



**ROTTERDAM
INTERNATIONAL
SECONDARY
SCHOOL**

Job Profile: Principal RISS

Organization: Rotterdam International Secondary School (part of the Wolfert van Borselen Group and Stichting BOOR)

Purpose of the Role:

The Principal leads the Rotterdam International Secondary School (RISS), a dynamic international school with approximately 400 students. RISS is part of the Wolfert van Borselen Group, which is affiliated with Stichting BOOR, one of the largest public education boards in the Netherlands. The Principal collaborates closely with the central management team of the group to ensure optimal organization and synergy.

The Principal of RISS is an inspiring leader who works alongside a dedicated team to foster the growth and development of a thriving international community. RISS is a place where self-awareness, curiosity, and integrity flourish in an ever-changing world. The school provides an environment that prioritizes learning, collaboration, and engagement.

The Principal plays a pivotal role in advancing and underlining RISS's mission - **for every student to enjoy their youth** - and vision to be an exceptional example of an international school. The core values of Relationships, Respect, Responsibility, and Courage are central to both the mission and vision. Together with the Leadership Team, the Principal cultivates an environment that prioritizes the love of learning and student well-being and aligns with RISS's core values.

The Principal also contributes to the realization of an ambitious project: the development of an international campus in Rotterdam. This campus will host approximately 1,400 international students, including 1,000 for RISS and 400 for Harbour international primary school, the feeder school of RISS. Alongside international schools, the campus will also offer bilingual education at both primary and secondary levels. Wolfert Bilingual, one of the schools in the Wolfert van Borselen Group, is integral to this vision. The Principal contributes to the campus's governance and strengthens the connection between primary and secondary education.

At RISS, the Principal works alongside the Leadership Team, which consists of senior leaders who collectively shape and ensure the quality of education. Together with the Leadership Team and Curriculum Leaders, the Principal drives high-quality international education aligned with RISS's core values.

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Key Responsibilities:

1. **Strategic Policy and Development:**
 - Develop and implement the long-term policies of RISS, aligned with the strategic goals of the Wolfert van Borselen Group and Stichting BOOR.
 - Actively contribute to the vision and governance of the future international campus.
 - Support and underline the school's mission, ensuring alignment with its values of inclusivity, intercultural learning, and community.
2. **Leadership:**
 - Create a supportive, safe, and challenging environment where students and staff are encouraged to grow.
 - Collaborate with the Leadership Team and Curriculum Leaders to safeguard and further develop the quality of educational processes.
 - Inspire the team to achieve shared goals through innovative, inclusive, and reflective teaching practices.
 - Foster collaboration between primary and secondary education on the campus.
3. **Openness to Change and Empowerment:**
 - Maintain RISS's strong position while remaining open to new ideas and opportunities for growth.
 - Empower individuals and middle management by distributing leadership and fostering a collaborative environment.
 - Create a culture that values input from all stakeholders, including students, parents, and staff.
4. **Financial Management:**
 - Oversee the school's resources and staffing with foresight, ensuring sustainable growth that meets the needs of the RISS community.
5. **Educational Quality and Programs:**
 - Ensure the quality of the Foundation Years, IGCSE and IB Programmes; in-depth knowledge of inquiry-based learning, IGCSE and IB systems (DP and CP) would be an asset.
 - Support educational innovations and the professional development of teachers and staff.



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6. **Community-Oriented Leadership:**
 - Promote a strong school community based on the core values of Relationships, Respect, Responsibility, and Courage.
 - Actively communicate the importance of mental health and well-being to students, parents, and staff.
 - Be actively involved with the Parents Teacher Association, serving as a vital link between the school and parents.

7. **External Representation:**
 - Represent RISS in partnerships and international education networks.
 - Contribute to the profile and visibility of RISS and the international campus within the region.

Specific Requirements:

1. **Personal Leadership:**
 - Deep understanding of the concept of community and its importance within a school context.
 - Culturally aware and warm, with a leadership style that embraces the community and empowers people.
 - Open-minded to the voices of students and parents, fostering collaboration and shared responsibility.
 - Vision and experience in international education as a teacher and leader.

2. **Communication Skills:**
 - Excellent verbal and written skills in English.
 - Adequate proficiency in Dutch to participate in Dutch-language meetings is an advantage, or the willingness to learn Dutch.

3. **Knowledge and Expertise:**
 - Strong knowledge of mental health and well-being.
 - Experience connecting primary and secondary education in an international context.
 - Knowledge of the Dutch national school system is an advantage.

4. **Strategic Insight:**
 - Ability to translate strategic goals into actionable plans that drive school success.
 - Experience in drafting and implementing a school plan.
 - Willingness to contribute to the governance of the future international campus.



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Qualifications:

- Proven leadership experience in international education.
- Strong skills in managing complex organizational processes and budgets.
- Academic-level thinking and working ability. A Master's or higher degree in educational leadership or school administration is an advantage.

About Rotterdam:

Rotterdam, known as the "Gateway to Europe," is a vibrant international city in the Netherlands. With its iconic modern architecture, lively cultural scene, and world-class port, Rotterdam offers an exciting environment for international professionals. The city is well-connected, boasts a high-quality education system, and features a diverse community where innovation and sustainability are key.

What We Offer:

A fulfilling and dynamic role within a growing international school, with the opportunity to contribute to the development of a unique international campus. The position offers a competitive salary and comprehensive benefits package, in a school community that values diversity and innovation.

- Collaboration with an experienced and dedicated team within the Wolfert van Borselen Group and Stichting BOOR.
- A salary in line with the Strategic Manager A scale (Scale 14), ranging from €5,251 to €7,499 gross per month (in accordance with the Dutch Collective Labor Agreement for Secondary Education), depending on experience and qualifications.
- Additional benefits, including 8% holiday allowance and an 8.33% year-end bonus.
- Relocation allowance up to a maximum of €7,945, in accordance with the CAO VO.
- If applicable and meeting legal criteria, eligibility for the 30% tax ruling for highly skilled migrants.
- A comprehensive pension plan and strong social security benefits.

Application Procedure:

Interested candidates are invited to submit a cover letter and CV, outlining their vision for international education, leadership, and the core values of RISS and the planned international campus.

- Deadline for submitting letters and CVs: January 11, 2025.
- Job interviews will take place in the week of January 20, 2025.
- Questions about the vacancy can be sent to Mr. Matthijs Ruitenbergh, Executive Principal, via mru@wolfert.nl.
- CVs and letters can be sent to Mr. Stefan Quack, Corporate Recruiter, via stefan.quack@stichtingboor.nl.
- An assessment may be part of the procedure.