



RECRUITING A SCHOOL LEADER

Find your next school leader through a global network of candidates and a tailor-made search.

When you partner with the ISS Administrative Search team to find your next Head of School, Principal, or School Administrator, we engage in a thoughtful review process of every candidate's qualifications, experience, character, and fit. With access to our global network of leaders and custom review process, you can confidently recruit and hire a leader who will bring out the best in your school and students.

We're ready to support your administrative search journey.
Contact us at RecruitLeaders@ISS.edu

教育管理者全球招募

通过全球国际教育管理者数据库及定制化筛选，为您找到最佳学校管理者。

通过全球国际教育管理者数据库及定制化筛选，为您找到最佳学校管理者。选择与ISS全球猎头团队合作，寻找称职的创始校长、继任校长、学校高层管理者。我们会全面审核每位入选者的资历、经验、性格和匹配度。通过ISS全球国际教育管理者数据库及定制化审核流程，为您招募最佳的学校管理层人选。

ISS在国际教育招聘领域的深厚经验能为您提供跨国教育人才解决方案。如有需要，欢迎和我们联系：RecruitLeaders@ISS.edu。

ADMINISTRATIVE SEARCH BY THE NUMBERS • 相关数据



750+ administrative searches conducted across 5 continents
跨五大洲举办750余次国际教育人才招聘会



Supported over 50,000 job-seeking educators
为5万余名高素质国际教育人士提供全球工作机会



ISS has worked with **500+ international schools**
每年为超过500所国际学校提供人才服务

Searches and on-site SWOT analyses performed by former Heads of School

Strengths Weaknesses
Opportunities Threats

资深校长现场招聘并提供人才招聘战略分析

优势 劣势
机会 威胁

ABOUT ISS

As a nonprofit organization, International Schools Services (ISS) works with more than 500 international schools and thousands of educators each year across its suite of services, creating the largest global footprint in international education support. Since its inception in 1955, ISS has launched and managed more than 110 international schools; supported approximately 50,000 job-seeking educators; developed ground-breaking learning programs, such as the World Language Initiative and LEVEL 5 Creativity & Innovation Hubs; processed about 15,000 school supply orders annually; and provided accounting and nonprofit board management for over 75 schools. With its headquarters in Princeton, NJ, USA and locations in China and Bahrain, ISS currently owns or operates about 20 international schools around the world and promotes innovative best practices for global education through its core services that include: founding and managing student-centered, future-oriented schools; recruiting world-class educators; providing cutting-edge professional learning opportunities; sourcing essential school supplies; and administering school foundations.

关于ISS

ISS每年与全球超过500所国际学校及数千名国际教育工作者合作，为学校提供因地制宜的个性化国际办学服务，是目前全球规模最大的国际学校发展及管理服务机构，足迹遍布全球。自1955年成立至今，ISS在全球开办国际学校超过110所，招聘国际师资逾5万人次，独立开发世界语言课程、创办LEVEL 5国际创客中心等前瞻性教育项目。同时，ISS为全球国际学校提供教学物资采购服务，每年完成采购订单超过1.5万宗；并为75所学校提供财务及非营利学校董事会管理服务。ISS全球总部位于美国新泽西州普林斯顿，同时在中国深圳及巴林分别设有ISS亚太区及中东地区管理分部，共同管理旗下20多所声誉卓著的国际学校。ISS通过六十年全球办学经验及创新教育实践，为全球学校提供世界一流办学标准及服务，通过系统性办学服务，从学校创办、学校监管、全球教师招聘、国际教师培训、全球教学用品采购、学校基金管理等方面，为学校提供国际最高标准的全套体系化办学服务，与您一起，打造以学生为中心、面向未来的世界级国际学校。

ISS INTERNATIONAL SCHOOLS SERVICES
Making a world of difference

Visit us at ISS.edu

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ISS INTERNATIONAL SCHOOLS SERVICES

Making a world of difference

成就未来，世界因你而不同



ISS ADMINISTRATIVE SEARCH
ISS全球猎头服务

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FINDING YOUR BEST FIT

Your school and students are unique – the search for your next school leader should be as well. ISS administrative searches are tailored to meet your school's specific needs. The unique characteristics that define your school and community are shared with highly qualified and experienced candidates around the globe.

寻找最佳候选人

每所学校、每位学生都是独特的。每所学校的校长及其他管理层岗位人选也应如此。ISS全球猎头服务为您提供一对一定制化服务，为您寻找最合适的学校领袖。

HOW CAN WE HELP? · 行业领军服务

With an ISS Administrative Search, you gain access to a vast network of potential candidates and experience a smooth, focused search process that maximizes your stakeholder engagement and the quality of the candidate pool, while providing turn-key ease.

The ISS Administrative Search Team helps you fill your international school leadership vacancies by:

- Delivering deep insights into the capabilities, interpersonal skills and cultural competencies needed to lead an international school
- Conducting a thoughtful SWOT analysis, intended to articulate a shared understanding of the core features of your school, the major challenges and opportunities that the incoming leader will face, and the key characteristics that the school community is looking for in your school's next leader
- Carefully managing the full recruitment, screening, and interview process -- we'll maximize engagement at pivotal points, and at the same time, relax the intensity of the overall process for your school

ISS拥有全球最大国际教育管理者人才数据库，筛选流程精准快捷。使您接触第一手管理人才资讯的同时，体验科技带来的搜索便利，最大限度提高招聘机构及求职者的参与度，保证人才质量及匹配度，高效完成招聘任务。

ISS全球猎头服务团队通过:

- 深入了解求职者过往学校管理能力、人际能力、跨文化胜任力，筛选最佳学校领导管理人选
- 采用深入的SWOT分析，建立学校与候选人之间的深度了解。准确沟通学校核心信息、岗位主要挑战与机遇、校董会对该管理岗位素质及能力的期望等重要信息。
- 悉心管理招聘、筛选和面试全部流程，全程参与招聘全过程，缓解校方跨国招聘压力。



A VIBRANT, EVER-EVOLVING NETWORK 全球教育资源网

Each year, the team works directly with more than 500 international schools and is active in professional conferences and thought leadership events. Our Administrative Search team members are also currently engaged in schools, helping us find seasoned professionals, rising stars, and non-traditional candidates. ISS's Administrative Searches give you access to a vast, ever-evolving network of educational leaders -- and we're ready to introduce you to them for your next Head of School search or other education leadership vacancy.

全球每年超过500所国际学校选择与ISS合作。同时，作为全球性教育组织，ISS是各类地区性专业会议的组织者、赞助者、参与者。通过引荐贵校加入这些全球性国际教育专业平台，贵校将与全球教育顶级人力资源直接对话，找到您心目中最佳教育领袖人选。

WHERE IN THE WORLD IS YOUR NEXT LEADER? 下一任校领导

ISS has conducted more than **750 administrative searches** and has successfully placed effective international leaders on **five continents**. Wherever your school is located, we can help you hire your next Head of School, Principal or School Administrator.

ISS在全球举办国际教育人才招聘会累计超过750场次，成功为五大洲上百所学校找到匹配的校长。无论贵校所处何地，ISS可以帮您解决高端人才的用人疑难。

