



Sias IS
西亚斯外籍学校

HEAD OF SCHOOL

Sias International School | Zhengzhou, China | July 2027

The Opportunity

Sias International School seeks an entrepreneurial, results-oriented Head of School to lead its next phase of institutional growth. Building on its established educational foundation and school culture, the successful candidate will expand qualified international day and boarding enrollment, strengthen the residential program, and execute the school's existing campus master plan while protecting educational quality, student wellbeing, and long-term sustainability.



Position Mandate and Core Responsibilities

Enrollment growth and market development: Develop and execute a measurable strategy to increase qualified enrollment; diversify recruitment beyond the current catchment; improve inquiry-to-enrollment conversion; cultivate corporate, community and referral channels; and manage a disciplined recruitment pipeline.

Boarding school leadership: Lead and strengthen the residential boarding program, including student wellbeing, safeguarding, staffing, operations and family experience; position boarding as a sustainable contributor to enrollment and student diversity.

Institutional positioning: Articulate the school's distinctive value proposition as an international school serving eligible international-passport holders in China.

Growth team and performance management: Build and align admissions, marketing and advancement functions with clear responsibilities, shared accountability, pipeline targets, conversion goals, financial awareness and reliable KPI reporting.

Educational stewardship: Protect teaching and learning, accreditation, student support, safeguarding and school culture; oversee and hold academic leaders accountable; ensure admissions decisions align with the school's capacity to meet student needs.

Board partnership and enterprise reporting: Work transparently within the Board's strategic framework; provide regular enrollment, financial, operational and strategic reporting; execute agreed priorities with clear ownership and follow-through.

External representation and partnerships: Build productive relationships with families, employers, community organizations and referral partners that support enrollment, fundraising, reputation and institutional development.

Sustainable growth and campus execution: Implement the established campus master plan, aligning facilities, staffing, leadership capacity, resource allocation, financial forecasts, liquidity and student experience with responsible growth.

Leadership Attributes

Driven and entrepreneurial; strategic and practical; collaborative and trust-building; grounded and visible in the school community; candid and accountable; culturally agile; financially astute; a confident delegator; an authentic communicator; and resilient through a demanding growth phase.

Ideal Candidate Profile



The Board welcomes 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 accountability, including instructional oversight, safeguarding, financial management, operations and organizational leadership.

Essential: Documented, quantifiable success growing enrollment, developing markets and recruitment channels, and leading an educational organization through growth.

Essential: Substantial leadership experience in a boarding school environment, including residential life, safeguarding, staffing, student wellbeing and operations.

Essential: Capacity to lead through financial, operational and strategic KPIs; collaborate effectively with a Board; oversee academic leaders; and build sustainable institutional systems.

Strongly preferred: Experience living and working in China.

Additional advantage: Experience in the Middle East or similarly competitive international school markets.

Measures of Success

- Growth in qualified day and boarding enrollment against Board-approved annual and multi-year targets, including recruitment beyond traditional markets.
- Improved inquiry-to-application, application-to-offer and offer-to-enrollment conversion, supported by disciplined pipeline reporting.
- Diversified recruitment sources and a sustainable boarding program consistent with eligibility and admissions standards.
- Growth that preserves educational quality, student wellbeing, safeguarding, school culture and parent confidence.
- Balanced budgets and credible multi-year forecasts tied to enrollment growth.
- A capable and accountable admissions, marketing and advancement team, with durable systems beyond the Head of School.
- Demonstrated execution of the Board-approved campus master plan, aligned with facilities, staffing, financial resources and operational capacity.
- Evidence that partnerships and external engagement contribute to strategic outcomes and institutional sustainability.

Appointment and Compensation

The position begins in July 2027. The initial contract is three years, with renewal opportunity based on performance and mutual agreement. SIAS offers a highly competitive executive compensation package commensurate with the role and the candidate's experience, including a meaningful performance component tied to agreed institutional outcomes. Full terms and performance expectations will be shared transparently with advancing candidates.

Application Procedure

Application deadline: Friday, November 13, 2026. 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; and (3) a statement of leadership philosophy.

Email: Dr. Nadine Richards, Senior Consultant, Search Associates —
nrichards@searchassociates.com

Subject: Sias International School – Head of School Application.

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

[SIAS HOS full position announcement](#)

