



ISS高端教育猎聘服务

依托庞大的全球教育领袖网络，ISS高端教育猎聘服务对每位候选人的资历进行全方位的评估，为贵校各部门招募卓越的领导保驾护航。

满足贵校教育服务需求

贵校及贵校的莘莘学子皆独一无二——同理，我们为贵校设计的选聘下一届领导的流程亦是如此。我们会根据贵校的具体愿景、招聘需求及在当地社区扮演的角色，为您量身定制招聘学校领袖的全流程。

为您选聘教育领袖的流程

我们与众多国际学校合作逾65载，我们将以贵校的情况为中心，为贵校选聘教育领袖提供强劲的支持。我们会本着求真务实、与时俱进的原则，挖掘教育领袖招聘的深度，为贵校遴选人才订立至臻完善的流程。

经过层层遴选、优异的候选人

我们的团队会全力以赴，确保向贵校推荐的候选人具备出众的人际交往能力及文化能力，并履行追求卓越的承诺。





ISS Administrative Search

With a vast global network of leadership connections, **ISS Administrative Search** engages in a detailed review of every candidate's qualifications, helping you find talented leaders for all areas of your school.

Tailored to Your School Needs

Your school and students are unique – the search for your next school leader should be as well. We tailor each search process to support your school's specific vision, needs, and role in the local community.

Depth for your Search Process

Our 65+ years of work with international schools enables ISS to bring robust real-world insight to your search. Expect depth in the leadership search and selection process, infused with pragmatic, contemporary considerations.

Excellent, Well-Vetted Candidates

Our team works diligently to send you candidates that reach our high standard of interpersonal skills, cultural competencies, and commitment to excellence.





ISS服务全球

800余所国际学校

ISS高端教育猎聘团队已为国际学校提供

1,000余次猎聘服务

ISS高端教育猎聘服务现已覆盖全球

六大洲

独一无二的支持

ISS提供定制化的高端教育人才猎聘服务，为贵校提供一站式的服务，还可充分调动利益相关者的参与度。

过硬的专业能力

我们与一群能力出众、教育经验丰富、才华横溢的候选人保持密切联系，我们的跨学科团队囊括了国际学校前任校长及行业猎聘精英。凭借对国际教育的深刻洞察，我们在网罗教育领袖时以跨文化交际能力为出发点，践行多元承诺，确保在庞大的国际教育网络中顺利找到合适的人选。

追求卓越

我们对候选人的专业能力、人际交往技能和文化能力的评估秉持高标准。我们的团队会全力以赴，确保每位候选人能力出众，不断追求卓越，能够在对应的专业领域发挥领导作用。

战略顾问服务

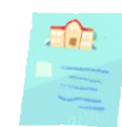
我们的团队将指导您完成整个流程：



梳理您的需求，
开展SWOT分析



与学校和关键利益
相关者安排面试



创建职位说明及
领导职责



在我们庞大的全球网络
中扩充您的职位描述



筛选、审查、面试候选人，
并确定最终候选人名单



向您汇报搜寻结果，
提交候选人详细档案



协助安排面试。
由贵校作出最终选择



ISS supports
800+ schools
around the world

ISS Administrative Search has conducted
1,000+ searches
for international school leaders

ISS searches have reached across
6 continents

Unparalleled Support

ISS delivers a professional and focused search that maximizes stakeholder engagement while providing turn-key ease.

Powerful Expertise

ISS is uniquely connected to a pool of highly qualified, experienced and talented candidates. Our multidisciplinary team of former heads of school and industry recruitment professionals enables us to conduct successful leadership searches in this network, with a process anchored in intercultural competency, deep understanding of international schools, and a commitment to diversity.

An Ethos of Excellence

We hold high standards for the capabilities, interpersonal skills and cultural competencies of the candidates we recommend to you. Our team works diligently to ensure each candidate we send on is highly qualified, committed to excellence, and ready to lead in their area of expertise in your school.

Strategic Consulting

Our team guides you through the entire process:



Review your school and complete a SWOT analysis



Interview you and your school's key stakeholders



Create a position statement and leadership profile



Amplify your job description to our vast global network



Screen, vet and interview candidates and create a short list



Report our findings to you and submit detailed candidate portfolios



Assist with the interview process. The ultimate choice is yours.



注重细节的高端教育猎聘全流程

我们的团队会全力以赴，确保每位候选人能力出众，不断追求卓越，能够在贵校发挥领导作用。

猎聘计划

我们将结合线上、线下的渠道，对学校进行实地考察，并深入开展优势、劣势、机会与威胁（SWOT）分析，以全面了解学校的核心特质、未来的领导可能面临的主要挑战和机遇，以及学校对候选人的主要期望。

全面广泛的猎聘

我们的团队会在庞大的全球国际教育网络中推广贵校的领导职位。我们会调动全球国际教育网络中的资料，大力寻找高度匹配的候选人，在收到相关申请后全盘跟进，面试每一位潜在候选人，以了解他们的教育领导经验、技能及成果。

我们的团队将根据所掌握的优质候选人背景信息，向贵校提供最终候选人名单，并提供每位候选人的详细资料，包括求职意向书、简历、推荐信（加密）、代表作品等相关文件。

优先考虑学校安全

作为国际儿童保护工作组的创始成员及儿童保护领域的全球领军者，儿童安全在ISS的整个教育猎聘过程中占首要位置。在向贵校推荐候选人之前，我们会深入审查候选人的个人资料，并在互联网上对其做尽职调查。我们的团队会提供所有入围候选人的加密推荐信，为候选人安排视频面试。我们鼓励各教育机构在招聘前开展详尽的犯罪背景调查。

持续支持

缩小候选人范围后，我们将帮助贵校制定具有竞争力的薪酬及福利计划，助贵校顺利选聘下一届领导！我们会在整个过渡期内为贵校持续提供支持及服务。在贵校新领导上任的第一年，我们会定期跟进并协助贵校执行其入职计划，确保贵校继续蓬勃发展。





A Detail-Oriented Search Process

Our team works diligently to ensure each candidate we send on is highly qualified, committed to excellence, and ready to lead in your international school.

Mapping for Success

Through school visits, both online and in-person, we perform a detailed Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. This fieldwork allows us 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 seeks.

A Thorough Search

Our team amplifies your position announcement throughout our expansive global network. We seek out referrals for candidates with strong potential for a school fit and follow up all leads. Every potential candidate is interviewed to understand their experience, skills, and outcomes of their leadership.

We send your school our short list, giving our team's insight about a number of exceptional applicants, plus a comprehensive portfolio for each of these candidates. This includes letters of interest, CVs, confidential references, writing samples, and other relevant documents.

Prioritizing School Safety

As a founding member of the International Task Force for Child Protection and global leaders in child protection, ISS's commitment to child safety is central to our process. We carefully review personal information and digital footprints before referring candidates to you. Our team provides written confidential references and hosts video interviews with all shortlisted candidates, and we encourage schools to conduct thorough criminal background checks before hiring.

Continuing Support

We help you craft a competitive compensation and benefits package as you narrow your candidate selection, and we celebrate when you select the next leader! Our support continues throughout the entire transition period. Through the first year of new leadership, we offer regular check-ins and assistance with entry plans to ensure that your school continues to thrive.



倾听ISS高端教育猎聘服务客户的心声



马德里美国学校

“这是我校史上首次通过包容性的流程选聘部门领导，也是我校首次同时招聘两位教育领导。在与我们的社群合作进行SWOT分析的过程中，ISS提供了大力支持，还别出心裁地邀请了学校的利益相关者积极参与。我们对候选人的综合素质开展了详尽的评估，面试团队认为我们的学校较多。ISS在整个猎聘过程与我们保持着密切联系，帮助我们在有限的时间内顺利找到了最佳适配的候选人。”

-Ben Weinberg, 校长

卡罗尔·摩根学校

“在一个全新的国家，一所全新的学校找到一份全新的工作，绝非易事。很高兴ISS自始至终为我提供了个性化支持。我非常欣赏ISS将候选人的优势与学校需求相配对的做法，ISS在促进平等、多元方面的努力亦值得称赞。”

-Paola Torres de Pereira, 小学部校长

贝鲁特美国社区学校

“与ISS合作，全程十分愉快。ISS团队十分专业且乐于助人。招聘过程中，ISS提供了个性化体验、有人情味的服务。”

-Andrew Buckman, 中学部校长

首尔德怀特学校

“我与ISS合作非常愉快。整个过程中，ISS团队思路清晰，十分专业，为我提供了大力支持。我与ISS团队的沟通非常高效，他们的反馈富有意义，极具建设性。我非常感谢他们在全程给予我校的支持。”

-Jason Hayter, 副校长

京西学校

“最近我校与ISS合作招聘学校主任。ISS的工作人员非常专业、友好、礼貌且高效，同时也十分灵活，他们充分了解我们学校的需求，为我们提供了优质的服务，并找到了最佳适配的优质候选人。ISS团队平易近人、乐于助人、理解力强，及时跟进我们全方位的需求。对于ISS提供的极大支持和帮助，我的感激之情无以言表，我会毫不犹豫地与其他学校推荐ISS高端猎聘服务团队。”

-Nathalie Azzopardi, 选聘委员会主席兼受托人委员会成员

罗伯特学院

“在招聘的过程中，我获得了ISS的全力支持。我有幸与这个团队资深的同事共事，他们有的是前国际学校领导，教育管理经验丰富。在整个过程中，他们提供了坦诚、实事求是的评估意见，在关键时刻提供了实用的专业指导，并在尾声始终如一地支持我们的招聘工作。此外，自我就任以来，各位同仁给了我宝贵的入职建议与指导。所有这一切都可以用一个词来形容：棒极了。”

-Adam Oliver, 罗伯特学院院长

海得拉巴国际学校

“与ISS合作寻找HoS候选人是非常愉快的经历。毫无疑问，ISS表现非常出色。从候选人选拔到聘用，招聘方与我们的选聘委员会和各利益相关者都保持密切联系。ISS指导我们顺利完成了整个选聘流程。最终我们在11周的时间内敲定了一位优秀的候选人。ISS棒极了！”

-Remko Vochteloo, 选聘委员会主席

巴伐利亚国际学校

“ISS团队在编辑整理我校职位的档案及初步面试期间展现了非凡的洞察力，ISS也因此为我们的团队提供了一份高质且匹配度极高的最终候选人名单。”

-Chrissie Sorenson, 校长

佩彻斯克国际学校

“非常感谢ISS团队提供非常成功、令人满意的高端教育猎聘体验。ISS的个性化服务和及时响应给我们留下了深刻印象。通过包容性的社区招聘流程制定的“理想候选人”档案，如实反映了我们的期望。入围者的综合素质极高，我强烈推荐ISS团队。”

-Rachel Caldwell, 主任

布达佩斯美国国际学校

“ISS深谙人际关系的重要性，在整个过程中为客户提供个性化体验。ISS将能力建设及真实、有针对性、透明的反馈放在首位。我非常感谢他们一如既往的指导和支持。”

-Krista Zavits, 小学部校长

Hear from ISS Administrative Search Clients



American School of Madrid

"This was the first inclusive process to hire new divisional directors in ASM's history. It was also the first time ASM went through two searches at the same time. ISS's support in working with community members on a SWOT analysis, invited our stakeholders into the process meaningfully. We had many comments about the quality of the applicants and the interview teams felt we had a great field of candidates to choose from. ISS stayed connected and in touch throughout the process. And, finally, with a tight timeline, we finished the searches successfully on time."

-Ben Weinberg, Headmaster

Carol Morgan School

"Engaging in a search for a new job, in a new school, in a new country is an incredibly important endeavor. ISS provided personalized support from beginning to end. I appreciate the approach used to match candidate strengths with school needs, as well as, the organization's practices related to equity and the promotion of diversity."

-Paola Torres de Pereira, Elementary Principal

ACS - Beirut

"Working with ISS was a pleasure from start to finish. The team is professional and helpful. It feels like you have a personal touch in what can be a rather impersonal experience when recruiting."

-Andrew Buckman, Middle School Principal

Dwight School Seoul

"Working with ISS has been a true pleasure. The team has been supportive, clear and professional throughout the entire process. They were thorough in their communication and very meaningful and constructive in their feedback. I was truly appreciative of the entire process from start to end."

-Jason Hayter, Assistant Head of School

Western Academy of Beijing

"Recently we worked with ISS for the recruitment of our new Director. ISS were extremely professional, friendly, courteous and proficient, while at the same time being very flexible. ISS provided an excellent service to us through the good understanding of our school's needs and provided us with exceptional candidates that were the right fit. They were always approachable, helpful and understanding, and provided a prompt follow up to all of our requests. I cannot praise ISS enough for the support and help they've given us, and I would recommend them to any school without hesitation."

-Nathalie Azzopardi, Search Committee Chair, Board of Trustees

Robert College

"During the selection process for my new role, I always felt fully supported by ISS. I was privileged to work with senior colleagues, possessing a wealth of experience as former school leaders themselves. They provided me with honest, realistic evaluation as the process progressed, measured and helpful input during its key phases, and continuing support in its final acts. Since my appointment, they have continued to be available to offer advice during my induction period. Add all this together and the overall support can be described in a single superlative: superb."

-Adam Oliver, Head of School, Robert College

International School of Hyderabad

"Working with ISS for our HoS search was a true pleasure. ISS clearly stood out. From the search until the final hiring the recruiter was well connected with our search committee and various stakeholders. Guiding us fluently through the process. In the end we finalized an outstanding candidate within a timeframe of 11 weeks. Amazing job done!"

-Remko Vochteloo, Chair of the Search Committee

Bavarian International School

"The ISS Team was incredibly insightful when putting together our profile as well as during their pre-interviews. This resulted in a highly qualified and well-fitting short list for our team to interview."

-Chrissie Sorenson, Head of School

Pechersk School International

"Thank you to the ISS team for a very successful, and satisfying, Administrative Search experience. We were impressed by the level of personalization and by the timely response rate. The 'ideal candidate' profile developed, through an inclusion community process, was a true reflection of our priorities. The quality of our finalists was outstanding. I strongly recommend the ISS team."

-Rachel Caldwell, Director

AIS - Budapest

"ISS understands the importance of relationships, personalizing the client experience throughout the process. They prioritize capacity building and honest, sensitive, and transparent feedback. I am grateful for their continued guidance and support."

-Krista Zavits, Elementary Principal

ISS高端教育猎聘服务

我们与全球各地的选聘委员会通力合作，助力国际学校填补领导职位空缺。访问[<>](https://iss.edu)，关注我们目前正在开展的开放式领导招聘进程

访问[<>](https://iss.edu)，了解我们近期完成的国际学校领导人才搜寻

访问[<>](https://iss.edu/blog)，在“ISS领导人才案例分享”页面了解更多关于成功入职的案例



基本说明

咨询我们，立刻为您提供服务。我们将为您定制最佳招聘方案，并为您定制一个高效的招聘时间线。

全方位猎聘

欢迎咨询：我们期待为您答疑解惑，助您应对各类挑战，与您探讨关于学校领导的愿景。

制定时间表：ISS将与您一起制定时间表，确保充分推广您的领导职位信息，吸引优质候选人。

有竞争力的提议书：我们的团队将为您量身定制具有竞争力的高端猎聘服务提议书，以精准了解您的需求和对未来领导的愿景。

忠诚的合作伙伴：确定合作关系后，我们会专项投入各类资源，确保为您找到最佳候选人。

职位推广

除了详尽的“全方位猎聘”服务外，ISS还为学校提供“**职位推广**”方案。在此方案下，ISS会为您发布有针对性的招聘公告，向数以千计的教育领导候选人推送招聘信息，提高职位曝光度。如有意向，请垂询 ExecSearch@ISS.edu



如需了解更多信息，请访问
[ISS.edu/Administrative-Recruitment](https://iss.edu/Administrative-Recruitment)



关于ISS：国际教育服务机构（ISS）是一家非营利组织，通过提供综合教育服务，每年携手800余家国际教育机构和数万名教育工作者，打造全球覆盖范围最广的国际教育支持平台。自1955年成立以来，ISS始终致力于在全球教育领域推行创新的最佳实践。核心服务包括：开办和运营以学生为中心、面向未来的学校；招聘顶尖的教育工作者和领导人才；提供最前沿的职业培训机会；基本教学物资采购；学校基金会管理；鼓励国际学校实现领导力多元化。ISS在美国新泽西州普林斯顿和中国深圳均设有办事处，员工遍及全球。我们欢迎更多有志之士的加入，共同打造一个异彩纷呈的世界。如需了解更多信息，请访问[ISS.edu](https://iss.edu)

ISS Searches

We work with search committees around the globe to fill a variety of international school leadership roles. Take a look at current and open leadership searches we're conducting at [ISS.edu](https://iss.edu) >>

View recent completed school leadership searches at [ISS.edu](https://iss.edu) >>

Read about the journeys of successful placements in ISS Leadership Spotlight interviews at [ISS.edu/blog](https://iss.edu/blog) >>



Getting Started

Our support begins as soon as you inquire about our services. We identify how we can best support you and establish an effective, efficient search timeline.

Full Search

Your Questions: We look forward to answering your questions, addressing any challenges that you face and discussing your visions for school leadership.

Creating a Timeline: Together, we determine a timeline that ensures opportunities to best amplify your search and attract an excellent candidate pool.

A Competitive Proposal: Our team will craft an individualized, detailed and competitive search proposal that captures your needs and leadership visions.

Dedicated Partnership: When we partner, we invest dedicated and robust resources that ensure we find the best candidates for you.

Advertise Only

In addition to our comprehensive Full Search services, ISS also offers schools an **"Advertise Only"** option. With this option, ISS can help you boost the visibility of your search by promoting your job post through targeted search announcements to thousands of administrative candidates across ISS platforms. Contact ExecSearch@ISS.edu to get started.



Learn more at
[ISS.edu/Administrative-Recruitment](https://iss.edu/Administrative-Recruitment)



ABOUT ISS: As a nonprofit organization, International Schools Services (ISS) works with more than 800 international schools and tens of 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 promoted innovative best practices for global education. Core services include starting and operating student-centered, future-oriented schools; recruiting world-class educators and leaders; providing cutting-edge professional learning opportunities; sourcing essential school supplies; administering school foundations; and encouraging more diverse leadership in international schools. With offices in Princeton, NJ USA and Shenzhen, China and staff located across the globe, ISS invites all to join in making a world of difference. For more information, visit [ISS.edu](https://iss.edu)