

CEO of The British School in The Netherlands

Starting school year 2020 | 2021



Internationally British

CEO of The British School in The Netherlands



Are you an experienced senior leader with high level communication skills, an open and inclusive style and the ability to bring people along? Do you have an overriding commitment to and passion for the education, well-being and development of young people within a 3-18 curriculum?

The Board of Governors seeks **an outstanding candidate to provide vision, challenge, motivation and support** for a strong team of seasoned Headteachers, Central Services Leaders and our diverse client community in order to further improve educational outcomes for our children and young people. This is an extraordinary opportunity for a progressive but considered and strategic thinker who can drive our vision for the continuing development of the school, taking account of the dynamics of the modern and international environment in which we operate but also into which our students will enter.

The British School in The Netherlands

The British School in The Netherlands (BSN) is one of the largest and most successful British International Schools in Europe. With five campuses based in and around The Hague we have a roll of around 2,500 students, aged 3-18. Approximately 20% of our student body is British, with 80% coming from 80 other countries. The students of the BSN achieve outstanding results in all fields - from Foundation level to examination outcomes at GCSE and Key Stage 5. Our Sixth Form leavers gain entry to top universities around the world.

The growth of the school over recent years is evidence of its flexibility to meet demand and of the esteem in which it is held. The quality of facilities is first rate. Our commitment to educating for international understanding is reflected in our rich diversity and the breadth of our student and parent body: we are truly 'Internationally British'.

The school is a founding member of COBIS, a COBIS training school and an international member of HMC. It has IB accreditation for both the IB Diploma and the IB Career Related Programme. An excellent inspection report by ISI (2015) and a further successful compliance inspection under ISI in March 2019 attests to its quality.

2,400
students 

Ages 
3-18

 80+
nationalities

Mission and Governance

The BSN as founded in 1931 as a not for profit 'Association' and its mission is to provide education in the British tradition with an international perspective. This mission makes the BSN somewhat different from many other schools; we are here to serve our clientele - the international professional community in The Hague region, so we are not defined by a fixed number. Meeting this mission has required both flexibility and vision; we have successfully adapted to meet both growing student numbers and also the developing aspirations of the international community.

The 'Association' (a 'Vereniging' under Dutch law) consists of up to 35 members, chaired ex officio by H.E. the British Ambassador. The members represent many major international organisations and areas of interest. It is from this group that a Governing Body of nine people is elected every four years and to which the CEO reports.

Our Vision, Mission and Values



Vision

In re-imagining international education, the BSN will prepare its community to be confident citizens and leaders in tomorrow's world - constantly curious, pioneering and changing.



Mission

To deliver academic excellence and create inspiring places for children and young people to learn and grow into confident individuals.
To build on the proven quality of the British curriculum whilst fostering an international perspective.



Values

Within a creative and disciplined environment we encourage high aspirations and challenge for the whole individual - 'head, hand and heart'.

Our Campuses

Our facilities are excellent. Four of our five campuses were purpose built by us to meet the diverse needs of an international school community. Our award-winning buildings all follow the highest school standards and the school buildings reflect the changes in teaching methods with additional flexible working areas and larger social spaces. We are also proud of the large sports fields, excellent outdoor learning areas and stimulating playgrounds. The quality of equipment and learning materials in all our schools is of a consistently high standard. Learning and administrative technology is centrally supported, and all classrooms have first class technology facilities.

Junior students' learning is supported with iPads and all senior students are issued with a Microsoft Surface Pro to ensure outstanding synchronicity with our well-developed virtual learning platforms. Our Ed Technology strategy is consistently under review to ensure the School keeps pace with technological innovation which may benefit students.



The
**British
School**
in The Netherlands

**A unique
opportunity -
to lead a group
of schools**

**Contemporary
purpose built
campuses**



Results

- The BSN comprises three Junior Schools (3-11 years) and two Senior Schools (11-18 years), as well as a Language Centre and International Leadership Academy (ILA). Our schools offer a curriculum based upon the English National Curriculum but revised and developed to suit the specific needs of our truly international student body;
- Our exam results are excellent - our students' grades for GCSE, AS/A2 and the IB Diploma & A2 results are always ahead of the world average by some margin, resulting in students gaining places at top universities around the world - including Oxbridge, Ivy League universities in the US and colleges on all continents. Last year, 91% of students obtained either their first or second choice of university;
- The school successfully operates a non-selective entry policy and is proud to provide education to students of all abilities. Our Additional Educational Needs department provides excellent support for a range of children's needs and, where required, additional learning support is provided to ensure tailored support is given to students of all ages. With students from 80 countries, support for English as an Additional Language is important and well developed;
- At the Language Centre we provide a range of courses for both adults and children in both the international and local Dutch community. The centre welcomes some 1,600 part-time students through its doors every year and offers everything from intensive Dutch or English courses to CELTA teacher training - alongside running after-school language clubs and a very successful Summer Activities School.



The
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in The Netherlands

3 Junior Schools
(2-11 yrs) and
2 Senior Schools
(11-18 yrs)

Non-selective
entry policy



Our Client Community

Over the years we have developed strong relationships with a wide range of major international corporations, large international organisations and many national embassies. As The Hague continues to attract inward investment and further build on its remarkable success as the 'International City of Peace and Justice', we anticipate the recent growth of the school is set to continue. Student numbers at The BSN continue to climb as our reputation amongst the international community prevails.

Our students are drawn from the families of internationally mobile professionals, and while we cater for all abilities, the overall motivation, aspirations, level of parental support and standards of student behaviour are high. A great deal of effort is put into making arriving families feel welcome and supported and in maintaining close contacts at a high level with representatives of client organisations. This year the school was shortlisted for an international Relocate award in recognition of the support we provide relocating families.

Our Staff

The BSN employs over 750 full-time and part-time staff. They come from all over the world, though the largest numbers are from the UK - bringing considerable experience of the British educational tradition. A significant number - especially support staff - are recruited locally. The recent growth of the school has resulted in a good balance between local and international experience. Remuneration compares competitively with the UK and other international and local schools.

The International Leadership Academy (ILA) was founded by the school in 2017 to provide world-class training to all employees. The success of the ILA has assisted us in training and retaining talent and attracting top quality applicants for vacancies. The ILA has a growing number of external clients.

All staff take part in a comprehensive induction process on arrival, which includes a 'Big Weekend' of social events. A wide range of professional development is offered to all staff and courses are set up in response to demand from staff members. All staff are offered subsidised language courses at the Language Centre to help integrate into The Netherlands.

We run a package of well-being measures to help make our staff feel welcome and settled. This includes an Employee Assistance Programme, which offers staff and family access to a confidential phone line and counsellor. We consider ourselves a people centric organisation.



The
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in The Netherlands

**A wide range
of professional
development is
offered to staff**

**Families feel
welcome and
supported**



Management Structure

The CEO leads the management of the BSN. Each campus is led by an experienced Headteacher, together with the CFO and COO. Several Central Services departments provide strong central support for school operations and development. These professionally staffed units are made up of Human Resources; Communications & Admissions; Information Technology; Finance; Security and Operations (who oversee our premises, the bus service and the school uniform shop). There are a number of committees established to effectuate the management of and develop the strategy for the School.

In accordance with Dutch law the School has an Ondernemingsraad (Works Council) which represents the interests of the employees and has rights to information and of consultation and approval over certain decisions.

Finance

The BSN is financially strong and well managed by the CFO, who reports to the CEO. Annual accounts, current budget information and long-term financial strategy will be shared with candidates selected for final interview. Annual operating turnover is approximately €40 million. We receive no subsidies from any government, so planned development is funded from fee income and, where needed, through structured bank loans. Any successful candidate will need to be adept at working with large budgets in the context of strategic planning.

Future Opportunities and Challenges

The BSN is an ambitious school - we strive to respond to educational change and to adjust and adapt to meet our clients' needs. Like all good organisations we plan our developments with care - making use, for example, of a rolling 3-year Development Plan.

The outlook for the BSN is both exciting and challenging. Increased competition in the market place and sensitivity over price and added value is contrasted by an increasing appetite for British International education in both the international and local community.

Longer term planning regularly takes place with the Board of Management and Board of Governors. Recent discussions, for example, have been based on considering the impact of technology on the 'shape' of the school in the future and how developments in this area might affect teaching and learning - as well as the type of facility and estate we will need over the 5-10 year time frame.



The
**British
School**
in The Netherlands

Each school
is led by an
**experienced
Headteacher**

**Annual
operating
turnover is
approximately
€40m**





The Opportunity

The Board of Governors seeks an outstanding candidate who can lead the next period of our success, in one of the most dynamic and successful British international schools worldwide.

The role of CEO becomes available from August 2020, following Kieran Earley's relocation to the U.K. Until September 2020, the BSN will be run by an Executive Leadership team, which will comprise of Sue Aspinall, Headteacher at Junior School Vlaskamp, Stuart de Booij, Chief Financial Officer and Paul Topping, Headteacher at Senior School, Voorschoten. The ELT has been appointed by the Board of Governors, with the full support of the OR (Works Council).

The Person

This is a very demanding but immensely interesting job - a wonderful opportunity for someone with energy, who enjoys leadership, has a passion and vision for education, can manage a large organisation, and values working in an international context. The ideal candidate will have excellent interpersonal and communication skills - a 'people person' able to motivate and inspire, with a considered, open minded and inclusive approach.

It is a job for someone who likes working in a dynamic, modern and developing organisation, where there is a real opportunity to make a contribution and to positively influence the lives of a wonderful set of students - many of whom will take up leadership positions in international organisations and companies in the future.

The position will suit a person who is a confident, consolidating force with vision, the ability to inspire greatness in others and who is not afraid of facing challenges.

Our next CEO has:

- An overriding commitment to and passion for the education, well-being and development of young people within a 3-18 curriculum;
- An understanding of modern education and the methods to build further success in an increasingly competitive market;
- Outstanding communication skills and style, demonstrating inspiration, engagement and transparency;
- An appreciation of and interest in the role and potential of advancing technology and its ongoing impacts on development in learning in education;
- An international outlook and an appreciation of the richness that a diversity of cultures brings to a British school context;
- The ability to deal with all the financial, business and strategic aspects of operating a group of schools in the context of our 'one school' ethos;
- The ability to represent the school and promote its interests at all levels of external engagement;
- A proven leader with a minimum of 10 years in a senior managerial or equivalent position who has effectively developed and implemented strategic goals and vision within an organisation;
- The skills to oversee both the educational and business aspects across all schools;
- The ability to stimulate and motivate senior leadership to work cohesively and actively to share the 'one school' vision throughout the campuses and beyond.

The Location

The Netherlands is one of the most welcoming of all EU member countries to professionals working abroad and is a very easy and pleasant country in which to live and work. The working language of the BSN is English. The Dutch are excellent linguists and English is widely spoken by around 70% of the population.

Transport services and connections are excellent - our schools are located in The Hague, just 30 or so minutes from Amsterdam Schiphol airport, or in the other direction, to the Hoek of Holland ferry terminal. Public transport is fast, reliable and generally good value for money, but many choose the truly Dutch option of cycling - in a flat country with the most highly developed network of cycle paths in the world it is almost hard not to!

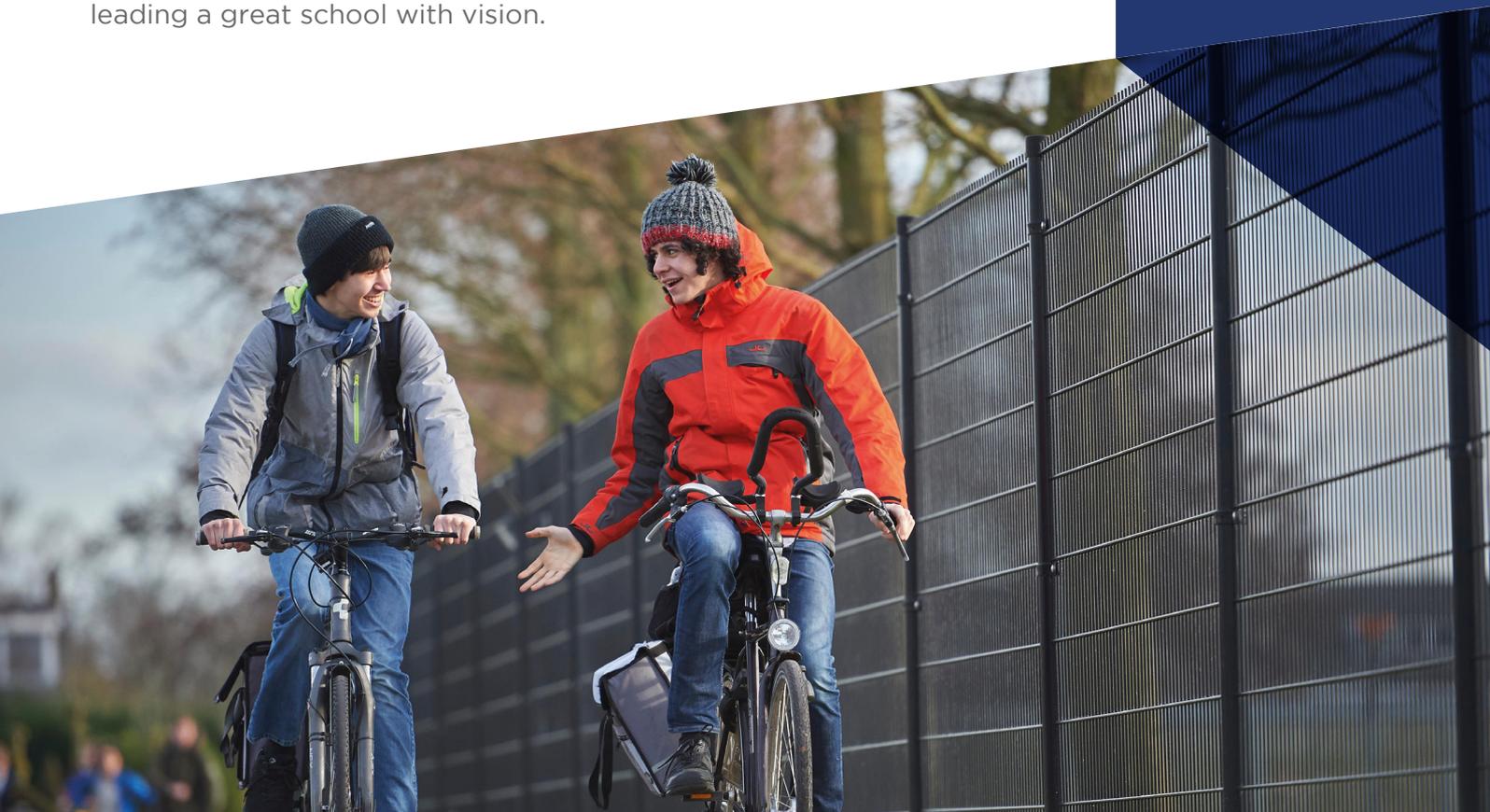
There is much more you can find out about the school and living in Holland from our website: www.britishschool.nl. The videos and photographs there, as well as the text, will help give you a clearer idea of who we are and, we hope, the excitement and potential of this post.

Terms of Appointment

A generous relocation package is available to all new staff. We understand that moving can be an important family decision, so partners are therefore welcome to join candidates who are invited to final interview in The Netherlands.

The salary for this position will compete with that of leaders of the best educational organisations around the world - reflecting the qualifications and experience of the successful candidate and the seniority of the post itself. Further details of this, along with pension contributions, health insurance, housing, other benefits and relocation package can be provided to, or discussed with, candidates invited for interview.

The major reward however comes simply from the satisfaction of leading a great school with vision.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The British School in The Netherlands on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments, using code **BSNCEO**.

Click on the 'Apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Tuesday 1 October 2019**

GDPR Personal Data Notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

The Process

Following a longlisting meeting on **Tuesday 8 October 2019**, longlisted candidates may be asked to engage with Saxton Bampfylde for further conversations about the role which will take place on **Monday 14, Thursday 17 & Thursday 24 October 2019**.

Saxton Bampfylde will stand down candidates who are not longlisted.

Subsequent to a shortlisting meeting on **Wednesday 6 November 2019**, selected candidates will be invited to the first round of panel interviews on **Thursday 14 November 2019**. Saxton Bampfylde will stand down candidates who are not moving forward.

First round of interviews with the Selection Committee, likely at the BSN, will take place on **Thursday 14 November 2019**.

Final Round interviews and meetings with key stakeholders in The Netherlands will take place on **Tuesday 26 November & Wednesday 27 November 2019**.

If you have an issue with any of the dates specified, please let us know in your application.

Saxton Bampfylde

www.britishschool.nl