



Counselor

DIVISION

High School

HIRING MANAGER

High School Principal

POSITION DESCRIPTION

Full Time (2-Year Initial Contract)

POSITION OVERVIEW

ISB seeks an experienced High School Counselor with a proven track record of supporting adolescents' personal and academic growth while fostering well-being, resilience, and social-emotional development. HS Counselors at ISB work closely with students, parents, faculty, and administrators to provide guidance, individualized planning, and proactive support. The ideal candidate will have experience designing programs that strengthen social-emotional skills, foster leadership, and promote positive peer relationships.

This role offers the opportunity to create a positive, inclusive school community where students feel supported and challenged. The successful candidate will collaborate with university counselors, administrators, and faculty to help students take ownership of their learning, build confidence and self-awareness, and thrive both inside and outside the classroom.

SCHOOL OVERVIEW

ISB was founded in 1951 as the first international school in the Kingdom of Thailand. Since our inception we have provided access to an American curriculum education for those wishing to matriculate to the finest global universities. We are proudly international and serve a community representing over 60 nationalities.

At ISB, we believe that all students are able to learn at the highest levels when nurtured in a community of high expectations and incredible support. We're seeking educators who are excited by the challenge of honoring each child's unique ability and inspires our students to be curious, engaged, and committed to their learning journey.

We are inspired by a future of endless possibilities and are eager to embrace the opportunity to shape what's next. We are a school seeking continuous improvement and share a collective commitment to continuously pursue meaningful growth in our diverse and dynamic community. If you dare to dream, have the courage to begin, and the determination to transform learning for our students we invite you to learn more about our shared vision and the exciting opportunities ahead.

Safe Recruitment Statement

At ISB, student safety and well-being are our top priorities. We are committed to safeguarding children and young people, and expect all staff and volunteers to share this commitment.

As part of our recruitment process, applicants undergo thorough checks, including identity and qualification verification, professional references, and comprehensive background screenings (criminal, civil, and social media). Additional checks may be conducted as needed to ensure the highest standards of due diligence.

Culture of Connection

At ISB our strength is our community. We value the very nature of being an international school that engages with a spectrum of cultures and identities. As a community, we are committed to fostering connection that is centered around respect and the celebration of differences. ISB stands firmly against all forms of discrimination and fosters an inclusive culture that prepares our thinkers to thrive within a cosmopolitan and ever evolving future.

POSITION RESPONSIBILITIES

ISB's Community of Practice

ISB is a Professional Learning Community built on a deep commitment to collaboration. We rely on every educator to actively engage in this work, using student evidence to guide decisions and respond to the evolving needs of our learners. Together, we ensure that all students achieve at high levels and make at least a year of growth. Each teacher's role in this shared effort is essential to realizing that commitment.

We see education as a journey of continuous improvement and are seeking dedicated, student-focused educators to join us. ISB strives to be a model of excellence, continually evolving to prepare students for both their present and future. By working together, we will enhance the learning experience and ensure every student thrives.

Leading the Learning

Counselors at ISB:

- Collaborate in team meetings with a growth mindset, focusing on student learning and well-being
- Provide short-term individual and group counseling for personal, academic, social, and behavioral concerns
- Help students develop personal, social, and academic goals
- Respond to the diversity and individual differences of students
- Serve on the student support team, managing referrals and coordinating support for student needs
- Assist with course planning and registration
- Consult and collaborate with parents, administrators, teachers, psychologists, and outside professionals
- Meet individually with all advisees/counselees
- Coordinate orientation and transitions programs for new students and grade-level moves
- Support the Advisory program and deliver SEL content
- Guide students and parents through external counseling, testing, or other psychological support
- Participate in and lead as needed on the Crisis Response Team
- Develop growth opportunities for students in leadership, community-building, and social-emotional skills
- Engage in professional development to ensure research-supported counseling practices
- Contribute to an articulated, school-wide counseling program and a safe, healthy school environment
- Support Student Safeguarding training for students, faculty, and community
- Positively contribute to school culture through care, collaboration, and shared purpose
- Maintain high expectations supported by systems of strong support

Other Duties

- Support student participation and connection through sponsorship of a student club or non-stipended extracurricular activity
- Chaperone and co-lead students participating in the High School DELVE experiential learning week

POSITION REQUIREMENTS & QUALIFICATIONS

The ideal candidate will:

- Hold a valid teaching license or certification
- Teaching experienced (preferred)
- Bring 3+ years of counseling experience (preferably with high aged school students)
- Demonstrate knowledge of and commitment to Child Safeguarding and student welfare
- Apply expertise or training in Social and Emotional Learning (SEL)
- Thrive in a dynamic, fast-paced environment
- Exhibit strong interpersonal skills
- Communicate effectively through oral, written, and presentation skills
- Maintain evidence of recent professional development
- Utilize experience with Multi-Tiered System of Supports (MTSS) and Professional Learning Communities (PLC)
- Employ strong skills in conflict resolution, problem-solving, and crisis response
- Model the ISB Professional Standards of Integrity, Responsibility, Respect, Care, Collaboration, and Commitment
- Demonstrate open-mindedness and warmth within a philosophy of care
- Exhibit an appropriate sense of humor

WORKING REQUIREMENTS

- Some evening and weekend commitments to support school events
- Active engagement in the curricular and co-curricular life of the school
- Chaperoning and/ or leading international and local student trips
- Some counseling/student support during evenings and weekends.
- Supervision duties

TERMS OF EMPLOYMENT

- Two year initial contract including competitive salary and benefits package
- First year counselor contract is 201 days (additional time for onboarding and counselor duties), second year onward, 197 days (181 student contact days, 8 professional learning, 8 days for counselor duties)
- All candidates must pass stringent background checks, particularly in areas of child safeguarding.



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