

Academic Lead

Full-time

Holland International School (HIS) is seeking an experienced, collaborative, and forward-thinking Academic Lead to join our Leadership Team.

We are looking for a Dutch-speaking educational leader with strong experience in Dutch primary education and school leadership, combined with an international mindset and a deep understanding of the unique context of international education. The successful candidate will play a key role in bridging our Dutch and English streams and fostering strong collaboration across the school.

This is a key strategic leadership position for an educational professional who is passionate about high-quality teaching and learning, curriculum development and continuous (international) school improvement. As Academic Lead, you will play a vital role in shaping the school's educational vision, leading strategic academic initiatives and ensuring the delivery of high-quality, inclusive education aligned with international best practices.

You are an inspiring educational leader who enjoys working collaboratively with colleagues while providing clear direction and guidance. You combine strategic thinking with a practical approach and are able to translate educational vision into meaningful actions that positively impact students, staff and the wider school community.

The role

As Academic Lead, you will be a key member of the school's Leadership Team. You will work closely with the Principal and the Business Lead to provide strategic leadership for Holland International School. You will represent the academic perspective in strategic discussions, contribute to school-wide decision-making, and help shape and implement the school's long-term vision and objectives, ensuring educational excellence and organisational effectiveness.

The Academic Lead provides line management and professional support to the Head of English and the Head of Dutch which is currently splitted into Team Leads (Preschool and Primary), coaching and empowering them to achieve excellence within their respective teams. Together, you will ensure strong collaboration between the English and Dutch streams and further develop one coherent educational vision across the school.

You will maintain strategic oversight of the school's accreditation process and ensure continued alignment with the International Early Years Curriculum (IEYC) and the International Primary Curriculum (IPC) standards, as well as other relevant quality frameworks. While the IEYC/IPC Coordinator is responsible for the day-to-day coordination and implementation of the accreditation process, you will monitor progress, provide strategic direction and ensure that the process aligns with the school's broader educational vision, strategic priorities and continuous improvement goals.

You will collaborate closely with the Learning Support Coordinator to ensure an inclusive educational and pastoral environment where all students are supported to reach their full potential. You will also contribute to recruitment, induction, performance management and succession planning for academic staff.

Key Responsibilities

- Provide strategic educational leadership as a key member of the Leadership Team, using data analysis to drive school development and improvement.
- Manage and coach the Head of English and the Dutch Team Leads (Preschool and Primary).
- Promote excellence in teaching, learning and assessment across the school.
- Ensure curricula coherence, quality and continuous development across all programmes.
- Maintain strategic oversight of the school's accreditation process and ensure alignment with IEYC and IPC standards while supporting the IEYC/IPC coordinator in achieving accreditation milestones.
- Foster a culture of continuous improvement, collaboration and professional learning.
- Lead and coordinate professional development aligned with school priorities.
- Work closely with the Learning Support Coordinator to ensure effective inclusion and student support.
- Contribute to recruitment.
- Implement the appraisal and performance development of academic staff.
- Support the implementation and monitoring of the school development plan.
- Build positive relationships with staff, parents and external international educational partners.
- Contribute to educational planning, budgeting and the effective allocation of academic resources.

You Have

- A Master's degree in Education or a closely related field.
- A recognised qualification in school leadership or educational leadership at an appropriate level, such as Vakbekwaam Schoolleider in the Netherlands or an equivalent internationally recognised qualification. Candidates should demonstrate the professional knowledge, leadership experience and commitment to ongoing professional development expected of a senior educational leader.
- At least five years of experience in an educational leadership position; experience within an international school environment is considered an asset.
- A minimum of five years of successful classroom teaching experience.
- Demonstrated experience in leading curriculum development, school improvement and professional learning.
- Experience working with the International Early Years Curriculum (IEYC) and the International Primary Curriculum (IPC), or comparable international curricula, is preferred.
- Experience with the Dutch education system and Inspectorate of Education, with the ability to apply this knowledge within an international school context.
- Strong understanding of accreditation processes and educational quality assurance.
- Excellent coaching, leadership and people management skills.
- The ability to inspire, motivate and develop others while fostering a collaborative culture.
- Strong intercultural communication skills and the ability to bridge and collaborate effectively across the Dutch and English streams of the school.
- Strong analytical skills with the ability to use data to inform educational decisions.
- Flexibility and resilience in a dynamic and evolving (international) educational environment.
- Excellent interpersonal and communication skills with the ability to engage stakeholders at all levels.
- Fluency in English and Dutch, both spoken and written.

Our Offer

We offer a full-time position commencing on 1 January 2027, or as soon as possible thereafter. The initial contract will run until 30 June 2029, with the possibility of extension. The inclusive benefits package comprises a competitive salary and attractive employment package.

You will join an ambitious international school with dedicated colleagues and have the opportunity to make a significant contribution to the continued development of our educational programme and strategic direction.

Application Process

Interested candidates are invited to submit their application or any questions to Micky van Waesberge (HR & Recruitment) via recruitment@hollandinternationalschool.sg, quoting "Application – Academic Lead" in the subject line, no later than 30 September 2026. Applications must include:

- A motivational cover letter;
- A curriculum vitae; and
- Two professional references from senior leaders or line managers who have worked closely with you for at least two years (please include their contact details).

Holland International School is committed to safeguarding and promoting the welfare of children. All appointments are subject to satisfactory reference checks and relevant background screening. Providing false or misleading information during the recruitment process may result in withdrawal of an offer of employment or termination of employment.