

Subject Area Leader of Mathematics

The International School of The Hague is a highly successful, innovative and dynamic school located in a state-of-the-art building in an area of natural beauty in the city of The Hague in The Netherlands. The school is made up of a Primary School and a Secondary school, each receiving government funding as well as private fees as Dutch International Schools. The two schools work together as one school with a shared vision and mission as part of the *Rijnlands Lyceum* foundation. The whole school currently has around 2000 students (1300 in Secondary) with over 100 nationalities taught by teachers from around the world.

At ISH we **inspire personal excellence** by encouraging our students to be **curious, connected and compassionate**. We use student-led inquiry to develop **curiosity** in authentic and challenging contexts. Students learn to apply their knowledge and skills to deepen conceptual, disciplinary and interdisciplinary understanding by making effective **connections** with other people and their ideas. Our students learn how to become **compassionate** and proactive global citizens through collaborative projects both in, and beyond, the classroom.

Teachers at ISH achieve these high standards by recognising that, like their students, they are lifelong learners who must continually reflect upon their own professional practice, as well as striving to be excellent role models for the ISH Community Profile.

Currently, we have a vacancy at ISH Secondary School:

Subject Area Leader of Mathematics (Head of Department) - 1.0 FTE

Start date: 1 August 2025

Are you ready to take on a leadership role in one of our largest departments? This is an excellent opportunity to make a meaningful impact within the school community. In this key team, pedagogical and curriculum leadership position, you will play a pivotal role in supporting your team members and driving the overall success of this dynamic department. Integral to this role is delivering both MYP and/or DP classes.

At ISH, the SAL is supported by the Vice Principal, their Subject Coordinators, and an HR Advisor, all working together to ensure your success in this role.

Candidate Profile

The ideal candidate will:

- Be a role model for our [Guiding Statements](#) and the [ISH Community Profile](#) .
- Play a proactive role in building a professional culture.
- Be internationally-minded.
- Be a reflective practitioner and embrace opportunities for Continuous Professional Learning and up-to-date with current research.
- Be an excellent team player both within the department and across the school.
- Be collaborative and approachable, with an ability to inspire and motivate others.
- Ensure high standards of curriculum delivery and identify opportunities for continuous improvement.

- Be skilled in using digital tools for teaching (example: MacBook Air, Touch Screen boards and iPads).

Qualifications and experience:

Essential

Please know that in order to work for us, you must be a fully qualified teacher in accordance with the standards required by the [Dutch Education Authorities \(DUO\)](#):

- A Master's degree in Mathematics (or a related field) and further training related to the curriculum design and/or concept-based and inquiry-focused teaching and learning.
- An official teaching qualification for Mathematics.
- Experience in strategic leadership in curriculum development, implementation and review.
- Substantial experience teaching MYP and DP, with a deep understanding of their frameworks and requirements.
- Expertise in supporting teaching and learning, and identifying actions that impact positively on student learning.
- Proven track record of leading large and diverse collaborative teaching teams.
- Expertise in fostering a positive and collaborative working environment.
- Excellent organisational and communication skills with all stakeholders.
- Promotes a positive work-life balance for self and others.

Preferred

- Experience in coaching educators to enhance teaching practices, foster collaboration, and support professional growth.
- Experience in promoting student agency and developing curriculum-led CAS and Service as Action.
- Active involvement in professional learning communities such as the IB Educator Network.
- Applicants who have the right to work in The Netherlands, independent of employment status.

We offer

- As with all teacher appointments in The Netherlands, this is a temporary appointment for one year, with a view to a permanent contract if all the conditions are met. The position is based on the Dutch Collective Labor Agreement (CAO) for Secondary Education.
- **Teacher salary scale LD:** €3498 - €6992 pm (gross) for 1.0FTE - steps in the scales depend on relevant background and experience.
- The position is based on 40 hours per week i.e full-time.
- Other benefits include the 8% holiday allowance, a year-end bonus of 8.33%, an extra year-end bonus for educational support staff, a contribution towards travel expenses and the ABP pension scheme.
- In addition, staff are given a number of options for tax benefits regarding trade union dues, the costs of sports (fitness) membership fees, the purchase of a bicycle (for commuting purposes) and a travel allowance (cafeteria scheme). In addition, Rijnlands staff receive discounts on various insurance Policies.
- Living in the Netherlands offers the advantage of a society with a high degree of English fluency, excellent services, safety, and social security. However, becoming part of this community also means embracing its way of life and navigating it largely independently, with some help from the school. At ISH, we value individuals who are curious about Dutch society and willing to connect with it. This is

an opportunity to make an informed choice to immerse yourself in a vibrant and well-connected culture.

Start Date

- The appointed person will start on 1 August 2025.

Procedure

- You are invited to express your interest by following the link via **TES** and submitting your application form, motivation letter and CV (**all in English**) - incomplete applications may not be considered.
- Please visit our [school website](#) for more information on our application process, reference requirements, child safeguarding, Recruitment Package, FAQs etc.
- Deadline for Applications: **Sunday, 16 March 2025**. Short listed candidates will be interviewed **as soon as possible**. Please note that the school reserves the right to interview suitable applicants early and appoint a successful candidate prior to the deadline. In case of equal suitability, internal candidates are preferred.
- A full task description is available in this [document](#).
- If you have any questions, please don't hesitate to contact the ISH Secondary Recruitment Office, on secondaryrecruitment@ishthehague.nl before the deadline.
- Kindly note that the school will be closed for Spring break (24-28 February 2025) during which all recruitment will be on hold.

Requirements to Work with Us

To meet the standards of the [Dutch Education Authorities \(DUO\)](#), you must be a fully qualified teacher. The following qualifications are required:

- 1. Academic Background:**
 - a. A Master's degree in Mathematics (or a related field)
- 2. Teaching Qualification:**
 - a. A Master's degree in Education; or
 - b. A Postgraduate Diploma or Certificate in Education (PGCE)
- 3. Your teaching qualification must:**
 - a. Qualify you to teach Mathematics across all year groups and levels in Secondary Education.
 - b. Be officially recognised either in your home country, or in the country where it was obtained (this is essential for DUO)
- 4. For UK Applicants:**
 - a. If you hold a PGCE, you must also have:
 - b. Qualified Teacher Status (QTS)
 - c. Successfully completed the Newly Qualified Teacher (NQT) induction year

Safeguarding

The International School of the Hague is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safer recruitment practices which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection.

All appointments are subject to an interview, identity checks, criminal record checks, and successful references.

To this end, the leadership team is required to conduct an oral reference check by directly contacting the current or previous employer.

Furthermore, those who are appointed at The International School of The Hague are required to obtain a Certificate of Good Conduct (in Dutch: VOG). Appointment with The Rijnlands Lyceum Foundation takes place on condition that the successful candidate obtains a VOG. Needless to say, Rijnlands will reimburse all costs in relation thereto.

Additional details

Please visit our school website for more specific information about our school and our mission, vision and values: www.ishthehague.nl

The Rijnlands Lyceum Recruitment Code is applicable and can be obtained via the above email address or the [website](#).

Please refrain from placing this advert on recruiting websites without our permission or using it for acquisition purposes.
