

Profile description



Recruitment and selection
Head of Secondary School, The Hague

Amsterdam, August 2022
Marja de Kruif

The European School The Hague Rijnlands Lyceum (ESH) is looking for a

Head of Secondary School

Derived from the mandate of the Principal (director), as the Head of Secondary you are responsible for managing the Secondary School's operations and activities. You oversee the European School's curriculum and its regulations. You provide staff and students with a safe and productive environment to learn. You are responsible for developing and maintaining the academic goals, and implement standards and programs set by the ESH, the Rijnlands Foundation, the Dutch Education authorities and the European Schools System. You serve as the public face of our Secondary School.

Who are you?

We are looking for a Head of School who cares for, and has knowledge of (international) education, students and employees. Everything you do is with the students' best interest at heart. Our Head of School has natural authority, is authentic, and – through excellent social skills – a unifying figure amongst staff and students.

You are an analytical thinker and you know how to take further initiatives in our organisation in a systematic and programmatic way. You are vigorous and affable, and you act as a strong sparring-partner in the Secondary Leadership team, as well as to the Principal of ESH. You are an effective communicator; you empower the middle management team, inspire staff, communicate clearly to the stakeholders and are able to deliver difficult messages in the right way.

You have a pleasant personality, are open and accessible to students, staff and parents, and you are able to put things into perspective. You feel at home in an international work environment.

As a Head of School you are responsible for a continuously developing organisation that shapes future-faced and qualitative education of our Secondary school. With a healthy dose of entrepreneurship, you will naturally take the lead to further develop the school and to advance education by enabling students and staff to realise their potential. Evidently, you embrace the direction that the School has recently embarked on and will help in developing suitable strategies and solutions to education.

You have a clear vision and the ability to inspire people. You are a good teambuilder, focused on an adequate division of roles, and on stimulating ownership in your staff by delegating tasks. Moreover, you are focused on sharing information, the evaluation of results and the continuous development of the School as a learning organisation in which you inspire further development towards a professional culture.

As Head of the School we expect you to have the following skills and characteristics.

Required skills:

- master's degree in a secondary school subject. Teaching qualification to teach in the diploma years of the school;
- proven educational leadership qualities and vision;
- fluent in English and a good knowledge of Dutch or willing to learn Dutch;
- excellent knowledge of the Dutch education law and also the WMS (employee and parent participation law);
- experience in international education;
- sound financial management skills with experience in setting and managing school budgets and resources;
- good ICT skills. Knowledge of school administration software (including time tabling software);
- the skills to lead situationally, therefore encouraging ownership and decision-making;
- proven contribution to school development;
- the ability to offer feedback in a development-minded manner and appreciate receiving feedback;
- experience in dealing with different stakeholders, such as highly educated expat parents.

Preferred skills:

- knowledge of the European Schools System and European Bacculaureate;
- fluent in at least two European languages;
- (recent) teaching experience.

Essential characteristics:

- insight into the European societal developments relevant to the school;
- a warm European heart and affinity with European/International education;
- sensitivity, flexibility and able to delegate and easily switch between various subjects and stakeholders;
- a high analytical level;
- the quality to stabilize and to guarantee continuity;
- a systematic and programmatic approach;
- prepared to collaborate in an international team;
- a good sense of humour;
- willingness to settle in (the vicinity of) The Hague for a longer period of time.

Who are we?

The European School The Hague Rijnlands Lyceum (ESH) is an accredited European School providing multilingual and multicultural education at Early Years, Primary and Secondary levels. The ESH, located in the international zone of The Hague is part of the Rijnlands Lyceum Foundation. The Early years and Primary School opened its doors in 2012, followed by the Secondary School in September 2014.

Since then, the school community has seen rapid growth, resulting a dynamic and open-minded culture, that is enriched by the diversity of its multicultural and multilingual students, teachers and families. As a learning organisation, ESH understands that continuous development of the School is vital for future growth. Students and staff are proud of what has been achieved in just a few years; a broad and balanced European curriculum and a special multicultural position in the Dutch and European education sector. A general consensus between staff and students is that ESH is committed to invest and develop in order to become a leading European School.

Currently the entire school has more than 1.600 students and 300 staff members. The school has two locations in the Hague, an Early Years/Primary school, and a Secondary school. Each school is managed by its own Head of School. These two Heads of School along with the Principal of ESH and the Facilities Manager, make up the Senior Leadership Team of the European School The Hague. The further growth and development of the ESH whole school organisation in general and the Secondary School in particular will be a key issue for the coming years. The Head of Secondary is expected to make a significant contribution in this regard.

The ESH Secondary

The ESH Secondary school offers an educational program that leads to the European Bacculaureate diploma. Starting with only 75 students in 2014, the Secondary School has bloomed to a fully operational organisation, currently housing 700 students and 160 employees. Over the next couple of years, the Secondary School expects to grow towards approx. 800 students. Due to the repatriation of the current post holder, we are looking for a Head of Secondary, an experienced school leader who can inspire a continued drive for the highest quality of student learning.

The Foundation

The Rijnlands Lyceum Foundation is an educational organisation for secondary and primary education in The Hague and Leiden area. At nine locations the schools offer national and international programmes for a total of 7.500 primary and secondary students. Besides the European School it consists of Rijnlands Lyceum Wassenaar (including international school, and including School Jong Talent Koninklijk Conservatorium), Rijnlands Lyceum Oegstgeest (including international school), Rijnlands Lyceum Sassenheim, The International School of The Hague (primary and secondary) and Eerste Nederlandse Montessori School.

What do we offer?

- an appointment based on the Dutch collective labour agreement for secondary education;
- an attractive relocation package;
- ongoing professional development;
- practical HR support to help you relocate to The Hague.

Practical information and how to apply

This position is rewarded with scale 14 CAO-VO. We offer good secondary employment conditions and the 30 percent rule applies for candidates from abroad for the first five years of employment. An assessment may be part of the recruitment process. Candidates must be eligible to work in the European Union.

The preselection conversations will take place on September 27th 2022. The first-round interviews are scheduled on October 3rd 2022 and the second-round interviews on October 11th 2022. The preselection and the first-round interviews will be conducted via Skype or Teams. The second-round interviews will be in person at the School.

To apply, please click on the submission form on the B&T website to fill out the online application and to submit your CV and motivation letter in English, for the attention of Mrs. drs. Marja de Kruif, quoting reference 20220358.

More information on www.vbent.org or call +31 88 20 51 600.

Information about The European School can be found on www.eshtehague.nl.

Alternatively, you can reach out to [Marja de Kruif](#) directly if you have any questions that you would like to ask.

The closing date has been set for September 19th 2022.