

## Leadership Search



Director  
Instituto Hebreo  
*Santiago, Chile*

Application Deadline: April 30, 2023  
Start Date: July 2023 or later

ISS is pleased to conduct this full search.

Learn more about how ISS works with search committees around the globe to fill leadership positions.

[www.iss.edu/services/administrative-recruitment](http://www.iss.edu/services/administrative-recruitment)

## The Position

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### Overview

To serve as the legal representative of the Hebrew Institute responsible for keeping alive the school's purpose, mission, and vision. Responsible for maintaining the necessary resources for the school's operation and institutional projects.

### Duties & Responsibilities

- Supervises all school activities as defined by school policies approved by the Board of Directors
- Maintains a high ethical standard and ensures appropriate levels of confidentiality
- Serves as the instructional leader inspiring educational excellence and rigor
- Represents the school in all its endeavors
- Promotes school culture by welcoming contributions from all stakeholders
- Provides high-level strategic oversight following the agreed upon strategic direction of the school
- Promotes national and international relationships with other educational institutions
- Oversees the recruitment and enrollment of students
- Ensures the financial health and sustainability of the school
- Works with administration and the Director of Teaching and Learning to ensure that ongoing school-wide professional development is effectively delivered

### Skills, Experience, & Attributes Sought

- Leadership and team management experience
- Empathic and culturally sensitive
- Capacity to make tough decisions and get things done
- Experience managing large projects
- Confident, collaborative decision-maker
- Outstanding communicator
- Visionary and inspirational leader
- Skilled recruiter, able to attract, develop, and retain talent
- Fundraising experience
- International networking
- Management of Jewish idiosyncrasies
- Strong team building and problem-solving skills
- Fluency in English, Spanish, and Hebrew

### Academic & Professional Qualifications

Master's degree or higher, preferably in education, school psychology, school counseling and/or school administration/leadership.

### Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

**Application instructions are found on the final page of this announcement.**





## The School

### History

In 1930, the Hebrew Institute opened with the mission to ensure the continuation and the upliftment of the Jewish diaspora in Chile. From its first headquarters on Serrano Street to its current location on the Las Condes campus, thousands of members of the Chilean Jewish community have been educated in its classrooms. From the beginning, the Hebrew Institute stood out for its value and Jewish formation, its academic excellence, and its prestigious faculty; its graduates have contributed to the community and to society in general in the fields of Arts, Sciences, Sports, Economics, Politics, and all disciplines of national endeavor.



### Mission

The mission of the Hebrew Institute is to train people with a solid Judeo-Zionist identity, oriented towards excellence, with the drive to transcend while immersed in a modern and globalized world.

### Vision

The Hebrew Institute is the main educational center of the Jewish community in Chile and is a benchmark for educational innovation at the national level. Jewish identity, academic excellence and values are the fundamental pillars of an education with a vocation for inclusion in a friendly



school climate of trust and respect among all its members. The Hebrew Institute maximizes academics, ethics, and the socio-emotional well-being of each of its students.

## Core Values

With values training as a pillar, our school accompanies and promotes Jewish family life.

## Living In Chile

Santiago, Chile is a bustling and cosmopolitan city, with a population of around 7 million people. It is the capital and largest city in Chile, located in the central part of the country

Photo by [Francisco Kemeny](#) on [Unsplash](#)

One of the first things you may notice about Santiago is its stunning geography, surrounded by the Andes Mountains on one side and the Coastal Range on the other. This creates a unique climate, with hot summers and cool winters, and a landscape that offers a variety of outdoor activities such as hiking, skiing, and biking.



The city is known for its rich cultural heritage, which can be seen in its many museums, art galleries, and historical landmarks. For example, the Plaza de Armas is the central square of the city, surrounded by important government buildings, cathedrals, and museums. The city is also home to many theaters, concert halls, and music venues, making it a hub for the performing arts in South America.

Overall, living in Santiago offers a unique blend of urban culture and natural beauty, with plenty of opportunities to explore and experience the vibrant culture of Chile.





## The Academic Program

### Administration

The Director of Education along with the Directors of Cycles and Heads of Departments, follows the Strategic Plan.

### Governance

Vaad Hajinuj is the central organization of Jewish education in Chile, a non-profit whose work is to strategically support the management of the school.

### Curriculum

The curriculum is governed by the Chilean national curriculum and enriched with additional subjects that add value to student learning.

### Learning Support

All students are supported through the UAP (Pedagogical Support Unit) responsible for socio-emotional and cognitive support.



## Technology

The Department of Technology maintains a STEAM perspective in its teaching methodology. The objective is to integrate Science, Technology, Engineering, Art, and Mathematics. The Technology Department works collaboratively with other departments. ICTs (Information and Communication Technologies) communicate ideas and information in a clear and interactive way. In addition, IH has a robotics workshop that prepares students to participate in the National Lego League championship.



## Arts, Athletics, & After School Activities



The Department of Music seeks to develop in the talmidim the taste and appreciation of music as a language capable of mobilizing emotions and ideas. Violin, clarinet, guitar, piano, keyboard, percussion, bass, ukulele, singing, and choir are some of the forms of musical experimentation that students choose to interpret a wide repertoire that includes popular and traditional Jewish music. Our students form rock bands, Klezmer groups, and participate in concerts and school plays to share and perfect their talents.

The Hebrew Institute develops four disciplines: soccer, handball, volleyball, and athletics (track and field), and although all students have the opportunity to play, each sport aspires to excellence and the maximum performance of its selected athletes. The sports that are practiced at the Hebrew Institute share the same objectives: to promote good use of free time and develop a healthy lifestyle, as well as to stimulate will, effort, responsibility, teamwork, perseverance, and personal improvement.



## Academic Calendar

The school year begins at the beginning of March. The first semester lasts 19 to 20 weeks, followed by two weeks of winter break (July). The second semester generally lasts 19 to 20 weeks and ends in December for students and January for teachers.



## Early Years

Alef to Kindergarten (children from 1.5 years old to 5 years old)



## Lower School

1st to 3rd grade (ages 6 – 8)

This cycle is focused on the development of good habits, positive attitudes, and essential values that promote self-knowledge, empathy with others, healthy interpersonal relationships, and responsible decision-making. We encourage students to discover their own way of learning and provide classes that are self-sufficient, without the need to continue homework.





## Middle School

4th to 6th grade (ages 9 – 11)

Considering the uniqueness of each student, our school ensures that all students develop their maximum potential in a stimulating environment. Our school receives students from different socio- economic, cultural, and personal backgrounds and integrates them all into the same educational community. The school vision's promotes differences and provides tools to perform in an ever changing, globalized world.



## Secondary School

7th to 4th (ages 12 – 17)

Secondary Education aims for students to develop reflective thinking from the systematic observation of reality, and to achieve a positive image of themselves for a balanced social life. During this last stage at IH, students acquire research methodologies that allow them to understand the environment they live in.

We promote the active, responsible, and critical insertion of students in society and in the Jewish community. Hebrew Institute graduates have a profile that is unique. They obtain the best results in academic and university exams, but above all, they are people committed to our traditions.







## The Community

### Students

At the Hebrew Institute we encourage the devotion and practice of Jewish traditions. Our students are knowledgeable about their history, that they are aware of Jewish and Middle Eastern news, maintaining a modern and plural vision of the significance of Judaism for their lives; and that they accept Hebrew as a language that belongs to them.

It is our purpose that our students become virtuous people guided by three fundamental values: Tikkún Olam (the search for the improvement of the world and society), Arvut (solidarity and responsibility with others), and Tzedaká (social assistance as an expression of justice). It is these three values that



frame the most important activities carried out in school. Since 2014, the Torat Chaim program has helped us achieve these objectives through various actions that redefine the way of studying and experiencing Jewish sources. Torat Chaim has been distinguished with the “Rudy Pincus” Z”L award, in recognition of innovation in Jewish education.

### Faculty

Our school has contemporary facilities equipped with the latest technology for our students’ education. These include a sports campus with soccer fields and a track, a trilingual library with flexible spaces, science laboratories with state-of-the-art equipment and a synagogue.

### Professional Development

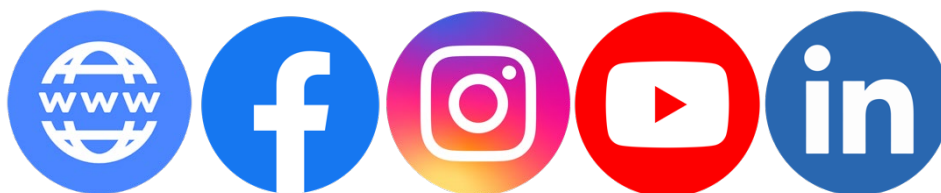
IH recruits and hires the qualified and experienced teachers and offers ongoing professional development in all areas of pedagogy including teaching methodologies, assessment techniques, socio-emotional and physical health and well-being, etc.

### Child Protection & Student Well-being

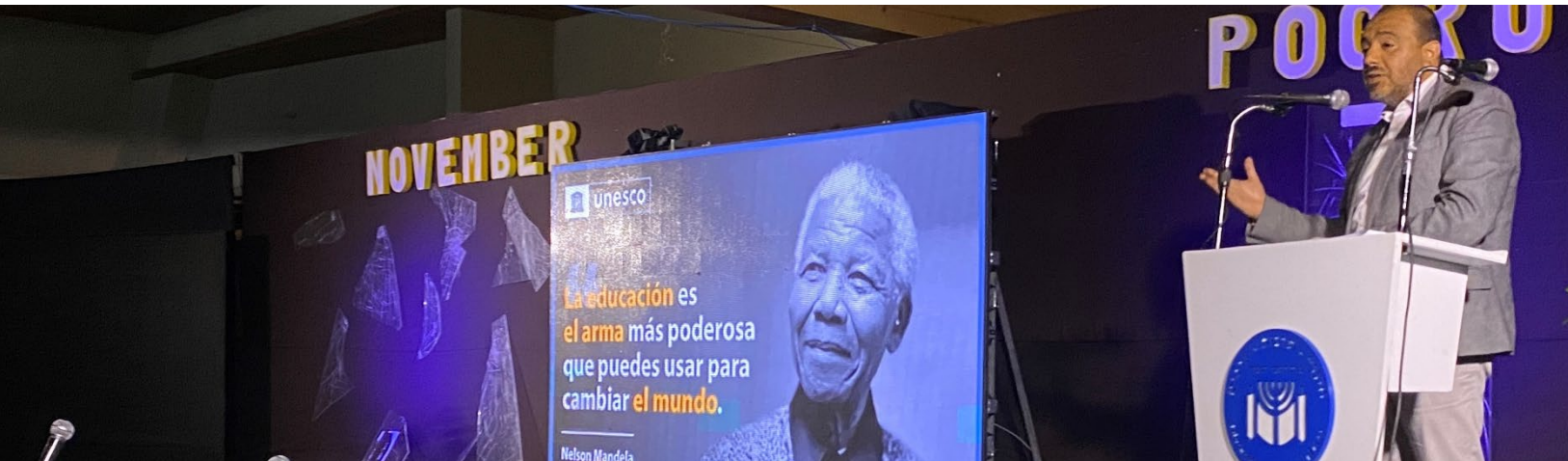
An UAP team (Pedagogical Support Unit) and skilled teams ensure a safe and protected environment for all students. The school is certified in the education and prevention of sexual abuse.

### Follow Instituto Hebreo to Learn More

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## The Campus

### Facilities & Campus

- Soccer field
- Synagogue
- Science lab
- Auditorium
- Library



### Environmental Sustainability

Students participate in the municipality's recycling programs and other similar projects to protect the environment.

### School of the Future

For years, a team of community leaders has been working on the "ATID Project." This has been promoted and led by the Vaad Hajinuj and a committee dedicated to constructing a new building for the Hebrew Institute on part of the land of the Israelite Maccabi Stadium. An endowment (fund) has been created to help finance future scholarships for students.

The project is based on the fact that the IH is located on a piece of immensely valuable land, whose alternative use for real estate projects far surpasses the justification of keeping the IH at that location.

The school offers a safe and protected environment for children and the community.

## Fast Facts

Year Established	1930
School type	Non-Profit, Private
Language of Instruction	English, Spanish, Hebrew
Student Age Range	18 months – 17 years old
Total Enrollment	1496
Lower School Enrollment	336
Middle School Enrollment	586
Upper School Enrollment	574
Student Nationalities	Chilean
Percentage Home Country Nationals	90%
Percentage Annual Student Turnover	3% cc
Average Class Size	28-30
Student to Teacher Ratio	7.5:1
Number of Faculty	168
Faculty Nationalities	Chilean, Brazilian, Argentinean
Percentage Annual Faculty Turnover	5%
Number of Board Trustees	9

## Application Instructions

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Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for the **Instituto Hebreo | Director** search. She will be assisted by Dr. Nadine Richards, the Director of Leadership Searches, as well as other members of the ISS Leadership Search Team.

Interested candidates should apply through the ISS EDUrecruit portal, where you will be prompted to submit the following confidential materials: **April 30, 2023, | 11:59 pm EST**

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile from the last seven years, including one from your current post

**Candidates New to ISS EDUrecruit**, register for an account to apply for this position using this [link](#).

\*To apply in EDUrecruit, click here: [Instituto Hebreo | Director](#)

**Candidates Already Registered with ISS EDUrecruit**, log into your account [here](#). \*

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\*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. \*

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and Instituto Hebreo (IH) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact [execsearch@iss.edu](mailto:execsearch@iss.edu).

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened. International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided, and we also reserve the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. You can read more about our commitments [here](#).