

Principal - International School of The Hague secondary

*"The International School of The Hague (ISH) is seeking a **Principal** to lead its secondary school who is responsible for the school's daily management and for developing and implementing strategic policies within the framework of the Stichting Het Rijnlands Lyceum"*

Organisation

The International School of The Hague (ISH) is part of Stichting Het Rijnlands Lyceum. ISH is an IB school within the Dutch public school system and is renowned for its high-quality international education. The school aims to be a strong community for students, parents, and staff.

ISH works on the concept of 'two schools in one'. Based on a shared campus, ISH-primary and ISH-secondary together provide education for children at the age of 4 till 18. Each school (primary and secondary) is led by a Principal who reports to the Executive Board of Rijnlands Lyceum.

ISH secondary employs around 220 fte, has a budget of nearly 30 million euros and provides education to approximately 1300 students.

Mission

The mission of ISH-secondary is to provide high-quality IB-education, fostering independent thinking and action among students. The school seeks to create an open and positive environment where diversity is valued. ISH aims to inspire students to contribute to a better and more sustainable world.

Role of the Principal

The Principal of ISH-secondary holds ultimate responsibility for the school's daily management and leads the leadership team. As the figurehead of the school, the Principal maintains relationships with internal and external stakeholders. The Principal is accountable and responsible for developing and implementing the school's strategic policies within the framework of Stichting Het Rijnlands Lyceum. The Principal is member of the Directors Council of Het Rijnlands.

Key responsibilities

- **Strategy:** Develop and execute the school's strategic direction.
- **Positioning:** Develop and promote the school's profile and identity. Communicate the school's story and its significance, including proactive alignment with other regional and international schools.
- **Leadership:** Lead the leadership team, encourage collaboration, foster a positive and healthy organisational culture and promote alignment with ISH primary.
- **Educational Quality:** Maintain and further develop the high quality of IB education. Ensure a cyclical quality assurance policy.
- **Stakeholder Management:** Maintain effective and sustainable relationships with various stakeholders, including parents, students, staff, and external organisations.
- **Connections:** Ensures effective, open and collaborative relationships with other schools inside and outside the direct environment, both in the international context and the national IGVO-sector.
- **Operations:** Responsible for planning, steering and executing, within budget and regulatory constraints.

**International School of
The Hague**

- ❖ High quality IB education
- ❖ 1300 students, 220 fte employees
- ❖ Creating an open and positive environment
- ❖ Development and execution of the school's strategic direction
- ❖ Fostering a positive and healthy organizational culture



Principal - International School of The Hague secondary

Key ambitions for the coming years

- **Strengthening Identity:** Clarify and communicate the school's identity and unique position as a Dutch International School.
- **Leadership development:** Further development of the leadership team, as well as various middle management.
- **Internal Stability:** Encourage internal peace and stability within the school and foster professional culture. Develop a renewed sense of community aligned with the current size of the school, based on shared goals, values, and language.
- **Student numbers:** Manage the volume developments effectively.
- **Professional development:** Primarily school operations and various support workflow processes. Further development towards an open and professional culture.
- **External connection:** Extend collaboration with other schools, with also active engagement with regional environment, and ensuring the position and obligations being an IGVO-school within the Dutch context and regulations.

JOB REQUIREMENTS

Experience:

- Extensive experience in leading a large school.
- Experience in an international setting and/or an organisation with significant diversity in nationalities is a plus.
- Experience working in a multicultural and multilingual environment.

Educational Background:

- Knowledge and experience in IB education.
- Committed to understand the Dutch education system and its legal and regulatory framework.
- Experience working with participatory structures.

Leadership Qualities:

- Informed and transparent decision-making.
- Connector and bridge-builder, visible for the community.
- Effective communicator.
- Empathetic and a good listener.
- Culturally sensitive.
- A role model for self reflection and integrity.
- Leading and managing organizational change.

Communication:

- Excellent command of the English language, both spoken and written.
- At least a strong passive proficiency in Dutch; active proficiency is helpful.

Operational Knowledge:

Understanding of school operations, finance and HR.

Business Acumen: business acumen.

**Job requirements**

- ❖ Experience in a multicultural and multilingual environment
- ❖ Knowledge and experience in IB education
- ❖ Understanding the Dutch education system
- ❖ Connector and bridge-builder
- ❖ Decisive and transparent
- ❖ Experience in initiating behavioral change
- ❖ Role model for desired and professional behavior
- ❖ Extensive experience in leading a large school
- ❖ Understanding of school operations

Principal - International School of The Hague secondary

Personal Profile

- **Authentic leadership:** Able to inspire, initiate, develop, implement, and evaluate change.
- **Connector:** A bridge-builder who fosters the uniqueness of the schools while promoting collaboration within the foundation.
- **Visionary:** Able to develop a clear vision for the school's future at both school and foundation levels.
- **Empathetic:** Able to build and maintain trust through a clear and accessible communication style.
- **Culturally Sensitive:** Engages with international curricula, diverse backgrounds and cultures of students, parents, and staff.
- **Present and Visible:** Both within and outside the school.
- **Results oriented:** Able and focused to effectively achieve goals through targeted actions, taking responsibility for outcomes, and consistently striving for improvement.
- **Committed:** Willing to invest in leading the school for an extended period.

Competencies

- **Organizational Sensitivity:** understands the various interests within the organization.
- **Strategic Thinking and insight:** able to develop a clear vision and make strategic decisions.
- **Process- and People-Oriented Leadership**
- **Networking Abilities and skills:** ability to build and maintain strong relationships at all levels.
- **Connecting and Socially strong.**

Stichting Het Rijnlands Lyceum offers:

a fulltime contract of employment. The position is based on the Dutch Collective Labour Agreement (CAO VO) for Secondary Education, scale 15 (€ 6.541 - € 9.141 gross per month). Additional benefits:

- a holiday allowance of 8% and an end-of-year allowance of 8,33% of the gross annual salary;
- 90 hours per year as an individual budget for work-life balance or professional development;
- an employer's contribution towards the Dutch pension scheme;
- [a relocation package](#) for expats with 27% Tax Ruling.

More information and applications

For more information about ISH, please visit <https://www.ishthehague.nl/>.

For additional information about this vacancy, please contact Jeanette Breekveldt, managing consultant at PublicSpirit, via +31334459050 or info@publicspirit.nl.

Recruitment Process

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 **8506**.

The deadline for applications is **March 6, 2025**.

The procedure will consist of an online pre-assessment, and several interviews with selection committees. The initial selection interviews are scheduled on March 28, the second interviews are planned on April 9.



Personal profile

- ❖ Authentic leadership
- ❖ Bridge-builder
- ❖ Vision developer
- ❖ Empathetic and accessible
- ❖ Connecting
- ❖ Culturally sensitive
- ❖ Present and visible
- ❖ Results oriented