

The American School of Kinshasa
EXCELLENCE • INTEGRITY • INCLUSIVITY

DIRECTOR

LEADERSHIP SEARCH PROFILE

START DATE · JULY 2027

Lead a legacy.
Shape what comes next.

A distinctive Pre-K–12 learning community on a 42-acre forested campus in Kinshasa—ready for a leader who will turn strong momentum into enduring excellence.

300+ STUDENTS · 45+ NATIONALITIES · PYP / MYP / DP

DEEP ROOTS

Global outlook. Forward momentum.

Founded in 1961, TASOK is an independent nonprofit school serving one of the world's most internationally diverse communities. It is assisted by the U.S. Department of State, accredited by the Middle States Association and a member of the Council of International Schools.

OUR MISSION

Dynamic and individualized educational challenges and opportunities that promote diversity and empower every student to become an independent global community leader.



A 42-ACRE FORESTED CAMPUS IN THE HEART OF KINSHASA

1961	300+	45+
FOUNDED	STUDENTS	NATIONALITIES

PRE-K–12	42	3
ONE COMMUNITY	ACRES	IB PROGRAMMES



ROOTED IN INTEGRITY
UNITED BY INCLUSIVITY
DRIVEN BY EXCELLENCE

A continuum built for curiosity, agency and impact

TASOK offers the IB Primary Years, Middle Years and Diploma Programmes within one coherent Pre-K–12 learning journey, culminating in an American high school diploma.







LEARNING BEYOND THE CLASSROOM

Academics are enriched through the arts, athletics, Model United Nations, service, student leadership, clubs and travel. The forest, botanical garden, fields and outdoor trails extend what is possible for learning and wellbeing.

PYP · MYP · DP
ONE CONNECTED LEARNING JOURNEY

CURRENT ACADEMIC FOCUS

- **IB continuity:** self-study and reevaluation
- **Curriculum:** shared Pre-K–10 scope and sequence
- **Evidence:** learning data and LAC use
- **Practice:** collective efficacy, feedback and evaluation
- **Support:** EAL, learning support, counseling and inclusion

THE LEADERSHIP OPPORTUNITY

Build on momentum—and make improvement durable

TASOK is not starting from zero. The next Director will inherit meaningful improvement work, a committed community and a Board focused on the school's long-term health.

GOVERNANCE WITH A CLEAR LINE OF RESPONSIBILITY

The Board holds strategic, fiduciary and long-term responsibility. It appoints, supports and evaluates the Director. As chief executive, the Director leads daily operations, educational direction and organizational performance while building a candid, high-trust partnership with the Board.



A SCHOOL IN MOTION

- **Governance:** stronger strategic practice
- **People:** better retention, recruitment and onboarding
- **Campus:** multi-year infrastructure planning
- **Stewardship:** stronger finance, procurement and reporting
- **Community:** better use of evidence and communication
- **Partnerships:** U.S. Embassy and regional relationships

ALIGN PEOPLE, PRIORITIES AND RESOURCES—THEN TURN IMPROVEMENT INTO RESILIENT INSTITUTIONAL SYSTEMS.



Strategic, educational and operational leadership

The Director serves as the chief executive officer of the School and provides strategic, educational, and operational leadership in partnership with the Board of Trustees.

KEY RESPONSIBILITIES

The Director will:

- Lead implementation of TASOK's mission, strategic priorities, and Board policies.
- Ensure excellence across the IB Primary Years Programme, Middle Years Programme, Diploma Programme, and American high school diploma.
- Build and sustain a collaborative, high-performing professional culture that attracts, develops, and retains outstanding faculty and staff.
- Provide strong financial stewardship while overseeing operations, facilities, technology, risk management, and long-term sustainability.
- Build trusted relationships with students, families, faculty, alumni, the Board, the U.S. Embassy, and the wider international community.
- Lead continuous institutional improvement through strategic planning, effective governance partnerships, and evidence-informed decision-making.

IMMEDIATE PRIORITIES

The successful candidate will inherit a school with meaningful momentum and will guide TASOK through its next stage of institutional development. Early priorities include:

- Sustaining excellence across TASOK's three IB programmes and upcoming accreditation work.
- Strengthening curriculum alignment, assessment practices, and student support services.
- Continuing to develop faculty leadership, professional learning, recruitment, and retention.
- Advancing enrollment growth, admissions, marketing, communications, and community engagement.
- Guiding campus development and infrastructure improvements while maintaining sound financial stewardship.
- Working closely with the Board to strengthen governance, strategic planning, and long-term sustainability.



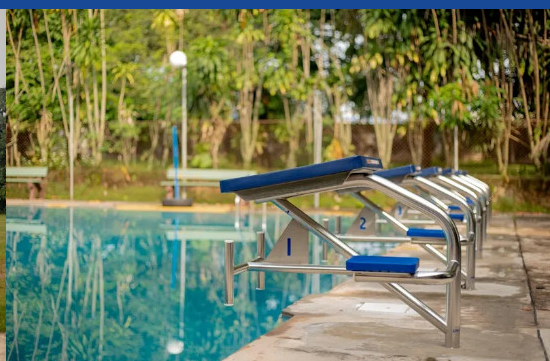
Six connected priorities for TASOK's next chapter

Set a manageable pace. Clarify ownership. Keep student learning at the center of every major decision.

01 Student learning and the IB continuum. Lead reevaluation, curriculum alignment, assessment coherence and evidence-informed improvement.
02 People, culture and professional growth. Strengthen trust, recruitment, retention, onboarding, feedback and leadership development.
03 Inclusion, support and wellbeing. Coordinate EAL, learning support, counseling, child protection and belonging.
04 Financial and operational stewardship. Advance sustainable budgeting, audit readiness, procurement, facilities planning and resilience in electricity, water and technology.
05 Enrollment and community connection. Strengthen admissions, marketing, communications, alumni and family experience.
06 Safety, partnerships and institutional resilience. Maintain strong security, crisis and risk systems while deepening key partnerships.

SUCCESS WILL LOOK LIKE
clarity without rigidity, measurable progress without initiative overload, and a community that understands both the direction and its role in getting there.











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THE LEADER WE SEEK

Visible, strategic and deeply human

TASOK seeks a Director who can hold a compelling educational vision while attending carefully to culture, finance, operations and execution.

LEADERSHIP QUALITIES

- **Educational focus:** learning, belonging and student voice
- **Systems thinking:** strategy translated into disciplined execution
- **Communication:** clear, transparent and culturally responsive
- **Presence:** resilient, grounded and effective in complexity
- **People:** develops talent and shared leadership
- **Stewardship:** financially literate and mission driven
- **Community:** visible, relational and trusted

PREFERRED EXPERIENCE—NOT RIGID REQUIREMENTS

Senior schoolwide leadership · international schools · nonprofit Board governance · IB and accreditation · finance, facilities, operations and risk · complex or developing contexts. Experience in Africa is highly desirable. Master's and teaching credentials preferred. English essential; French helpful.

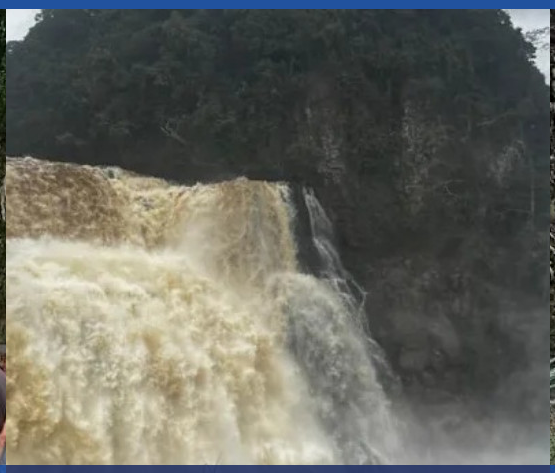


Live and lead in a city of possibility

Kinshasa is a dynamic, creative capital shaped by music, art, food and an extraordinary mix of Congolese and international communities. TASOK offers a rare setting within it: a green, expansive campus where school life feels connected, active and close to nature.



CULTURAL HUMILITY



ADAPTABILITY



PRACTICAL JUDGMENT

Application process

The American School of Kinshasa has appointed Search Associates to assist with this search. Dr. Tim Stuart and Dr. Nadine Richards are serving as the Search Consultants.

SUBMIT ONE PDF · MAXIMUM 5 MB

- Letter of application explaining your interest in TASOK and the strengths you would bring to the role.
- Statement of educational leadership philosophy (1-2 pages).
- Current résumé or curriculum vitae (maximum two pages).
- List of at least four professional references, including your current supervisor.
- Up to three letters of reference (optional).

Candidates advancing to the semifinal stage will participate in confidential reference checks conducted by Search Associates.

SEARCH CONSULTANTS

Dr. Tim Stuart

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Dr. Nadine Richards

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APPLICATION DEADLINE

SEPTEMBER 8, 2026

START DATE

JULY 2027

THE SEARCH MAY CONCLUDE EARLY

The Search Committee reserves the right to conclude the search before the deadline should an outstanding candidate be identified.

Discover TASOK at www.tasok.net