

Currently, we have a vacancy at ISH Secondary School:

Year Leader/Head of Year (Full-time)

Start date: 1 August 2026

As an IB World School, the International School of The Hague (ISH) is a community of curious, connected, and compassionate lifelong learners. Located in a modern facility nestled in the dunes of The Hague - the International City of Peace and Justice - we inspire over 1,300 secondary students from 100+ nationalities to become proactive global citizens.

We are seeking a committed Year Leader who does not just manage a year group, but creates a culture of care, high expectations, and belonging. Your goal will be to nurture and develop the holistic wellbeing and academic progress of every student in your year group, ensuring that students feel known, supported, and empowered to reach their personal excellence within a vibrant and forward-thinking international school community.

Lead, support, and inspire

As a Year Leader, you lead with purpose, taking ownership of the growth, wellbeing, and success of every student in your care. Your mission includes:

- Lead by example as an active and visible member of the leadership team, acting as an approachable role model for students, families, and staff while demonstrating what genuine student care looks like in practice.
- Establish high expectations by modeling and maintaining rigorous standards for student support, positive behavior, and consistent follow-through across your entire team.
- Foster a collaborative environment for your Deputy Year Leader and Mentors, providing the regular guidance, coaching, and professional development opportunities necessary to help them grow.
- Maintain holistic oversight by monitoring the social, emotional, and academic progress of approximately 200 students, identifying those requiring additional support and coordinating timely interventions with the wider support team.
- Drive the mentor programme by leading the selection and delivery of age-appropriate content in collaboration with the Deputy Head and fellow Year Leaders.
- Promote school-wide collaboration by representing your year group in key meetings and contributing actively to cross-section initiatives and student culture.
- Support professional growth through regular feedback, shared reflection, and coaching conversations with your team.
- Ensure professional communication and engagement by organizing year group assemblies, newsletters, and events for students and families.
- Manage transitions and admissions by advising on student placements and supporting the effective transition of students into and out of the year group in collaboration with the admissions team.

Leadership built on collaboration

We believe that leadership is most effective when it is shared and well-supported. In this role:

- The Year Leader is supported by the Deputy Year Leader, the Deputy Head of the school section, Learning Support, and Student Wellbeing, all working together to ensure the success and growth of every student in your year group.
- You will chair regular Student Support Team meetings and coordinate individual action plans for students requiring additional support, with the involvement of relevant staff and external partners where appropriate.
- We actively promote a positive work-life balance for ourselves and our colleagues.
- You will work in a school that values intercultural learning and provides a dynamic and inclusive environment conducive to global citizenship.
- You will be part of a global network of IB World Schools, with opportunities to engage in professional learning communities and contribute to the ongoing development of international education.

A full description of the Year Leader role is available in this [document](#).

Who are we looking for?

We are looking for a Year Leader who will take responsibility for the holistic development of a secondary year group, with the remaining time dedicated to teaching duties in line with your qualifications and experience.

We are seeking an educator who aligns with the [ISH Community Profile](#) and acts with integrity and a growth mindset. To ensure you align with our school's requirements, please review our [Person Specification](#) before applying.

Essential qualifications and experience

- Bachelor's or Master's degree in a relevant subject.
- A fully recognised teaching qualification that meets [Dutch Education Authority \(DUO\)](#) standards, qualifying you to teach your specific subject across all year groups and levels of Secondary Education (ages 11-18).
- Substantial teaching experience in Secondary Education.
- Proven experience in leading teams or coordinating efforts within a school setting.
- Experience in supporting students holistically, attending to their social, emotional, and academic needs.
- A good understanding of the IB frameworks delivered at ISH, in particular the IB Middle Years Programme (MYP).
- Excellent organisational and communication skills, with the ability to engage effectively with students, families, and colleagues.
- Promotes a positive work-life balance for yourself and others.

Preferred

- A Master's degree in a relevant field.
- Experience within the IB Middle Years Programme (MYP) and/or Diploma Programme (DP) frameworks.
- Experience supporting students holistically, spanning social, emotional, and academic dimensions.
- Familiarity with international school settings and culturally diverse student communities.
- Active involvement in professional learning communities or equivalent continuing professional development.

- Applicants who have the right to work in The Netherlands, independent of employment status.

We offer

- As with all Secondary Education appointments in The Netherlands, this is a 12-month temporary appointment with a view to a permanent contract, if all the conditions are met.
- Based on the Dutch Collective Labor Agreement (CAO) for Secondary Education **Scale LD: €3,659 - €7,313 pm (gross) for 1.0FTE** - steps in the scale depend on relevant background and experience.
- The full-time position is based on 1.0 FTE (i.e. 40 hours per week).
- The appointed person will start on 1 August 2026.
- Work-life balance and generous school holiday periods in alignment with the [Rijksoverheid \(Dutch government\) schedule](#) for South Holland.
- Benefits such as 8% holiday allowance, 8.33% year-end bonus, ABP pension scheme, and travel expense contributions.
- Perks such as tax benefits for fitness memberships, bicycle purchases, and insurance discounts.

Procedure

- Interested candidates are invited to apply via **TES** by submitting a complete profile, motivation letter, and CV (**all in English**). We also welcome the inclusion of additional support documents - such as portfolios, certifications, or examples of practice - directly to your profile. Please note that **incomplete applications may not be considered**.
- **Deadline for applications: Sunday, 28 June 2026.**
- Shortlisted candidates will be contacted directly by the selection panel. While we aim to adhere to the indicated timeline, we are looking to fill this position as soon as possible. The school reserves the right to interview suitable applicants upon receipt of application and may appoint a successful candidate prior to the deadline. **Early applications are therefore strongly encouraged.**
- **Contact:** Please direct any inquiries to our Secondary Recruitment Office via email at secondaryrecruitment@ishthehague.nl.