



厦门长菁外籍人员子女学校
ACHIEVE XIAMEN INTERNATIONAL SCHOOL



EARLY YEARS & PRIMARY PRINCIPAL

START DATE: JULY 2027

SCHOOL PROFILE

Achieve Xiamen International School (AXIS) is a K-12 international school located in the vibrant city of Xiamen, Fujian Province, China. We are an authorized IB PYP school and offer AP (Advanced Placement) courses for high school students. Our commitment to excellence in education prepares students for a successful future.



Mission Statement

Achieve Xiamen International School strives to empower students to be effective communicators, caring and self-confident individuals, who are committed to being globally-minded lifelong learners.

Vision

Achieve Xiamen International School aims to establish itself as the premier international school in Fujian Province, providing students with an exemplary education via an English language curriculum, rooted in both U.S. and international standards.

SCHOOLWIDE LEARNING OUTCOMES

Exhibit confidence, perseverance, and personal management
Demonstrate agency and self-directed learning
Employ strategies for critical thinking and problem solving

**Empowered
Learners**



**Effective
Communicators**

Express ideas clearly and creatively in all mediums
Listen, read, write, speak effectively
Engage in meaningful conversations

Evaluate diverse concepts and perspectives
Apply appropriate strategies for analyzing and making use of info
Engage in a reflective process for continual improvement

**Complex
Thinkers**



Global Collaborators

Promote positive relationships in diverse teams
Contribute constructively to global and local issues
Show appreciation, understanding, and respect for China and Chinese culture



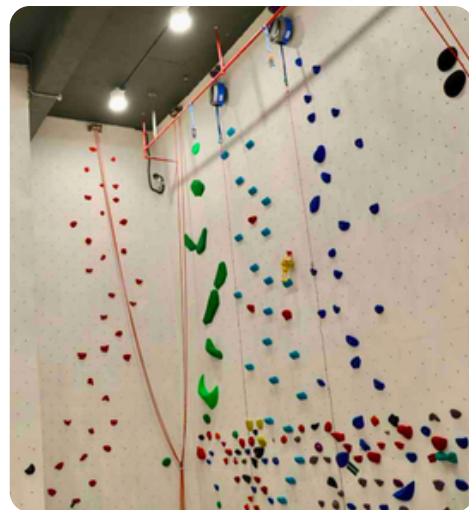


AXIS

AT

A

GLANCE



CAMPUS

A SPACE FOR INSPIRATION

Through the distinctive design of the learning spaces on the state-of-the-art campus, AXIS has reinvented school. Imbued with characteristics of Chinese culture, the design of the learning spaces throughout the school allows for a seamless journey from Early Childhood to Secondary. Holistic learning landscapes are a powerful learning tool acting as a catalyst for curiosity and exploration.



FACULTY

DIVERSE EXPERTISE

AXIS has a high-quality international faculty team mainly from North America and Europe. All teachers hold bachelor's degrees, with the majority also possessing master's degrees. They have extensive international teaching experience. Embracing a culture of diversity, they cultivate an inclusive atmosphere that celebrates different perspectives and backgrounds, enhancing the overall learning experience for everyone.



ACADEMICS

A PATHWAY TO EXCELLENCE

Early Childhood and Primary Education 幼儿园和小学教育

AXIS Primary School nurtures young minds from ECC-1 (Age 3) to Grade 5 in a dynamic and supportive environment. As an International Baccalaureate (IB) School, AXIS offers the Primary Years Program (PYP), which emphasizes inquiry-based learning and encourages students to explore their interests and develop critical thinking skills.



Secondary Education 初高中教育

AXIS Secondary School, serving students from Grade 6 to Grade 12, offers a dynamic and comprehensive academic program for students. English and mathematics are taught using a differentiated approach, and elective courses such as STEAM and computer programming are offered. AP courses are authorized by the College Board, providing advanced learning options for students who are capable of handling more challenging material. Classes are rigorous, challenge students to master content and be able to apply their knowledge. Focusing on communication, cooperation, collaboration, self-awareness, reflection, and complex thinking. As the only school in Fujian Province offering the AP Capstone program, we are also an official testing center for AP and SAT.

STUDENT SUPPORT

GUIDANCE FOR EVERY JOURNEY

College Counseling

AXIS offers comprehensive college counseling services designed to guide students through the complex process of higher education planning. Our experienced counselor provides personalized support, helping students identify their strengths, interests, and academic goals. From crafting compelling college applications to preparing for interviews and standardized tests, students are well-equipped to make informed decisions about their future. We also facilitate workshops and informational sessions on various colleges and universities, introducing students to a broad range of post-secondary opportunities.

EAL & CAL Programs

The AXIS EAL (English as an Additional Language) program, including its immersion program, helps non-native speakers enhance their English proficiency across listening, speaking, reading, and writing through engaging activities and personalized support. Similarly, the CAL (Chinese as an Additional Language) program is designed to teach Mandarin in a fun and interactive way while also exploring Chinese culture and traditions. Both programs foster an inclusive environment, enabling students to communicate effectively and thrive in a multicultural setting.

Counseling & Well-being

At our school, we are committed to the holistic development of every student. Our counseling services are designed to support students academically, socially, and emotionally while also nurturing the well-being of the entire school community.

Our counselors provide both proactive and responsive interventions. By offering this dedicated service, we ensure that every student has access to the guidance and resources they need to succeed in school and beyond.



CHILD SAFEGUARDING

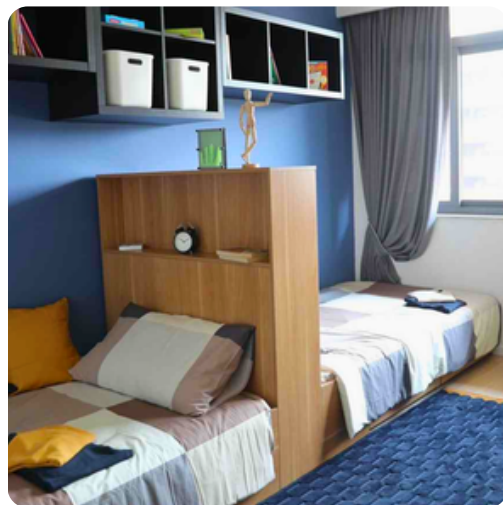
CARE, TRUST, PROTECTION

It is the responsibility of everyone in our school community to ensure that children are supported and protected. We believe that our children have a right to grow in a supportive, caring, and safe environment which includes the right to protection from all types of abuse and other safeguarding concerns. At AXIS, we take a proactive approach to child safeguarding and provide training. We expect all AXIS community members including administrators, faculty, staff, trustees, and volunteers to share this commitment. School personnel are vigilant for signs of any young person in distress and are confident about applying our safeguarding processes to intervene when necessary.

BOARDING PROGRAM

A HOME AWAY FROM HOME

Our boarding program offers a unique opportunity for students, making us the only institution in Fujian province to provide such services. Designed to create a home-like environment, our boarding facilities ensure that students feel safe, supported, and connected as they pursue their academic goals.



AFTER SCHOOL ACTIVITIES

BEYOND THE CLASSROOM



We believe that activities beyond the classroom that are unique, challenging, and inclusive experiences will serve our students beyond school as they become bold and compassionate leaders engaging in continuous learning.

AXIS offers a wide variety of extracurricular activities, including Week Without Walls, badminton, soccer, volleyball, and basketball teams, economics club, VEX robotics team, MUN, World Scholars Cup, student council and other clubs. After-school activities (ASA) include rock climbing, golf, soccer, badminton, and tennis. These activities encourage students to develop their interests, teamwork, and leadership skills. The school also has an auditorium that accommodates 600 people, providing a venue for students to perform and showcase their talents.

ABOUT THIS POSITION

EARLY YEARS AND PRIMARY PRINCIPAL

The Early Years and Primary Principal works closely with the Head of School and serves as the instructional, curricular, and pastoral leader for ECC-1 (Age 3) through Grade 5. The Principal leads continuous improvement in teaching, learning, assessment, student support, and school culture, while ensuring effective day-to-day leadership of the division. As an IB World School offering the PYP, the Principal also provides leadership and oversight for effective implementation and ongoing development of the IB Primary Years Programme in collaboration with the PYP Coordinator and academic leadership team.

Key Responsibilities

- Lead the development and delivery of a coherent Nursery-Grade 5 curriculum, ensuring alignment and continuity across Nursery-Grade 12.
- Build effective professional learning communities (PLCs) that use evidence of student learning to strengthen instruction, intervention, enrichment, and collective practice.
- Lead an ongoing cycle of Primary School improvement by setting measurable priorities, monitoring impact, and adjusting strategies with faculty and the Senior Leadership Team.
- Maintain a visible presence in classrooms and learning spaces, using observation, feedback, coaching, and professional dialogue to improve teaching and student learning.
- Supervise, evaluate, and develop faculty; build teacher leadership capacity and a professional culture of trust, collaboration, transparency, and accountability.
- Provide leadership and oversight for the IB PYP, including curriculum, assessment, Programme of Inquiry, IB Learner Profile, ATT/ATL, student agency, and programme evaluation processes.
- Lead coherent systems for student support, well-being, behavior, safeguarding, intervention, enrichment, language support, learning support, and counseling.
- Build strong home-school partnerships through regular, culturally responsive communication and constructive resolution of parent questions and concerns.
- Oversee Primary School scheduling, staffing, resources, budget coordination, admissions, academic and extracurricular programs, and day-to-day operations.
- Contribute actively to school-wide planning, accreditation, communication, recruitment, onboarding, and Nursery-Grade 12 alignment as a member of the Senior Leadership Team.

ABOUT THIS POSITION

PRIMARY PRINCIPAL

Required/Preferred Qualifications

- Master's degree preferred in education, curriculum, educational leadership, or a related field.
- Minimum of five years of relevant primary/elementary teaching experience; IB PYP experience strongly preferred.
- Previous school leadership or administrative experience, preferably as a Principal, Assistant Principal, PYP Coordinator, or similar role.
- Strong knowledge of primary education, curriculum, instruction, assessment, professional learning communities, and systems of student support.
- Good understanding of the IB Primary Years Programme (PYP), including IB philosophy, standards, and practices.
- Demonstrated success leading school improvement and strengthening teaching and learning through collaboration, coaching, evidence, professional dialogue, and effective PLCs.
- Experience developing collaborative teacher teams and coherent systems of intervention, enrichment, language support, and learning support.

Desired Leadership Qualities

- **Relational and trustworthy** - Builds trust through openness, respectful dialogue, transparency, and accountability.
- **Student-centered** - Keeps student learning, well-being, belonging, and high expectations at the center of decisions.
- **Collaborative** - Empowers teacher leaders, values faculty voice, and works effectively across teams and the wider school community.
- **Visible instructional leader** - Maintains a strong presence in classrooms and uses coaching, feedback, and professional dialogue to improve practice.
- **Culturally responsive communicator** - Builds positive relationships with students, staff, parents, and the wider community and navigates challenging conversations constructively.
- **Thoughtful decision-maker** - Uses evidence, professional judgment, and clear priorities to guide improvement and respond effectively to complex situations.
- **Whole-school minded** - Balances strong divisional leadership with Nursery-Grade 12 alignment, collaboration, and shared priorities.
- **Professional and accountable** - Demonstrates integrity, reliability, strong organization, and the ability to prioritize and work effectively under pressure.
- **Growth-oriented** - Stays current with educational research, international school trends, primary education, and developments in the IB PYP.

SALARY AND BENEFITS



The school offers a comprehensive and competitive compensation package designed to support both professional and personal wellbeing. In addition to a competitive salary with taxes covered by the school, employees receive a wide range of benefits including:

- **Housing Allowance** – Covers rent for fully furnished housing as well as utilities, up to a set limit.
- **Annual Travel Allowance** – Provided for the employee and accompanying dependents.
- **Shipping Allowance** – To assist with relocation expenses (may include excess baggage).
- **Settling-in Allowance** – Support for initial expenses upon arrival.
- **International Health Insurance** – Comprehensive coverage for the employee and dependents (excluding the U.S., with optional travel insurance available for visits to the U.S.).
- **School-Provided Life Insurance** – Ensuring peace of mind and financial protection.
- **Competitive Salary** – With taxes paid by the school.
- **AXIS School Tuition** – 100% discount for dependents.
- **Professional Development Allowance** – To support continuous learning and growth.
- **Conference Attendance** – Opportunities to attend approved conferences (with Head of School approval).

APPLICATION PROCESS

To apply for this position, please send a single PDF file (less than 4 MB) that includes:

1. A cover letter explaining the reason you are applying for this position and what are your strengths as a candidate,
2. Full curriculum vitae (CV) with picture.
3. Statement of Educational Philosophy and Leadership,
4. Full contact information for at least three recent references, including names, positions, current email addresses in addition to the current Superintendent/Head of School (if not listed as a reference) at your present school,
5. Please indicate if you have confidential references with SEARCH Associates or other agencies

Interested candidates should email their complete application materials to: **principal-search@axisschool.org.cn** no later than **October 7, 2026**
Review of file will begin as soon as applications are received.





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