

Principal - International School of The Hague Primary

*"The International School of The Hague (ISH) is seeking a curious, connected and compassionate **Principal** to lead its primary 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"*

Organization

The International School of The Hague (ISH) is part of Stichting Het Rijnlands Lyceum. ISH is a primary 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 Primary employs around 110 staff members, has a budget of nearly 10 million euros and provides education to approximately 620 students, with over 100 nationalities and 85 languages.

Mission

The mission of ISH Primary is to provide high-quality education, inspiring students to become proactive compassionate global citizens. The school seeks to create an open and positive environment where diversity is valued.

Role of the Principal

The Principal of ISH Primary exercises ethical and integrated leadership, is accountable for the educational and financial results and leads the leadership team. As the school's representative, the Principal fosters and maintains relationships with both 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 (inter)national schools.
- **Leadership:** Lead the leadership team, model collaboration and effective communication, foster a positive and healthy organizational culture, and ensure alignment with ISH Primary's vision and values.
- **Educational Quality:** Maintain and further develop the high quality of primary education. Ensure a cyclical quality assurance policy.
- **Stakeholder Management:** Build and sustain strong, trust-based relationships with key stakeholders - including parents, students, the participation council, staff, and external organisations - to support a cohesive and inclusive school community.
- **Connections:** Develop collaborative networks with other schools, educational organizations, and community groups—both locally and internationally—to share best practices, enhance learning opportunities, and strengthen the school's presence and impact.
- **Operations:** Accountable for the strategic planning, execution of operations (HR, housing, IT, facilities, quality assurance), ensuring compliance with financial and regulatory requirements.

**International School of
The Hague**

- ❖ High-quality education, inspiring personal excellence within a strong and diverse community
- ❖ 620 students, 110 employees
- ❖ Part of Stichting Het Rijnlands Lyceum
- ❖ A curious, connected and compassionate learning environment

**Key ambitions for the coming years**

- **Strategic Continuity:** Maintain and build upon the established strategic course and ensure continued progress, while addressing the inherent workload pressures.
- **Strengthening Identity:** Clarify and communicate the school's identity and unique position as a Dutch International School.
- **Leadership development:** Strengthen the school's leadership with transparent decision-making, clear outlining of roles and responsibilities and fostering a school culture grounded in respect and trust.
- **Curriculum Innovation:** Provide leadership in curriculum innovation, with a focus on streamlining the continuity of learning from primary to secondary education.
- **Student numbers:** Manage the volume developments effectively, especially in the lower years, By clear communication of the school's unique strengths & effective management of the number development internally.
- **Professional development:** Maintaining a continuous focus on strategic human resource management and fostering the ongoing professional development of staff.
- **External connection:** Extend collaboration with other schools, with also active engagement with regional environment, and ensuring the position and obligations being an DIPS-school within the Dutch context and regulations.

JOB REQUIREMENTS**Experience:**

- Extensive experience in leading an international primary school.
- Experience in an international setting and/or an organisation with significant diversity in nationalities is a plus.
- Proven experience in operating effectively within multicultural and multilingual environments.

Educational Background:

- Knowledge and experience in IPC/PYP education.
- Committed to understand the Dutch education system and its legal and regulatory framework.
- Experienced in working with participatory structures within the Dutch education system.

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.

Communication:

- Strong communication skills, including active listening, confident public speaking, clear written communication, and strong interpersonal skills.
- Excellent command of the English language, both spoken and written.
- At least a passive proficiency in Dutch; active proficiency would be helpful.

Operational Knowledge:

Understanding of school operations, finance and HR.

**Job requirements**

- ❖ Experience in a multicultural and multilingual environment
- ❖ Knowledge and experience in primary education
- ❖ Understanding the Dutch education system
- ❖ Connector and bridge-builder
- ❖ Decisive and transparent
- ❖ Role model for self reflection and integrity
- ❖ Experience in leading a large school
- ❖ Understanding of school operations



Personal Profile

- **Authentic leadership:** Initiates, develops, implements, and evaluates change effectively.
- **Connector:** Builds bridges by valuing each school's uniqueness and fostering collaboration across the foundation, especially with ISH Secondary.
- **Visionary:** Develops a clear, inspiring vision for the school's future at both school and foundation levels.
- **Empathetic Communicator:** Builds and maintains trust through clear, accessible communication and a culture of respect.
- **Culturally Sensitive:** Engages thoughtfully with diverse international curricula, backgrounds, and cultures of students, parents, and staff.
- **Visible and Present:** Actively engaged within the school community and beyond.
- **Results-Oriented:** Focused on achieving goals through targeted action, taking responsibility for outcomes, and continuously striving for improvement.
- **Committed:** Dedicated to leading the school over the long term.

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
- **Empathy and Emotional Intelligence:** Shows a high level of self-awareness and understands the emotional needs and perspectives of others within the organization, enabling effective communication, conflict resolution, and collaboration.

Stichting Het Rijnlands Lyceum offers:

A fulltime contract of employment. The position is based on the Dutch Collective Labour Agreement (CAO PO) for Primary Education, scale 14 (€6.230 - € 8.325 gross per month).

Additional benefits:

- a holiday allowance of 8% and an end-of-year allowance of 8,33% of the gross annual salary
- an employer's contribution towards the Dutch pension scheme
- [a relocation package](#) for expats with max 30% Tax Ruling.
- More info: <https://www.ishthehague.nl/recruitment>

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 **8611**.

The deadline for applications is **August 17, 2025**.

The procedure will consist of an online pre-assessment, and several interviews with selection committees. The initial selection interviews are scheduled on September 10, the second interviews are planned on September 17.

Start date: January 1, 2026



Personal profile

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