

Algemeen Directeur Europese School Den Haag (ESH) onderdeel van Stichting Het Rijnlands Lyceum



The current Algemeen Directeur will retire in the summer of 2023, creating this vacancy. This job profile offers you an insight in the main responsibilities, challenges, requirements and competences associated with this position.

The organization

"We aim to inspire our students to be responsible, future focused, and proactive citizens of Europe and the world. Our mission is to provide a positive, open-minded community that fosters ambition through rich cultural and academic opportunities, inspiring lifelong learning."

The European School The Hague (ESH) is a unique school located in the international heart of the Netherlands. ESH is a primary and secondary school subsidised by the Dutch government that trains students for the European Baccalaureate through the European curriculum. It was founded in 2012 at the request of the Minister of Education, Culture and Science and the municipality of The Hague to provide education to children of employees of EU organizations in and around The Hague. A significant proportion of the ESH student population has indeed parents working for a European organization, like Europol, the European Patent Office, the European Medicines Agency, Eurojust (a judicial institution) or the space agency ESA-ESTEC. In almost all cases, the European employers pay (part of) the mandatory additional tuition fees. A limited number of places are also available for other students, i.e. those who are eligible for international education according to Dutch regulations. The quality of education is based on European regulations and accreditation. In addition, the (Dutch) Education Inspectorate oversees more general issues such as compulsory education and good governance.

Every day, 350 members of staff dedicate themselves to inspiring over 1,600 students from more than 50 different countries around the world in a respectful, ambitious and positive manner. ESH offers high-quality education with small classes. Furthermore, many different languages are taught, allowing students to learn foreign languages in addition to their mother tongue. ESH inspires its students to be responsible, forward-looking and proactive European and global citizens.

Stichting Het Rijnlands Lyceum

ESH is part of Stichting Het Rijnlands Lyceum, an educational organization for primary and secondary education in The Hague — Leiden region. At nine locations, Dutch and international programmes are offered to a total of about 7,500 students, by a total of about 1,200 staff members. The directors of these schools are accountable to the chairman of the Board of Rijnlands. In turn, the chairman of the Board is accountable to the supervisory board.

The Algemeen Directeur is a member of the Directors council on behalf of ESH, which is also joined by the central staff organization (finance, HR, IT). The working language in these contacts is Dutch or English. The Strategic Plan of the Stichting: 'Together for good education, and more...!' describes the strategic agenda for the coming years. It is an important starting point for the policy agenda of the various schools, including ESH.

Organization of ESH

The European School The Hague employs the concept of 'two schools in one'. Based on the European concept, there is one school for students aged 4 to 18, but in the actual Dutch context ESH consists of two schools: Primary and Secondary. The Algemeen Directeur supervises the two heads of school (Primary and Secondary), each being responsible (by means of delegation) for the day-to-day management of their school. For their own school, the head of school is the main figurehead, and therefore the primary contact for staff, students and parents at their school, along with the middle management.

On the short term, the management of ESH will be expanded to include a deputy director of Operations, appointed for ESH as a whole. The senior management team of ESH will then consist of four people. ESH managers regularly discuss and consult with the Stichting's central staff departments on products, services and advice in areas such as finance & control, HR, IT and facilities.



Organization specifications

- ❖ Founded in 2012
- ❖ Part of Stichting Het Rijnlands Lyceum
- ❖ 1,600 students, 350 members of staff
- ❖ Both primary and secondary education



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ESH has a group of middle managers/sector leaders per school, organized in various ways. These middle managers assist the heads of school in running the school. They have a crucial role in developing and maintaining the quality and in leading their team.

ESH Primary and Secondary each have their own participation council (MR), consisting of student, parent and staff representatives. The European institutions and agencies are united in the Advisory Board. The Advisory Board meets three times a year with the Algemeen Directeur, the heads of school and with the chairman of the Board. The Advisory Board provides solicited and unsolicited advice and supports school management on school-related and strategic matters. There is also an intensive consultation schedule with the HR departments of the European organizations.

Because of the rapidly growing population, there has been a lot of focus on accommodation in recent years. The primary and secondary schools each have their own school campus in The Hague's international zone. The secondary school is housed in a listed but state-of-the art furnished building at Oostduinlaan. The primary school is housed at Houtrustweg.

Mission, core values and key competences

To achieve its mission, ESH operates on the basis of the following principles:

- Ambition: strive to reach full potential, accept challenges and have a passion for finding solutions.
- Positivity: focus on positive aspects in all situations and build a constructive and positive environment from which everyone benefits.
- Respect: show respect for people, possessions, the planet, protocols and ourselves. Accept differences, strengths and weaknesses of others.

A unique thing about ESH is that many different cultures come together and students develop multiculturally. Aided by rich cultural and academic opportunities, ESH creates a positive and open-minded environment with the focus on lifelong learning and inspiration.

For this reason, ESH works with eight key competences:

- Literacy
- Multilingualism
- Numerical, scientific and engineering skills
- Digital and technology-based competence
- Interpersonal skills, and the ability to adopt new competences
- Active citizenship
- Entrepreneurship
- Cultural awareness and expression

For more information about ESH you can consult the school handbook, the secondary education school plan, and the primary education long-term plan.

Challenges for the coming years

ESH has grown strongly and rapidly since its inception. At the Primary school, rapid growth was suddenly replaced by consolidation in the coronavirus year 2020. Also because of a few other setbacks, the primary school had to keep its operations healthy. Intensive attention to operations is also needed in 2023/2024 and beyond. This involves intensive coordination with European organizations as well as with the participation council. At the Secondary school, on the contrary, growth is continuing. This growth, as well as the growth that may occur in both schools due to ever-increasing staffing at European organizations, will require intensive attention in the coming years.

Due to the strong growth, energy in recent years has been focused on managing that growth and organizing education. The quality of education is high and the team is committed and driven. The school aims to keep it this way so that parents continue to choose ESH. It is therefore important to focus on further improving and securing educational quality, the organization and processes in the coming years.



Characteristics and challenges

- ❖ Rapidly growing number of students
- ❖ International orientation combined with external focus
- ❖ High quality education
- ❖ Improving and secure quality

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In order to provide not only high quality education but also keeping it affordable, ESH sometimes faces complicated choices. Therefore, it is important to have a clear understanding of the expectations of parents and European institutions and agencies and manage their expectations. This requires extra attention to the connection between the school and external stakeholders. The school plans contain specific improvement plans for the coming years in the areas of visibility, strengthening core values and core competences, personal skills, entrepreneurship, digitalisation and technological development. Schools are guided by feedback in satisfaction surveys and accreditation studies. Finally, strengthening the connection between the two schools and with the other schools within the Stichting is necessary.

Just as schools are evolving rapidly, school leadership is also evolving. A joint development process was started with the (partly new) middle managers of both schools. Following on from this, a lot of energy will have to be devoted to further elaboration and development of leadership practice in the coming years. Furthermore, a significant challenge lies in the design of ESH's support organization as a whole. The European curriculum is excellent but also complex in that almost all subjects are taught in four or five languages. A good support organization is indispensable for this purpose.

The position of Algemeen Directeur at ESH **Challenging period during which you can continue to build on a unique school**

As Algemeen Directeur, you will be ultimately responsible for ESH and member of the directors council of the Stichting. The Primary and Secondary heads of school are responsible (by means of delegation) for the day-to-day management of their schools and report to you. They are also the point of contact for staff, students and parents at their school, together with middle management. As part of the further organizational set-up, the position of deputy director of Operations will be established, in addition to the two heads of school. Your task lies mainly in connecting the two schools and ensuring integrated organizational and educational policies.

In doing so, you ensure that ESH presents itself to the outside world as a single entity. Externally, you are the connecting factor with the special stakeholder field, including European institutions and agencies in the Netherlands, the management organization for European schools in Brussels, the Advisory Board, other European schools, the Ministry of Education, Culture and Science, the municipality of The Hague, local (education, care, welfare and safety) partners and the Stichting. You ensure that decisions of and information from the Stichting-wide consultation are properly invested and implemented at both schools and that action is taken in accordance with all legislation and regulations.

More than ever, ESH is an organization on the move. Together with other management, you face the challenge of optimizing the teaching and support processes, ensuring quality and developing as an organization. A clear direction, directional stability, communication, visibility and commitment are important in this respect. Externally, you will continue to build relationships, a good reputation and confidence in the quality of ESH and you will pave the way for sustainable business agreements. As Algemeen Directeur, you ensure good cooperation with the central staff departments of the Stichting and with the fellow schools of the Stichting.

Internally, you play a key role in leadership and organizational development. With the managers and heads of school, you will build on the control, cooperation and development of the school. For teaching and support staff, management, students, parents and participation councils, you and the heads of school are the figurehead of ESH. Together, you ensure that everyone has access to management at the right level.

All these challenges take place in a unique organization with two schools, a highly diverse population of students and staff, with both public and private funding, complex legal frameworks and educational logistics, active parents and a broad stakeholder base. No day like yesterday!



The position

- ❖ Figurehead of the ESH
- ❖ Leader of the management team
- ❖ Organizational development and quality assurance
- ❖ Ensuring integrated organizational and educational policies
- ❖ Connecting factor with external stakeholders
- ❖ Optimization of teaching and support processes

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Profile: a connecting and steady figurehead, both internally and externally

As Algemeen Directeur at ESH, you will build on this rapidly growing and ambitious school based on an overview with a clear vision. You are a firm, driven, inspiring and connecting leader. Visible and accessible to stakeholders at different levels within the school and beyond. For them, you are a clear and at the same time diplomatic discussion partner, who can also put things into perspective when necessary. With overall responsibility for the school, you have excellent strategic and business acumen. As the school's figurehead, you set an example, maintain good relations with external partners, arrange profiling and business agreements, and realize sustainable collaboration and partnerships. As manager, you are aware of everyone's role and provide direction and clear frameworks. Partly because of the considerable cultural diversity, you show empathy and communicate clearly and proactively. As a consequence, you create stability and support for decisions. You encourage and facilitate a professional culture where everyone takes their own responsibility. You are a connector who moves easily between the various relevant echelons, including the committed and active participation councils and the various members of the community, including the contacts with students and parents. You inspire, motivate and value members of staff.

Furthermore, you meet the following key profile requirements:

- Extensive senior management experience in the semi-public sector. Experience in or with education and/or an international environment are an advantage.
- Experience in building and providing direction within a complex strategic stakeholder network in the (semi-)public world.
- Knowledge of or experience in the Dutch education system, legislation and regulations, funding and collective agreements are an advantage. Affinity with education (issues) is a must.

- Excellent command of the Dutch and English languages, verbally and in writing. Multicultural experience or additional languages are an additional asset.
- Experience in driving organizational development processes, quality assurance and operations.
- Knowledge of the European identity and values are an advantage.
- Academic level of work and thought.

Competencies:

- Connecting power
- Collaborative
- Providing guidance and focus on results
- Business insight into finance and IT
- Administrative and strategic operation
- Strong communication skills, at all levels
- Intercultural sensitivity
- Organizational sensitivity
- Motivating and stimulating, development-oriented



Profile

- ❖ Inspiring and connecting leader
- ❖ Strategic and business skills
- ❖ Senior management experience in the semi-public sector
- ❖ Excellent command of both Dutch and English
- ❖ Academic level

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What does Het Rijnlands/ESH offer?

As a Algemeen Directeur, you will join an international, dynamic, open and diverse community with inspiring and motivated colleagues and students of all ages. It is a unique school with huge potential, where many languages and cultures come together, where quality is high and where every day is different. You will maintain interesting external European and Dutch contacts (including in Brussels and elsewhere in Europe) and cooperate with the other internationally oriented schools within the Stichting. You are concerned with issues related to both primary and secondary education, cordial transfer is possible and you join at an interesting time of transition. A good foundation has been laid over the past few years, as a result of which there is now full commitment to further development, professionalization and innovation. You can build on this together with a partly new management team, passionate and flexible teaching and support staff, the students, participation councils and other stakeholders and start making a real difference.

Stichting Het Rijnlands Lyceum also offers:

A full-time appointment in accordance with the Dutch secondary education collective labour agreement. Pay scale will be in accordance with the secondary education collective labour agreement and the experience of the candidate.

An attractive package of fringe benefits, including:

- A holiday allowance of 8% and a year-end bonus of 8.33% of the gross annual salary.
- 90 hours individual a la carte budget.
- A sports scheme and bicycle scheme.
- Attention and budget for personal development.
- The possibility of an international relocation allowance and coverage of international school fees.

More information and applications

For more information about ESH, please visit

www.europeanschoolthehaque.nl.

For additional information about this vacancy, please contact Jeanette Breekveldt, senior consultant at PublicSpirit, via 033 – 445 90 50 or info@publicspirit.nl.

You are welcome to upload your letter of application accompanied by your track record CV (both in English) to www.publicspirit.nl/vacatures or by email via info@publicspirit.nl, for the attention of Jeanette Breekveldt, with reference number 8023.

The deadline for applications is April 30, 2023.

The procedure will consist of an online pre-assessment, several rounds (speeddate week 19, first round week 20, and second week 21) with the selection committees.



Offer / Procedure

- ❖ Full-time
- ❖ Holiday allowance and year-end bonus
- ❖ Pre-assessment and speeddate with the chairman of the Board
- ❖ Apply before May 1.

Contact

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