



STRATHALLAN
SCHOOL

Opportunities for all to excel



Appointment of Commercial and Business Projects Director



Welcome from the Headmaster & CEO

I am delighted that you are considering applying for the new post of Commercial and Business Projects Director at Strathallan – thank you for your interest in our school.

This is an exciting and pivotal moment for our School as we look to build on our established commercial successes, bring current opportunities to fruition and explore further opportunities to strengthen our operations, broaden our reach and secure sustainable growth of significant non-fee income for the future.

Having served as a Headmaster for sixteen years, nine now at Strathallan, I have had the privilege of leading Strathallan through periods of significant change, including the challenges of the Covid Pandemic, and overseeing developments that have strengthened both our academic and co-curricular provision alongside ensuring the school's financial robustness to continue to improve and develop the sector-leading all-round education that we pride ourselves on.

As we enter our next phase of growth and development, it is vital that we continue to innovate and enhance our current commercial programmes to ensure the School remains both resilient and forward-looking, capable of responding to and capitalising on emerging opportunities.

The Commercial and Business Projects Director will work closely with the HM & CEO as part of the Executive team, engaging with the Senior Leadership Team and Support Staff Managers of our schools to shape this next phase of Strathallan's journey. They will provide strategic oversight of commercial activity, lead important projects in the furtherance of the school's strategic plans and collaborate across the School community to identify and deliver initiatives that enhance operations, extend our reach and support long-term sustainability.

I am confident that the person who takes on this role will make a significant and lasting contribution to our School, helping us to build on our traditions while embracing the opportunities of the years ahead. We look forward to welcoming an exceptional professional to our team.



D M Lauder
Headmaster & CEO



The Role

We are seeking an exceptional candidate with a strong commercial outlook and sound business judgement to work closely with the Headmaster and School Executive, helping to shape the development of new opportunities and drive forward strategic initiatives, while also overseeing established income-generating areas that are already performing to a high standard.

This senior role will sit within the School Executive team and requires an experienced professional with a strong track record in leadership, project delivery and business management and development. We are looking for someone with a confident, proactive approach – highly organised, forward thinking, and able to establish credibility from the outset as a collaborative and supportive member of a successful senior team.

The successful candidate will pair strategic insight with practical, hands-on leadership, delivering measurable value through well-executed projects, the development of new income streams identified, and the innovation required to target and develop new opportunities, alongside the stewardship of already successful operations that support the School's long-term sustainability. A sound understanding of business accounting and management will be required as will an empathy with the school's charitable and educational objectives.

Strathallan School

Strathallan School is a leading co-educational boarding and day school, currently for pupils aged 5-18, recognised not only for academic excellence, sporting distinction and creative achievement, but also for its strong reputation within the independent schools' sector and wider community.

Set within 160-acre wooded estate in the beautiful Earn Valley, the School benefits from extensive grounds, high-quality facilities, and a location that provides easy access to Perth, Edinburgh, Glasgow, Dundee, Aberdeen and the Scottish Highlands.

The campus blends historic charm with modern, purpose-built developments, offering a breadth of resources that support both educational excellence and a range of revenue-generating activities. The main building, a Grade B listed former mansion, has been home to Strathallan since 1920 and sits at the heart of a well-maintained estate that is used year-round for teaching, boarding, events, and a successful programme of external lets.

Strathallan's staff community spans specialist teaching teams led by the heads of the Senior and Prep Schools and a wide range of operational departments including Administration, Finance, Domestic Services, Human Resources, Estates, Grounds, IT, Catering and Medical. Each team contributes to the efficient running of the School and to the delivery of an exceptional experience for pupils, families and visitors alike. Department Heads (with the exception of External Relations) report to the Bursar. The External Relations team, comprising admissions, marketing, alumni and development report to the Director of External Relations (ER). The Heads of the Senior and Prep schools, the Bursar and the Director of ER report to the Headmaster & CEO and Bursar. Currently these five form the School's Executive Team, who together provide strategic direction for the organisation and are accountable to the Board of Governors.

Harry Riley & Strathallan's Values

Strathallan School's values are deeply rooted in the vision of its founder, Harry Riley. Born in 1888 in Bradford, Riley came from humble beginnings and, having been prevented from joining the Royal Navy due to colour-blindness, chose teaching as his life's vocation, despite not attending university, qualifying instead through the Licentiate of Preceptors. From the outset, and as something of a disruptor, he believed in education as a transformative force - one



that nurtures character, uncovers potential, and inspires young people to achieve their best through knowing pupils as individuals and allowing them to enjoy education rather than promote the drudgery felt to be 'character building' at the time.

When Riley founded Strathallan in 1913, he established principles that remain at the heart of the School today: every pupil should be recognised and valued as an individual; education should be enjoyable and inspiring; hidden talents and character should be discovered and nurtured; and hard work is essential to achieving meaningful, lasting success. These guiding principles have created a culture of excellence, resilience, and innovation that continues to define Strathallan over a century later.

Building on this foundation, Strathallan looks to the future with a commitment to serving its community, broadening opportunities for its pupils, and leading strategic initiatives (educational, pastoral, cultural, sporting and commercial alike) that strengthen the School's impact as an educational charity fit for the

21st Century. The estate, facilities, and the programmes they allow are not only designed to support educational excellence but also to enable projects and initiatives that benefit the wider community, reflecting the school's mission to make a positive difference both locally and beyond.

Our Facilities

Strathallan School offers an exceptional range of facilities designed to support academic excellence, co-curricular achievement, and a vibrant boarding community. Our modern and well-equipped classrooms provide a stimulating environment for learning, while purpose-built spaces for science, art, music and technology enable pupils to explore their talents fully. Our eight boarding houses offer a supportive home-from-home environment, complemented by the School's central dining hall - Harry's, which fosters social connections across the community.



In addition, Strathallan boasts outstanding sports and recreational facilities, including indoor and outdoor spaces for rugby, hockey, tennis, netball, football, swimming, tennis, fitness and golf (including a studio and a permanent 9-hole par 34 course). There are a range of versatile meeting and social spaces suitable for events and collaborative activities. The campus also features the Art Café, currently run by the Scottish independent coffee retailer Blend and overseen for day-to-day purposes by the Domestic Operations Manager, providing a welcoming space for pupils, staff, parents and visitors.

The Commercial and Business Projects Director will provide strategic commercial oversight of these facilities and their broader potential. While day-to-day operations—including lettings, events, and the Art Café—are managed by the relevant operational teams, this role will focus on long-term planning, major projects, and initiatives that enhance the School's reach, reputation, and impact while maintaining the current high value/high yield performance of these areas for commercial activities. By providing vision and strategic leadership, the successful candidate will ensure that Strathallan's facilities continue to serve the School's mission and community objectives while supporting its future growth and development.



Key Responsibilities

The Commercial and Business Projects Director will work closely with the Headmaster & CEO and the Senior Leadership Team across a broad range of strategic priorities and business initiatives. While the precise scope of the role will depend on the experience and strengths of the successful applicant, it is expected to include the following areas of responsibility:

- ◇ Leading the development and implementation of long-term commercial and business strategies that support the School's mission, enhance its reputation globally, and secure opportunities for sustainable growth.
- ◇ Lead on major strategic initiatives on behalf of the Headmaster & CEO, progressing early-stage concepts, pilots and exploratory work before handing them over to the appropriate departments once established, embedded and ready to become mainstream operations.
- ◇ Providing strategic oversight of Strathallan Worldwide (SWW), the school's commercial education department, ensuring strong governance, commercial viability, and sustainable international growth. This includes:
 - Overseeing the business and partnership aspects of SWW, including relationships with both Contract Schools and Memorandum of Understanding (MOU) schools, commercial planning, and external engagement.
 - Working closely with SWW's Head of Academic Programmes and Immersions, who leads the academic and curricular requirements for SWW, ensuring that both sides of the programmes – educational and commercial – develop cohesively and in line with the school's ambitions, reporting on progress to the Hm & CEO as well as the Board of Governors.
- ◇ Identifying, evaluating and driving forward significant business development opportunities, ensuring the School remains competitive, outward-looking, and innovative in a changing environment.
- ◇ Maintaining high-level oversight of existing commercial activities – including the School Shop, the current lettings programme, and the Art Café (operated by Blend) – ensuring these ventures remain financially effective, well-positioned, and aligned with the broader commercial strategy, while day-to-day management remains with operational leads.
- ◇ Cultivating and sustaining relationships with key external stakeholders, including businesses, community organisations and international networks, opening new avenues for collaboration and raising the School's profile.
- ◇ Promoting and leveraging the School's extensive facilities and campus assets as part of broader strategic planning – supporting commercial direction without holding responsibility for daily operational management.
- ◇ Working closely with the Commercial Operations Manager (lettings), Domestic Operations Manager, and other senior colleagues to ensure that commercial planning, major projects, and long-term development priorities move forward in a coordinated manner.

- ◇ Providing high-level insight and analysis, including feasibility studies, business cases, and recommendations on strategic ventures, to enable informed decision-making by the Headmaster and Governors.
- ◇ Representing the School at senior level where required, including overseas for SWW, supporting the Headmaster in articulating Strathallan's strengths, ethos, and long-term ambitions to a range of professional and community stakeholders.

Who are we looking for?

Qualifications/Attainment:

- ◇ A strong honors degree in a relevant discipline from a recognised university or equivalent professional experience.
- ◇ Professional management or leadership qualifications e.g. MBA or similar
- ◇ Evidence of continuous professional development in strategic leadership, project management or commercial/business operations.

Skills and Experience - Essential:

- ◇ Proven experience in a strategic leadership, business development, or project management in a complex organisation.
- ◇ Experience of developing and implementing major initiatives, programmes or projects with measurable impact.
- ◇ Strong financial acumen, including budget management, prioritization of resources and financial planning to support long-term objectives.
- ◇ Experience of operational oversight in multi-department or multi-functional environments.
- ◇ Excellent stakeholder management, including the ability to build credibility and trust with senior leadership, staff, external partners, and other key stakeholders.
- ◇ Evidence of innovative thinking and the ability to develop and deliver new initiatives or projects that align with organisational goals.
- ◇ Strong analytical and problem-solving skills with the ability to interpret data and inform strategic decisions.
- ◇ Experience of leading teams indirectly or strategically, with the ability to motivate and influence without direct line management.
- ◇ Public speaking and presentation skills, with confidence in addressing large groups of staff, stakeholders, or external audiences.
- ◇ Excellent project management skills, with the ability to plan, prioritise, and deliver multiple initiatives to tight deadlines.
- ◇ Understanding of risk management, compliance, and governance frameworks relevant to a complex organisation.

Skills and Experience - Desirable:

- ◇ Experience or good knowledge of education, independent schools, or a comparable sector.

- ◇ Knowledge of facilities management, commercial operations, or revenue-generating programmes in a strategic context.
- ◇ Strategic planning experience as part of senior leadership, with experience in implementing whole-organisation change.
- ◇ Familiarity with governance structures, working with boards or committees in a strategic or advisory capacity.
- ◇ Experience developing organisational policies, procedures, or frameworks to support long-term growth.

Personal Attributes/Qualities:

- ◇ Strong strategic vision with a business-minded, forward-thinking approach.
- ◇ Highly organised, resilient, and calm under pressure, with the ability to manage competing priorities.
- ◇ Exceptional interpersonal skills, with the ability to build strong working relationships at all levels.
- ◇ Confident, proactive, and innovative, able to identify opportunities and deliver results.
- ◇ Excellent written and verbal communication skills, with the ability to present ideas clearly and persuasively.
- ◇ Collaborative and inclusive, able to work effectively as part of a senior leadership team.
- ◇ Ambitious and committed to supporting the School's strategic development and long-term sustainability.
- ◇ High personal integrity, professionalism, and ethical standards.



Terms of Appointment

Remuneration

The salary bracket for this post is currently £60k – 75k, dependent on suitability and experience. This is subject to review after one year and regularly thereafter.

Hours of work

Monday to Friday 08:00 to 17:00 with a one hour unpaid lunch break. On occasion, some evening and weekend work may be required. On occasion, some travel, including overseas, may be required for the project management involved in the role.

Holidays

30 days per year which includes any public holidays taken, with an additional 5 discretionary days awarded for the Christmas/New Year break.

Pension Scheme

A contributory pension scheme with an employer contribution of 8%.

Occupational Sick Pay

Occupational sick pay following the first year of service.

Benefits

- ◇ On-site parking.
- ◇ Death-in service cover.
- ◇ Free lunch during term-time.
- ◇ As a member of the School Executive, this post is eligible for a staff bursary, subject to means testing, providing support towards school fees for your children.
- ◇ Discounts in 100's of retailers.
- ◇ Cycle to Work Scheme.
- ◇ Blue-light card eligibility.

Other Information

Any offer of employment will be subject to Safer Recruitment checks; suitable clearance through Disclosure Scotland's PVG scheme, the receipt of two satisfactory professional references, proof of the Right to Work in the UK, and, due to overseas travel requirements, a valid passport with no restrictions on travel.

Application Process

- ◇ Further details of the school are available on the School's Website www.strathallan.co.uk
- ◇ If you would like to apply, please submit your application online by 4th January 2026. The interviews will be arranged shortly after the school term resumes on 7th January 2026.
- ◇ For any queries regarding the role or the application process, please contact us at: hr@strathallan.co.uk.



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