teachers as needed
- To provided assistance to trainee and beginner teachers as required

Co-curricular

- To take action to improve the profile of Academic PE within the school
- To offer, where appropriate, departmental societies, activities and trips to support pupil learning
- To liaise with the Librarian over book orders and Library requirements for the subject

Resourcing

- To ensure that departmental resources, including the Academic PE budget are well maintained and available to beaks when required
- To maintain a record of departmental resources

Whole School

- To be an advocate for the department at HoD Meetings
- To meet with the Director of Sport and Head of Senior School frequently discuss progress, developments and potential issues within the department
- To liaise with the subject co-ordinator in the Prep School to ensure smooth transitions

The duties set out in this document are not intended to be exhaustive, and teachers may be required to carry out such other duties as the Master may reasonably require from time to time.

Essential Skills and Abilities

In order to meet the high standards expected of a leading professional in our College, the successful candidate will understand and believe in the aims and ethos of a non-franchised British independent education in general and in Marlborough College Malaysia in particular.

In addition, we are seeking to employ a person with the following qualities, experience, skills and abilities:

- A good honours degree
- Evidence of being an excellent coach
- Proven ability and qualifications in coaching
- Leadership qualities, including energy, resilience and the ability to enthuse and motivate others
- A record of and commitment to continuing relevant professional development
- Clear and effective communication skills
- A good understanding of effective teaching, learning and assessment in relation to raising pupils' attainment
- An ability to relate well to colleagues, children and parents
- Approachability, accessibility and flexibility
- The ability to develop and maintain effective relationships with all members of the College community and local, regional and national sports bodies
- High levels of organisation
- An excellent health and attendance record

Desirable Criteria

- A higher degree or experience of educational or subject-specific research
- Knowledge of the requirements and operation in terms of teaching, learning and assessment
- Experience of or commitment to working in a boarding environment
- Evidence of leadership and management of people, resources, innovation and improvement
- Evidence of good management, which incorporates detailed planning, successful implementation and effective monitoring and evaluation strategies

Terms and Conditions

Marlborough College Malaysia offers a competitive salary and benefits package. Benefits include a housing allowance; a contribution towards household bills; comprehensive medical insurance; annual flight allowances for you and your dependents; an annual bonus in lieu of pension and school fees are not charged for two children and there is a 50% reduction in school fees for any other children.

Application Process

To be considered for the position, applicants are required to complete and submit their application through MyNewTerm by 9.00am (GMT) on Monday, 16th November 2026.

As part of the MyNewTerm application process, candidates will be asked to provide a supporting statement outlining their motivation for applying, relevant experience, skills and personal qualities, and what they believe they could contribute to the role and wider life of Marlborough College Malaysia. This should be approached with the same care and consideration as a formal letter of application.

Please note that the College reserves the right to interview and appoint suitable candidates before the closing date. Early applications are therefore encouraged.

- First round interviews will take place online in the week beginning 23rd November 2026.
- Final interviews for non-UK applicants will be held at Marlborough College Malaysia or online, as appropriate, in the week beginning 7th December 2026.
- Interviews for candidates based in the UK will take place between 17th - 19th December 2026 at Marlborough College in the UK.

Should you have any questions about the position, the recruitment process, or Marlborough College Malaysia more generally, please do not hesitate to contact our HR team at recruitment@marlboroughcollege.my. The team will be very happy to assist with any enquiries and, where appropriate, questions may also be referred to the Master.

Marlborough College Malaysia is committed to equality, diversity, safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments with the School will be subject to references, medical report and an ICPC (International Child Protection Certificate) or similar, all of which must be satisfactory to the College.