

Holland International School in Singapore is looking for a

Principal / Head of School

We are seeking an inspiring, strategic, and international community-minded school Principal to guide our international, not-for-profit preschool and primary school. The ideal candidate will have strong academic leadership, business and operational skills. This is an opportunity to lead and grow an international school committed to high-quality learning, international-mindedness, and a warm, inclusive school culture.

Holland International School (the “**School**”) is located in inspiring and beautiful surroundings, where approximately 250 students are guided to reach their full potential.

Our school's culture and educational approach truly set us apart from other international schools in Singapore. Rooted in our belief that *happiness leads to excellence*, we create an environment where students feel inspired, supported, and empowered to thrive. Through an inquiry-based yet structured approach, students are encouraged to take ownership of their learning by setting personal goals, exploring areas of interest, and developing a deep love for discovery. At the same time, they grow as collaborative, globally minded learners who understand the value of community and connection.

We offer both UK and Dutch curricula and are on the path to accreditation for the International Early Years Curriculum (IEYC) and the International Primary Curriculum (IPC). Both our 100-year-old Dutch Stream and recently introduced English Stream ensure children can look forward to a rich and engaging learning environment underpinned by our philosophy of education.

Our teachers personalise learning by recognising each child's unique strengths, needs, and talents. By nurturing curiosity, confidence, and joy in learning, we ensure every student is supported in reaching their fullest potential.

The Principal/Head of School will oversee all aspects of teaching and learning, staff development and well-being, community relations, and financial and operational performance. The role requires a visionary leader who can balance educational excellence with sustainable growth, in particular by driving increased student enrolment. This role will report directly to the Board of Directors of the school.

Responsibilities

The overall responsibility of the Principal/Head of School is to bridge our Academic and Business results into one successful Holland International School. The person provides strategic leadership by translating the vision, mission, and long-term strategy into actionable school-wide plans, while offering informed recommendations and data-driven insights to the Board to support ongoing strategic development. In practice, this means you collaborate with the Academic Lead and Business Lead, forming a cohesive Management Team.

In conjunction with the Board, you will develop a new or revised strategy to set the direction of Holland International School for the coming five years.

Further details of your core responsibilities are provided below.

Educational Leadership

- Collaborate with Academic Lead to define and monitor key metrics that demonstrate the school's educational performance and commitment to high-quality learning.
- Oversee, implement, and regularly evaluate policies and procedures that ensure a safe, supportive, and positive environment for students and staff, and the whole school community.
- Lead the school in achieving and maintaining local licensing and international accreditation standards (e.g. IEYC/IPC).
- Address diverse parental expectations with transparency, professionalism, empathy, and cultural sensitivity.
- Ensure all child safeguarding matters are undertaken in collaboration with the Designated Safeguarding Lead to promote the safety and wellbeing of all students.
- Provide visible, hands-on leadership in preschool and primary education to ensure excellent teaching and learning across all areas.

Business & Organisational Leadership

- Collaborate with Business Lead to define and monitor key metrics that demonstrate the school's operational and organisational performance and commitment to high-quality learning.
- Taking full ownership of the financial position of the school; this includes monitoring financial performance, resource allocation processes, understanding of the profit and loss statement, balance sheet and cash flow position of the school, reporting deviations to the Board, and ensuring cost structures remain aligned with revenue.

- Acquire a full understanding of all relevant Singapore regulatory requirements to ensure all school policies, safety practices and administrative procedures remain compliant.
- Achieve student-number growth targets to secure a financial sustainable future of the school.
- Utilising the concept of being a "Great Place to Work" to drive the culture of the school attractive to staff, students and parents.
- Ensuring the school is a fair employer through the consistent implementation of policies, including recruitment practices, performance management and success planning.
- Understand operational digital platforms and lead change to integrate and optimise systems and processes.

Relationship Building & Communication

- Serve as a visible and approachable ambassador for the school, cultivating strong internal and external relationships.
- Engage with the broader community through events and partnerships that strengthen the School's reputation and support enrollment growth.
- Communicate clearly, transparently, and consistently with all stakeholders.
- Articulate and uphold the school's vision and values and ensure they are reflected in daily practice.
- Build a strong understanding of both curricula and the international school landscape to support growth and development.
- Maintain strong market awareness to identify opportunities for the school's advancement and expansion.

Social-Emotional Leadership

- Lead by example with empathy, integrity, and reliability in all interactions.
- Foster an open-door culture and build strong, authentic relationships with students, parents, and staff.
- Promote a culture of shared success throughout the school and its community.
- Maintain a positive, solutions-focused attitude, effectively managing stress, conflict, and complex situations.
- Encourage self-reflection, accountability, and continuous improvement for both staff and yourself.
- Actively listen to all voices, ensuring an inclusive, safe, and respectful environment.

Requirements: Education and Experience

- Master's degree or equivalent in Education, Educational Leadership and/or Administration.
- Proven leadership experience in primary education within an international school context.
- Strong understanding of primary education, international curricula, and accreditation frameworks (such as IEYC/IPC).
- Experience in managing staff, financials, and day-to-day school operations.
- Experience with strategic planning and school improvement.
- Experienced in recruiting, developing, and retaining high-quality staff.
- Excellent communication, relationship-building, and interpersonal skills with diverse stakeholders.
- High standards of professionalism, integrity and ethical conduct.
- Ability to thrive in a multicultural environment.
- Strong problem-solving skills and sound, evidence-based decision-making.
- 10+ years of successful teaching experience is preferred.
- Fluent in English is required, fluency in Dutch is an advantage.

What we offer

An employment contract starting August 1st, 2026 with a competitive salary and benefits based on your experience and expertise will be negotiated.

How to apply

Interested candidates should send any questions and application to Micky van Waesberge (HR & Recruitment) via recruitment@hollandinternationalschool.sg with the subject line "Application - Principal/Head of School", no later than January 31 2026.

Your application must include a cover letter and resume. Please note, two professional referees and salary expectations will be requested from short-listed candidates.

Holland International School upholds integrity in recruitment. Providing false information may lead to withdrawal of an offer, dismissal, or referral to relevant authorities.