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|  | | **Profile Director** |
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The Board of the International School Twente (the Netherlands) is seeking to appoint a whole school Director.

*An internationally-oriented, result-focused leader and chief representative who can connect all those involved, including the stakeholders, and is able to lead the growth and development of International School Twente.*

The ambitions of the International School Twente

The cooperating boards of Het Stedelijk Lyceum and Consent seek an enterprising director who is responsible for the further development of ISTwente. An enthusiastic candidate who will have the authority to unite all who are involved in the school. Above everything else, he/she will ensure that,   
in the next 4 years, the school continues to develop into a single leading school for international   
primary and secondary education in the Twente region with more than 300 students.

The director is the chief representative of ISTwente: enthusiastic, internationally-oriented, visible, convincing, with a passion for international education, sees the school as a place where all feel encouraged, safe and respected and is focused on opportunities for growth and development of the school.

What makes ISTwente an international school?

As a new international school, ISTwente has approximately 150 students as of Augustus 2017. Together they represent more than 30 nationalities. In the staff teams, several nationalities are also represented. The director demonstrates that this diversity of nationalities and different cultures is the school’s biggest asset. He/she encourages everyone to be proud of their own background, language and   
culture and sees this as a basis for the further development of the school.

The international curricula provide a firm basis for the mission of ISTwente. The recent accreditation   
for the IPC and the authorisation for the IB Diploma Program are important anchor points for the further development to an integrated and internationally-attractive whole programme. The director should be able to streamline this process, lead and set the right priorities.

In this development, the school has made a start with a language policy and a preference for the integration of Science, Technology, Engineering, Arts and Mathematics (STEAM). De director will stimulate the development of these spearheads, will seek support also from outside the school   
and access to resources and financing.

The language of instruction at school is English, Dutch is a second language and, in addition, the students and staff bring their own languages. The director is fluent in English and – preferably –   
also in Dutch and will encourage everyone to learn through their mother tongue. ISTwente is   
available for the international community in the region, students, parents, companies and organisations. The director should be part of this and connect to it.

Position with an integral responsibility

The director reports to the Steering Committee ISTwente. Within the framework set by the steering committee, he/she is responsible for strategic educational policies, quality control, staff policy, financial policy and business management. From these broad responsibilities, high demands are made on the competencies that are necessary to carry out this function.

The director heads the school leadership and is part of the team that inspires and translates the mission of the school into everyday practice. The director is able to deal with opposing interests, tries to create consensus for policies and actively involves the participation councils.

The context

ISTwente is, through the primary school, part of the Prinseschool, and, through the secondary school, of Het Stedelijk Lyceum. This makes the school part of the Dutch educational system. The director specifically seeks connection with the board (the steering committee), with the respective board administrations and considers the substance of cooperation with the mother schools enriching and natural.

The outside world

ISTwente is also one of the Dutch International Schools; the director makes use of and actively contributes to this network of schools.

ISTwente is strongly supported in its development by the Council of the City of Enschede and the network of surrounding towns. Together with the knowledge institutions, such as University Twente, Hogeschool Saxion, ROC Twente and the internationally-operating businesses, this forms a stimulating platform of stakeholders. The director is able to establish a long-term connection of these stakeholders with the school.

Summary**:**

*The steering committee seeks the following competencies and characteristics:*

* Creation of a joint vision and direction;
* Realisation of a learning-in-an-international-context focused school;
* Promotion of cooperation, connection and inspiration;
* Strategic ability to deal with context, the board, laws and regulations, parents,   
  social environment and with relevant organisations and stakeholders;
  + *Have knowledge of/experience with:* (NB in sequence of priority)
    - *Regional*
    - *National and*
    - *International context.*
* Convincing, and effective communication ability, in English and Dutch,
  + In an easy style,
    - Formal and informal,
    - Verbal and written.
* Knowledge of, and experience with international education
  + Teaching certificate primary or secondary is preferred
* Have an EU nationality
* Availability:
  + by 1 Augustus 2018 latest, preferably sooner.
  + For a minimum of 4 years.

Remuneration

Salary and benefits will be commensurate with the qualifications and experience required for the position and fit within the framework of the labour conditions for secondary education in the Netherlands (pay scale 13 CAO VO).

The successful candidate will be employed as a full-time employee.

Particulars of the search

Applicants are asked to submit a letter in English, describing the interest and the fit in the position, along with an up-to-date CV and the names and contact details of two references.

Application deadline

Deadline for receipt of application: 27. September. The review of files will begin as soon as applications are received. Shortlisted candidates will be invited for interviews with the search committee on Friday 3. and Saturday 4. November. Shortlisted candidates will be asked to make a presentation during the second interview.

Enquiries should be directed to:

[Jaap.Mos@Planet.nl](mailto:Jaap.Mos@Planet.nl)

Applications should be directed to:

[L.Weenk@Consentscholen.nl](mailto:L.Weenk@Consentscholen.nl)