



## The International School of The Hague

Located in a state-of-the-art facility, [The International School of The Hague](#) (ISH) is an innovative, dynamic, and highly successful school, situated in a picturesque area of [The Hague](#), Netherlands. The school is made up of a Primary School and a Secondary School, each receiving government funding as well as school 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.

## Person Specification

The ideal candidate will be:

- An internationally minded professional, who acts with integrity and embraces a growth mindset
- Committed to personal and professional development and up-to-date with current research
- A collaborative effective team player, committed to the growth and continual improvement within their department and the dynamic school and wider community
- Inspiring, innovative and empowering facilitator of holistic learning both in the classroom and as mentor to our students
- Proactive, culturally sensitive, resilient with a sense of humour
- A role model for the [ISH Community Profile](#)
- Skilled in digital teaching tools (MacBook Air, touch-screen boards, iPads)
- Have the right to work in The Netherlands, independent of employment status

## Required qualifications 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:

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



### Lateral entrants (zij-instromers)

We are actively working to increase the representation of lateral entrants (zij-instromers) within our school and the wider Rijnlands Lyceum Foundation. We warmly welcome applications from mature professionals looking to transition into education and pursue a career as qualified teachers.

### Safeguarding and Reference Checks

Our school is committed to safeguarding and promoting the welfare of all students. We expect all applicants to share this commitment. Our recruitment practices follow the International Task Force on Child Protection and focus on maintaining high standards, particularly in child protection.

All appointments are subject to:

1. Interview
2. Identity verification
3. Criminal record checks
4. Successful reference checks

### Reference Requirements

Candidates must provide **official** electronic contact details for the supervisory referees from their **two most recent positions held within the past six years**, including:

1. **Direct Supervisor/Line Manager:** To assess qualifications, skills, and experience.
2. **Principal/Head of School:** To ensure compliance with safeguarding standards.

Our leadership team will conduct oral reference checks by directly contacting the current and/or most recent Principal(s).

If you are one of our final candidates, we will need to complete employment verification checks by contacting previous schools or employers in all countries where applicants have lived for six months or more within the past ten years, including their home country (aligned to the recommendations of the [International Task Force on Child Protection \(ITFCP\)](#). **We will ask for your explicit consent in writing.**

### Certificate of Good Conduct (VOG)

All appointed staff are required to obtain a [Certificate of Good Conduct \(in Dutch: VOG\)](#). Employment with Rijnlands Lyceum Foundation is conditional upon receiving a valid VOG, and the Foundation will reimburse all associated costs.

### Important

All offers of employment are contingent upon successful reference checks. This ensures the safety, integrity, and high standards of our educational environment.

### Living in The Netherlands

The Netherlands offers a high quality of life, with widespread English fluency, excellent services, and a safe, well-structured society. Joining this community also involves engaging with Dutch ways of living and learning to navigate life here with a degree of independence, with some support by the Rijnlands Foundation. At ISH, we appreciate individuals who are open, curious, and eager to connect with Dutch society. This is an opportunity to make a thoughtful choice to immerse yourself in a dynamic and well-connected culture.