

Hout Bay International School: Appointment of Principal

Hout Bay International School, Hout Bay, Cape Town, seeks a new Principal from August 2014. The school was founded in 1999 and provides an international education within a distinctively South African context. It is an all-age school, currently with c.370 students, which is part of the IES (International Education Systems) network of schools. IES also runs two other schools in the Western Cape as well as schools in England, the USA and Hungary.

The school follows an educational programme based on the IB Primary Years Programme, the Cambridge IGCSE and the IB Diploma Programme. It has small teaching groups, a happy family atmosphere, and a firm commitment to providing a well-rounded academic and pastoral education based on strong values. The High School moved into splendid new buildings in January of this year and plans to move its Primary School onto the same campus in 2015.

Further information about the school is available on the school website (www.houtbay.iesedu.com). Further information about IES can be found on its website (www.iesedu.com).

Applications, including a curriculum vitae and a letter of application, should be sent to Andrew McEwen, Chairman, IES, at andrew.mcewen@iesmail.com by 4th April 2014.

Further information

If potential applicants, after reading the information about the school, which follows, have any unanswered queries about the post, please do not hesitate to contact Mr McEwen on the above e-mail address.

Responsibilities of the post

The Principal has overall responsibility for all aspects of the life of the school: academic, pastoral, extra-curricular, marketing, finance and strategy. He/she has the level of autonomy, which is commensurate with the governance structures of the IES schools group. As the school is a committed participant in the IB programmes, experience with these is considered a key attribute of potential candidates.

The Principal is supported by a small senior educational team and by administrative staff within the school. He/she reports to the full-time executive Chairman of IES who acts in all matters on behalf of the directors. Support is provided by IES's international staff members (who include a finance director, a legal coordinator, an architect and a technological resources coordinator).

Personal objectives for the Principal, and the school plan, are discussed and agreed annually with the Chairman of IES. These are the basis for an annual 360 degree appraisal of the Principal.

Challenges facing the school

As with all good schools the main challenge is to maintain and continually improve the quality of educational provision, striving always to do better than one's previous best. The school is deeply conscious that the student is at the centre of everything it does.

The school keeps all aspects of its educational arrangements under constant review. In the high school the school will need to continue to build on its successful experience with its students following the University of Cambridge curriculum leading to IGCSE and the IB PYP and Diploma programmes.

IES

IES is a network of schools that share a common educational philosophy based on internationalism and high academic standards. The schools in the network are run by separate companies, though with common ownership of these companies and a common system of management by IES international staff. Further information can be found on the IES website: www.iesedu.com. IES is linked, via joint ownership, to the SEK network of schools and universities in Latin America and Spain.

The heads of IES schools meet annually for a three-day meeting in one of the countries in which the schools are located and continue to interact with each other throughout the intervening period. A number of events annually bring together students from IES and SEK schools and there are also opportunities for student and teacher exchanges and joint educational and sporting activities.

Qualities needed in applicants

IES is looking for a new Principal who will lead and inspire this already thriving school community and galvanise all its members – teachers, administrative staff, students and parents – in an effort to make this the school of choice for those families in the area wishing an academically demanding values-based international education for their children.

Applicants should be academically well qualified, experienced in school administration, and (preferably) have knowledge and experience of both primary and secondary education and the IB in particular. Particularly important will be the personal qualities needed for leadership:

- determination and resilience;
- a sense of vision;
- strong ethical values;
- the ability to listen;
- the skills needed to enthuse others and to lead by example;
- a consultative style and the skills needed to achieve a consensus;
- an aura of authority and the ability, following consultation, to make decisions that may not always be popular with everyone.

Andrew McEwen

March 2014