

LEADERSHIP SEARCH

Making A World of Difference



**Director of Secondary School
UWC Maastricht**



Application Deadline: November 21, 2025

Netherlands | Start Date: August 2026

Vacancy: Director of Secondary School

Location: Maastricht

Start Date: 1 August 2026 or earlier.

Lead with Purpose at UWC Maastricht's Secondary School

“There is more in us than we know if we could be made to see it; perhaps, for the rest of our lives we will be unwilling to settle for less.” Kurt Hahn

This quote reminds us that each person holds more potential than they realize. At our school, we believe in creating an environment where that potential can be discovered and nurtured in both students and staff. We’re looking for a leader who shares this belief and is inspired to bring out the best in others, never settling for less than what we can achieve together.

UWC Maastricht is part of the global United World Colleges movement: 18 schools and colleges worldwide united in using education as a force for peace and a sustainable future. Our school serves students aged 4 to 18 from over 100 national identities. From the International Baccalaureate (IB) Primary Years Programme to the IB Middle Years and Diploma/Career-related Programme, learning here extends far beyond the classroom. In total we have almost 1000 students and 185 staff members.

At the heart of our Secondary School is a unique blend of day students and residential students. In addition to 400 international day students from the Maastricht region, around 200 boarders from across the globe live and learn on our campus, adding a vibrant and diverse layer of intercultural exchange to daily school life. UWC Maastricht is a Dutch school, which means we receive both state funding and parental contributions. We operate within the Dutch educational framework, and our secondary school maintains a close affiliation with Stichting LVO (Limburgs Voortgezet Onderwijs).

We are looking for an experienced and visionary Director of Secondary School, with a proven track record of outstanding management, to lead this dynamic and diverse community and shape the future of education at UWC Maastricht.

We welcome fresh applications, as this position is advertised for the second time.

About the Role

As a member of the school's Leadership Team, you will:

- Provide strategic and inspiring leadership across academics, student life, service and wellbeing
- Oversee our educational programmes (IB MYP, DP and CP), student support and daily operations
- Lead and develop a diverse team of staff, fostering high expectations and professional growth
- Ensure a safe, inclusive and values-driven environment for both day and residential students as well as for staff
- Work closely with the Head of College and other departments, including our Participation Council to drive school-wide improvement
- Contribute to school development and accreditation processes
- Act as Deputy Head of College when needed

What We're Looking For

UWC Maastricht staff are united by a shared mission. We're looking for a people-focused leader who not only brings strong leadership skills, but also lives the values of peace, diversity, compassion and sustainability.

You bring:

- A positive energy and a well-balanced approach to leading UWCM's Secondary School
- A strong sense of integrity and a commitment to safeguarding and child protection
- A proven track record of being an approachable and innovative community builder
- A relevant master's degree and leadership training
- At least 5 years of senior leadership in an IB school (IB teaching experience is a plus)
- Experience with residential programs and strong student-parent engagement skills
- Excellent communication, organisation and decision-making abilities within a diverse international context
- A joyful and collaborative spirit with the ability to lead diverse teams and complex projects
- Experience with accreditation processes (IB and CIS) and an understanding of (or willingness to learn) the Dutch education context

- Dutch language skills (B2-level or willingness to achieve)

What We Offer

- A passionate diverse team in an inspiring international work environment
- Ongoing professional development and training opportunities
- A competitive salary depending on experience and benefits within the Dutch Collective Labour Agreement for Secondary Schools (CAO-VO), pay scale 14 (between € 6230,- and € 8325,- , based on relevant experience).
- Generous vacation leave
- Participation in the ABP pension scheme
- Support with the Dutch 30% tax facility (if applicable)

Ready to make a difference in a global community?

Apply now and join us in empowering young people to become change-makers of the future.

Please send a letter of motivation and a CV including 3 referees of which one must be your current line manager.

For more info and to apply: [Working at UWC Maastricht - UWC Maastricht](#)

Application deadline: 21 November 2025

If you would like more information, please contact Yvette van Rijswick, management assistant to the Head of College; y.vanrijswick@uwcmaastricht.nl.

Our procedure will entail a first round of online interviews on the 9th and 10th of December and a second round for short-listed candidates on-site on 22nd and 23rd of January including opportunities for further information and a warm welcome to our campus and the city of Maastricht.