



Sias IS
西亚斯外籍学校

HEAD OF SCHOOL

JULY 2027



Our Vision

To inspire a multicultural, diverse, international learning community to be well-balanced, prepared with personal and academic excellence for innovative leadership in an evolving world.

Our Mission

We develop caring, principled, balanced, risk-takers immersed in International Baccalaureate excellence prepared for the continuous global transformation.

Accreditations

Western Association of Schools and Colleges (WASC)

International Baccalaureate Organization (IBO)

Our Core Values

caring – principled – risk-takers – balanced

Student Learning

Primary School

- Early Years: Pre-K and Kindergarten
- Primary School: Grades 1-5

Students in EY to G5 follow the IB Primary Years Programme (PYP)

Secondary School

- Middle School: Grades 6-8
- High School: Grades 9-12

Students in Grades 6-10 follow the IB Middle Years Programme (MYP).

Students in Grades 11-12 follow the IB Diploma Programme (DP)

The Opportunity

Building on its established educational foundation, strong school culture, and long-term campus vision, Sias International School is entering a new phase of institutional growth. The next Head of School will expand qualified international day and boarding enrollment, develop a thriving residential program, and strengthen long-term sustainability while protecting educational quality, student well-being, and the school community.

Entrepreneurial Leadership ♦ Enrollment Growth ♦ Institutional Development



Our Campus

Sias IS has world-class standard international school facilities. Thoughtful consideration was put into the instructional use of the facilities to align with the International Baccalaureate program. An ambitious master plan for further campus development will be executed to accommodate the planned enrollment growth.



Full-size outdoor soccer field



Outdoor tennis & basketball courts



400 meter running track



Purpose designed Eco-Venture Park for EY & PY students



25-meter and 50-meter swimming pools



International-standard indoor basketball courts



Lecture hall for 280 people



The largest foreign language library in Henan Province



Theater with 880 person capacity (under construction)



Well-equipped design classroom



Well-equipped science laboratories



Multi-purpose rooms, collaborative and flexible spaces



Our Students

Sias International School in Zhengzhou, China, is home to a diverse community that promotes global awareness. We achieve this through a curriculum that blends Eastern and Western teaching methods, focusing on academic success, creativity, and innovation. Our school follows the International Baccalaureate (IB) framework integrated with international standards, which helps students become global citizens and critical thinkers. We emphasize well-rounded development, encouraging students to engage in activities that improve their intellectual, physical, emotional, and social skills, preparing them for leadership roles in a connected world.

As an IB World School, we offer the Primary Years Programme (IB PYP), which promotes inquiry-based learning and encourages students to address real-world issues. Our Middle Years Programme (IB MYP) helps students develop critical thinking and communication skills for today's complex world. In senior high school, Grades 11/12, we offer the IB Diploma Programme (IB DP), which prepares students in their final years of secondary education for higher education and beyond. Through our dedication to the IB framework, we aim to nurture well-rounded individuals ready for a lifetime of learning and meaningful contributions to society.





Our Faculty

Sias IS brings together a leadership team from world-renowned schools and a team of teachers with rich educational experience. At present, there are over 50 instructional faculty who come from 26 different countries around the world collaborating at Sias IS. The instructional staff have educational degrees from universities worldwide; over 68% of teacher have earned their master's or doctoral degrees. Teachers at Sias IS have rich experiences in the field of international education and are caring, responsible, innovative instructors who are passionate about student learning.

Our Community

The community at Sias International School is vibrant and inclusive, encouraging parental engagement and partnership with the school. Initiatives like the Parent Advisory Council and the Parent Academy, foster parents' understanding of the school's educational philosophy and pedagogy and provide opportunity for their involvement in school development. For the students, Sias IS creates a supportive and inclusive learning environment. This fosters a sense of belonging throughout the whole school community, not just among the students, but also the parents, and faculty and supporting staff. The school's commitment to safety and child protection ensures a secure and nurturing academic setting. The community-oriented approach provides a holistic learning experience for our students that extends well beyond their classrooms.

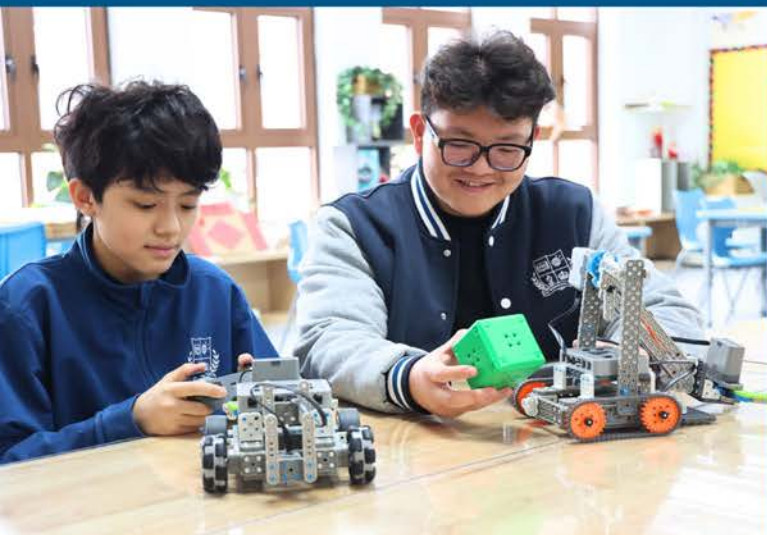
HEAD OF SCHOOL CORE RESPONSIBILITIES

Sias International School seeks a school leader with a proven record in enrollment growth, advancement, school expansion, and enterprise leadership to implement the school's campus master plan, aligning facilities, staffing, financial planning, and student experience with responsible growth. The successful candidate may be an experienced Head of School with deep advancement and enrollment expertise or an accomplished senior advancement/development/enrollment leader ready to assume the Head of School role. The central mandate is to grow qualified international boarding and non-boarding student enrollment while protecting educational quality, student well-being, school culture and long-term institutional sustainability.

Responsibility	Expected Contribution
Enrollment growth and market development	Develop and execute a focused strategy to increase qualified enrollment significantly; diversify recruitment beyond the current catchment; strengthen conversion; build corporate, community, referral, and other productive channels; and managed a disciplined recruitment pipeline.
Boarding school leadership	Lead and strengthen the residential boarding program, including student wellbeing, safeguarding, staffing, operations, and family experience; use boarding strategically to expand enrollment and student diversity
Institutional positioning	Clarify and communicate the school's distinctive value proposition as a truly international school serving eligible international-passport holders in China.
Growth team & KPIs	Build and align admissions, marketing, and advancement functions with clear roles, shared accountability, financial acumen, measurable KPIs, pipeline targets, conversion goals, and disciplined reporting.
Educational stewardship	Protect educational quality, accreditation, student support, and school culture. Hold academic leaders accountable. Ensure growth does not result in admitting students whose needs the school cannot responsibly support.
Governance and enterprise reporting	Maintain a transparent relationship with the Board and provide regular enrollment, financial, operational, and strategic dashboards. Execute agreed priorities with clear ownership and follow-through.
External representation and partnerships	Represent the school strategically and cultivate networks, companies, communities and partners where there is a credible link to enrollment, fundraising, reputation, or institutional growth.
Sustainable growth readiness	Prepare systems for staffing and leadership capacity, full use of campus facilities, efficient resource allocations, budget forecasts and financial liquidity, and school governance to meet the needs of a responsibly and sustainably growing school.



HEAD OF SCHOOL LEADERSHIP ATTRIBUTES



Attribute	What It Looks Like
Driven and entrepreneurial	Treats enrollment growth as an urgent institutional priority and is motivated by ambitious, measurable performance indicators and results.
Strategic and practical	Moves from vision to clear actions, ownership, metrics, and consistent follow-through.
Collaborative and trust-building	Builds commitment and accountability without intimidation or damage to the school's culture.
Grounded and present	Balances external promotion with visible, disciplined leadership of the school and its community.
Candid and accountable	Communicates honestly about progress, obstacles, risks and results; does not substitute activity for impact.
Culturally agile	Works effectively across nationalities, languages, cultures, governance expectations, and community interests.
Financially astute and disciplined	Reads and builds budgets, enrollment-driven forecasts, and cash-flow plans with confidence leading to disciplined, growth-supporting decisions.
Confident delegator	Empowers strong academic leaders to lead teaching and learning while maintaining appropriate oversight and accountability.
Authentic communicator	Communicates clearly and persuasively in writing and speech, with an authentic voice, sound judgment, and intellectual honesty.
Energetic and resilient	Has the stamina to lead a demanding growth phase and persist through a challenging recruitment environment.

IDEAL CANDIDATE PROFILE

AREA	PROFILE REQUIREMENT
Career pathway	Either an experienced Head of School with demonstrated enrollment and advancement success, or a senior leader in advancement, development, or enrollment with demonstrated readiness for full Head of School role, accountable for instructional oversight, safeguarding, financial management, operations, and organizational leadership.
Enrollment and growth record	A documented, quantifiable record of increasing enrollment, strengthening market position, opening new recruitment channels, and growing a school or education organization through a demanding phase.
Boarding leadership - essential	Substantial leadership experience in a boarding school environment, with practical understanding of residential life, safeguarding, staffing, student wellbeing, operations, and the role of boarding in enrollment growth and diversity.
China and competitive market experience	Prior leadership experience in living and working in China is strongly preferred. Experience in the Middle East or similarly competitive international school markets is an additional advantage.
KPI-driven enterprise leadership	Comfortable operating with enrollment, financial, operational, and strategic KPIs; experience in KPI-driven international school groups or similarly competitive school environments.
Board partnership and accountability	Works effectively within a Board-led strategic framework, accepts clear performance expectations, reports candidly, and executes agreed priorities without creating an overly centralized or personality-driven structure.
Educational stewardship	Understands high-quality education and can hold academic leaders accountable for teaching, learning, accreditation, safeguarding, and student support without needing to personally lead every academic function.
Market development and relationships	Builds trust with families, companies, community partners, and referral sources; can demonstrate how external engagement and professional networks produces measurable institutional benefit.
Long-term institution building	Can lead through a growth phase and then sustain the institution, building systems, leadership capacity, culture, staffing, facilities, and governance for long-term success rather than a short-term growth mandate.

APPOINTMENT & SUCCESS MEASURES

APPOINTMENT & COMPENSATION	SUCCESS MEASURES
- Initial 3-year contract with renewal opportunity based on performance and mutual agreement; - Highly competitive executive compensation package commensurate with the responsibilities of the position and the successful candidate's experience. - Meaningful performance component tied to agreed institutional outcomes defined before appointment; - Potential growth incentives may be aligned across the Head of School and wider enrollment/marketing/advancement team; - Full package and performance expectations will be communicated transparently with advancing candidates.	- Net growth in qualified boarding and non-boarding enrollment against Board-approved annual and multi-year targets, including recruitment beyond the school's traditional catchment; - Improvement in inquiry-to-application, application-to-offer, and offer-to-enrollment conversion rates, supported by disciplined pipeline and KPI reporting; - Diversification of student recruitment sources and growth of a sustainable boarding program consistent with eligibility and admissions standards; - Creation of a capable, accountable admissions / marketing / advancement team and sustainable systems that do not depend solely on the Head of School; - Growth achieved while preserving educational quality, student well-being and support, parent confidence and safeguarding school culture; - Disciplined financial management presenting balanced budgets and credible multi-year forecasts tied to enrollment growth; - Demonstrated progress in executing Board-approved master campus plan, aligning facilities, staffing, financial resources, and operational capacity with sustainable enrollment growth and educational quality; - Clear evidence that partnerships, external engagements, and professional networking contribute to agreed strategic outcomes and a more sustainable operating model.

APPLICATION PROCEDURE

APPLICATION DEADLINE: Friday, November 13, 2026

APPLICATION SUBMISSION: Submit **ONE** consolidated **PDF** containing:

- (1) a letter of interest demonstrating alignment between qualifications, measurable accomplishments, and the leadership mandate;
- (2) a current CV/résumé;
- (3) a statement of leadership philosophy.

Email Dr. Nadine Richards at nrichards@searchassociates.com. Subject: "Sias International School – Head of School Application."

Applications will be reviewed as they are received. Early applications are strongly encouraged. The school reserves the right to conclude the search before the deadline if a suitable appointment is secured. Applications will be treated confidentially.





Zhengdong New Area CBD

Why Zhengzhou?

Zhengzhou is the capital and largest city of Henan Province in the central part of the People's Republic of China. Located in north-central Henan, it serves as the political, economic, technological, and educational hub of the province. The Zhengzhou metropolitan area's population is more than 12,828,000.

The city lies on the southern bank of the Yellow River. Zhengzhou is a major hub of China's national transportation network, with railways connecting Zhengzhou to Europe, and an international airport. One can easily arrive in Beijing in 2 hours and 15 minutes by high-speed train.

Zhengzhou is a vibrant city that combines a rich cultural heritage with rapid urban development. As a major transportation and industrial hub, it is home to key sectors like automobile manufacturing, electronics, and logistics. The city's modernization is evident in areas like Zhengdong New District, while its cultural significance shines through historic sites like the Shaolin Temple and Longmen Grottoes. Zhengzhou offers a dynamic urban lifestyle with universities, parks, shopping malls, and diverse dining options, making it an appealing location for professionals and families.



CityOn Shopping Mall



Henan Museum



Pagoda Forest



Shaolin Monastery



Unique Henan Land of Dramas