

## Leadership Search



### Managing Director/Principal International School of Toulouse (Airbus Mobility) *Toulouse, France*

Application Deadline: January 23, 2023  
Start Date: July 2023

## The Position

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### Overview

The International School of Toulouse (IST) opened in September 1999. Built as a response to the local aerospace industry's need to facilitate its workforce's global mobility, it is in Colomiers, a town on the western edge of Toulouse. The School is managed by a wholly owned subsidiary of Airbus, Airbus Mobility SAS. The Principal of the School is also the Managing Director of Airbus Mobility SAS.

### Reports

The Managing Director/Principal will report to the Board of Directors.

### Duties & Responsibilities

#### *Being the legal representative of Airbus Mobility*

- Lead the Company's educational and financial Strategies, their definition and implementation in line with the Airbus Strategy, Policies & Standards
- Manage and report to the Board of Directors and Chairperson on the above as well as other mandatory topics such as -but not limited to Ethics and Compliance, Internal Controls, Risk and Opportunities, Safety and Sustainability
- Being accountable for his/her own Profit & Loss for IST, including revenues, margin, cash, and working capital in line with the Airbus objectives and maximizing the value created by the Affiliate following the Airbus strategy
- Managing the IST in compliance with Airbus Requirements for Affiliates and its by-laws, policies and standards, local laws, and regulations
- Affiliate internal procedures and Board of Directors' resolutions
- In charge of establishing and approving the financial statements for submission to the Shareholders' Meetings (with the support of the Head of Finance)

#### *Being the School Principal*

- Acting as a leader and mentor, developing a stable & proficient local team with a shared vision and objectives
- Overseeing the School's academic programmes and day-to-day operations
- Ensuring the welfare and safety of students and school personnel at all times
- Implementing the School's Mission, core values, and strategic future with the support and guidance of the Board of Directors
- Recruiting, evaluating, and retaining excellent faculty and staff
- Managing the Eurocampus site and developing cooperation with other schools in the Toulouse area and, more largely, with other international schools
- Working in close partnership with the School's Parental organizations
- Managing accreditations, audits, and/or inspections

### Skills, Experience, & Attributes Sought

- Effective leadership style: Strong ability to interact, influence, empower and delegate
- Ability to build and motivate teams
- Great sense of ownership, responsibility, and commitment
- Multi-cultural awareness and adaptation
- Excellent communication, negotiation, and presentation skills: Ability to deliver effective communication to convey clear messages, explain decisions and adapt to identified target audiences
- Strong analytical, critical thinking, and problem-solving skills
- Experience in managing change, conflict, and crises. Ability to excel in high-pressure situations
- Strong stakeholder management skills
- Excellent organization & planning skills
- Firm decision-maker, including making difficult decisions in the best interest of the students or the School
- Approachable, inclusive, honest, and open-minded
- Understanding of the School's specific local and national context
- Familiarity with accreditation protocols and standards
- Knowledge of the International Baccalaureate programmes
- Ability to manage budgets and knowledge of critical financial & accounting principles driven by local statutory obligations. Ability to answer requests from auditors in strong collaboration with the Company Head of Finance
- Understanding of Health & Safety requirements & risk mitigation techniques
- Ability to be a driving force in raising awareness on Sustainability and Environment issues & mitigation actions
- Ability to supervise, coordinate, perform and support the internal control system implementation, operation, maintenance, and improvement
- Ability to use/exploit digital means, methods, and tools

### Academic & Professional Qualifications

- Master's degree in education, educational leadership, or other academic studies
- Broad leadership experience in international education for children aged 3-18
- Experience as a primary or secondary school teacher with good knowledge of areas outside of own teaching experience
- Excellent command of written and spoken English and French

### 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

Opening in 1999 with only 153 students, the International School of Toulouse has grown rapidly since its inception and now has approximately 500 students aged 3 to 18.

A building of 3,700 square metres, including a central entrance area, primary wing, and secondary wing, was designed for the three-hectare site. A further hectare of land was bought in 2001, and in the first two years of its existence, the School added three additional prefabricated buildings to house classes. In 2004, an all-weather football pitch and running track were added to the School's facilities, and the air-conditioning of all teaching areas was completed. In 2007 the decision was taken to develop the four-hectare site by building a new facility that would house the IST Primary School and the German School of Toulouse (DST) Primary School, including a kindergarten. This building also houses a canteen for all students on the site. A sports hall was also added to the site. The new buildings adding 5,500 square metres of floor space, were inaugurated in May 2009.



Due to an increase in student numbers, there has been further expansion. A purpose-built facility for kindergarten classes opened in January 2014. This includes an activity room, a sleep room, and outdoor areas for recreation and learning through play. A second dining room for the younger children was added to the canteen area, and the kitchens were expanded. The final construction phase included a new building to house the Secondary Art, Music, and Drama departments, an IB Student Common Room, additional classrooms, and a large auditorium. Along with a dedicated building for the DST afternoon programme and Eurocampus child-care provision (garderie), this opened in the Summer of 2015.

The whole campus has been named *Eurocampus*, but the term *Eurocampus* is used not only to denote the physical resources used by IST and DST but also the initiative to create a genuinely European centre of excellence in international education in the partnership between IST, DST, the Lycée Victor Hugo, and other local French partner schools. Joint events and projects have been developed between the schools.

### Mission

In a friendly, safe, and supportive environment, we challenge and inspire each other to maximise our potential. We nurture lifelong learners with the will to have a positive impact on the world.

### Purpose

The International School of Toulouse was created to provide a high-quality, international education in English for students from a variety of backgrounds which helps to facilitate the global mobility of families.

### Core Values

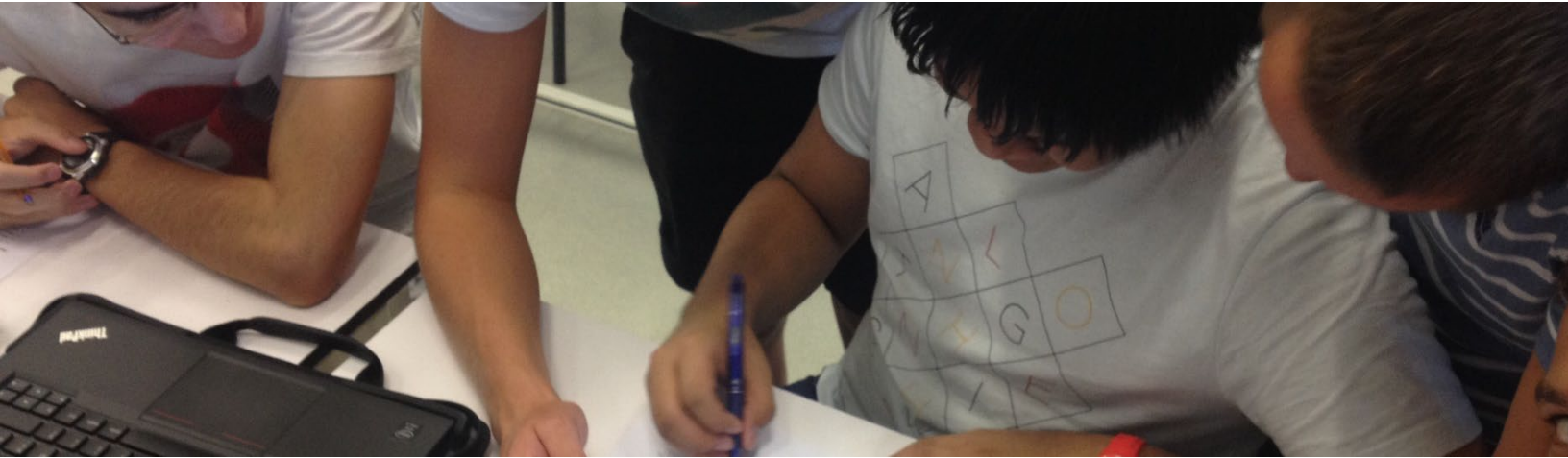
We value...

- Creativity
- Curiosity
- Integrity
- Resilience

...and above all we value Each Other.







## The Academic Program

### Administration & Governance



The School is managed by a wholly owned subsidiary of Airbus, Airbus Mobility SAS. The School is a commercial entity, an SAS (Société par Actions Simplifiée), subject to the rules and regulations governing such bodies according to French company law. The Company's title is Airbus Mobility SAS, but the Company operates under the title of The International School of Toulouse.

The Airbus Board of Directors comprises three members, all of whom must be employees of Airbus. Airbus nominates a President to run the Company on its behalf; the President is also the Principal of the School. The Principal reports to the Board but is a non-voting member. The Board acts on behalf of the School's owner, Airbus Invest, to ensure that the School constantly delivers a high-quality educational service as a key factor in facilitating the mobility of the Company's employees and that it does so within the financial limits applied by Airbus.

Airbus believes that employee mobility is essential to its long-term strategic goals. It understands that children's education is a key factor in the mobility of its employees and has therefore committed funds to ensure that high-quality educational services are available to the children of its employees who are called upon to transfer to Toulouse. The Governors comprise 6–7 members. They may call upon the expertise of an educational consultant who can give independent advice but acts as a non-voting member at meetings.

### Accreditation

The International School of Toulouse is fully accredited by the Council of International Schools and the New England Association of Schools and Colleges.

## Curriculum

The International School of Toulouse has been an IB World School since January 2000, offering the IB Diploma Programme. It was authorised to offer the IB Primary Years Programme in 2018.

## Learning Support

The whole campus has been named Eurocampus, but the term Eurocampus is used not only to denote the physical resources used by IST and DST but also the initiative to create a truly European centre of excellence in international education in the partnership between IST, DST, the Lycée Victor Hugo, and other local French partner schools. Joint events and projects have been developed between the schools.



## Technology

ICT is a highly developed learning tool at the International School of Toulouse. Primary School students have access to iPads and laptops, and all Secondary School students are issued school laptops. Every classroom has been equipped with an interactive board.

## Arts, Athletics, & After School Activities

Visual Arts education plays a fundamental part in developing students' capacity for creative thinking. IST aims to provide opportunities for students to explore the creative process whilst learning strategies that can be applied in all areas of their education.



Music is central to cultural life at the International School of Toulouse. Emphasis is placed on practical music-making developing the skills of performance and composition, as well as the appreciation and understanding of a broad range of musical styles. As a result of regular performances and the presentation of musical creations, students become confident performers who work hard to achieve polished performances and acquire highly developed ensemble playing skills.

Theatre is an established and flourishing subject. Theatre is understood to be a vital vehicle for personal growth and transformation and also a tremendously rich, ancient art form with established traditions across the globe. IST seeks to empower students to better understand themselves and their world. IST encourages students to work in a multitude of roles and thus develop many essential transferrable life skills. Whether

performing, directing, designing, or spectating, students are encouraged to be collaborative, reflective, and confident risk-takers. Through exploring a wide range of theatrical practices from around the world, students are supported in their creative endeavours and helped to find their authentic voice.

Physical Education plays an important role in the curriculum, developing students' knowledge, skills, and physical and personal confidence through various activities. The School also fosters an understanding of the health and well-being benefits of an active lifestyle. To encourage the broadest possible participation, IST instructors teach individual activities and a range of team sports such as badminton, dance, athletics, football, rugby, and basketball. IST also allows students to experience outdoor and adventure activities.



At the International School of Toulouse, many educational excursions and activities extend the classroom and enrich the learning experience. The School has developed strong links with the local area and population. Regular visits to Toulouse for students at all levels are organised so that they have a firm understanding and appreciation of the language, history and culture of this part of France. The School also organises residential trips to other parts of France and further afield in Europe. All activities are designed to enhance and enrich the learning experience.

The International School of Toulouse also hosts many cultural events. Distinguished writers, artists, and musicians have visited the School to work with students and to present their work to parents. The visual and performing arts have a very prominent place in the School, as seen by the public displays of work and the many concerts and plays performed.

At the International School of Toulouse, students are encouraged to use their energies in cooperation with others and simultaneously serve the local, national and international community.

### Academic Calendar

The school year begins in late August/early September and ends in early July of the following year. The structure is broadly based on the calendar of the French Schools in Toulouse.



## Early Years

IST believes that children are at the heart of everything it does. They are competent, creative, critical thinkers and problem solvers. Children are trusted to make good decisions about their play and learning.

Each child has their own history and their own wishes, talents, and dreams which they bring to School. They arrive with a wealth of experience and a considerable drive to experiment and learn. Many children come to IST with languages other than English. IST values this and sees communication as the priority.

Educators acknowledge that play is an essential tool for making meaning and that extended periods of free choice enhance the richness of play. IST champions child-initiated activities and uses '*in-the-moment planning*,' which allows us to respond to the interests and needs of the child.



## Elementary School

The International School Toulouse Primary School is committed to the International Baccalaureate



Primary Years Programme. All primary staff members inspire and challenge students to achieve their personal and academic potential. Through modelling the importance of lifelong learning, the Primary teaching team helps students to understand that reflection and action are essential tools in their learning journey. An inquiry-based approach is used where teaching methods build upon individual understandings, knowledge, and interests, emphasising how to learn and delve deeper whilst developing critical thinking skills.

## Middle School

The Secondary School acknowledges the importance of creating a learning environment that allows students to develop flexible learning skills - necessary if they are to become adaptable in the face of change. To support this philosophy, great emphasis is placed on creating an ethos where academic success is valued and students learn to enjoy the intellectual challenges of learning.

The IST ethos is characterised by a friendly and caring environment where the student is respected as an individual and a community member. Students are encouraged to become self-disciplined and responsible, build good relationships, and respect cultural diversity. But students also need to integrate into their host country's culture. Language being the point of access, tuition in French is

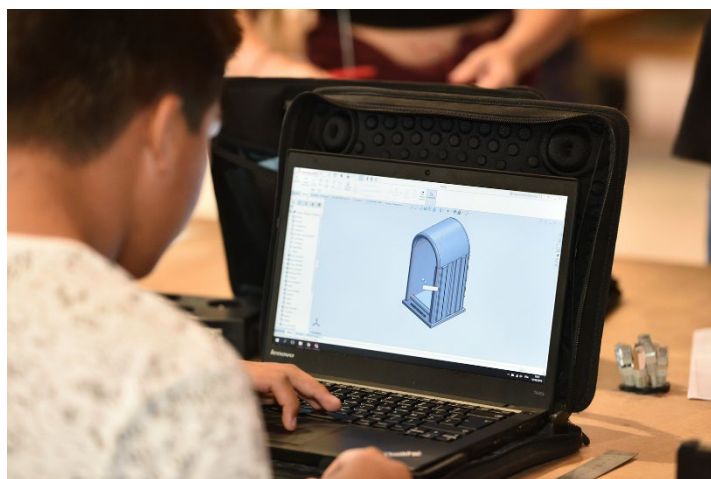
based on the needs of the individual, whatever their level of ability on arrival. IST programmes of study seek to emphasise the positive in French culture and use the local environment to promote it.

Middle school students follow courses developed for the community's needs and intended to reflect the international nature of IST. Small classes enable Programmes of Study to be designed to recognise diversity in learning styles and the pace at which individuals learn most effectively. Total access to laptop technology supports the development of a culture of learning at any time and at any speed, allowing all students to be intellectually challenged and set targets focused on their individual potential.



The curriculum at the International School of Toulouse is balanced in content and methodology. Students learn how to work effectively as group members while using the considerable resources at their disposal to become skilled independent learners. They are also encouraged to appreciate the unity of knowledge by studying key transferable skills across the boundaries of subject disciplines.

## High School



The School values academic performance. In Grades 9 & 10, students follow a programme of (I)GCSE courses. This two-year programme provides a broad curriculum designed to encourage high academic standards and prepare students for the IB Diploma Programme in Grades 11 and 12. Final examinations are at the end of Grade 10, and schools, colleges, and universities worldwide recognise the external qualifications. In Grades 11 & 12, students follow the International Baccalaureate Diploma Programme, a

demanding and rigorous programme that prepares students thoroughly for university study. Public examination results at the School have always been impressive, consistently above the world average, and the School continues to strive for constant improvement in this area.



## The Community

### Students

The International School of Toulouse welcomes students from all over the world. There are currently more than 30 nationalities represented within the student body. Approximately 24% of students at the School are British, 31% Spanish, and 15% French. The average length of stay for students is three years. Approximately 16% of students relocate at the end of each school year.

#### *Student Council*

The main function of the Primary and Secondary Student Councils is to try and make the school environment as conducive to student well-being and learning as possible. There are two elected students in each year group from Grade 1 to Grade 12.

#### *House System*

Within the Primary School, a system of vertical grouping into House Teams provides smaller, more intimate units to promote interaction between different ages, a sense of community and belonging, and foster an atmosphere of healthy competition.

The House system also provides opportunities for students to take responsibility, and students in each house elect a Captain and Vice-Captain.



### Parents

The International School of Toulouse recognises the vital role that parents play in their children's education and that it is important to obtain an objective opinion from parents on school matters as valued partners in the work of the School.



### Parent Delegates



The fundamental purpose of the Parent Delegates is to provide a structure for ongoing, consistent, and open communication between parents and the School. Parent Delegates are responsible for representing the views of the parents in their respective grades, and a spirit of cooperation, of working together for the benefit of all the children, together with mutual respect, is essential for the organisation's success. Within the Primary and Secondary Schools, two Parent Delegates usually represent each grade. The Delegates meet with the

Head of Primary/Secondary each half-term. These meetings are an essential means of identifying issues of concern to parents, celebrating successes, and offering the school constructive feedback. Parent Delegates meet with the School Governors twice per year.

### Friends of IST

Upon joining the School, all parents become members of the '*Friends of IST*'. Parents can participate in activities celebrating the school's diversity and creativity, volunteer their time and talents to social endeavours, and support the school community. The role of this association is to raise funds and organise social and cultural events for students and parents of the School. "Friends" is a fully recognised French association under the law of 1901 and has an elected committee including a President, Treasurer, and Secretary.

### Faculty

The International School of Toulouse staff are highly qualified, professional, and dedicated. Committed to guiding students to aim for academic excellence, they each contribute to the sense of community students enjoy and work to foster a positive, proactive learning environment where individuals are encouraged, supported, and given the tools they need to learn, grow and flourish. Staff turnover is very low.



### Professional Development

The School invests in staff professional development to ensure IST remains at the very forefront of the latest developments in education. Staff attend workshops, conferences, and training and visit other international schools. The International School of Toulouse also organises events that attract practitioners worldwide.

## DEIJ Commitments & Practices

The School works hard to ensure all enjoy an inclusive school environment that embraces diversity. All members of IST, students, parents, and staff, are expected to fully embrace its culture of inclusion through their attitudes, behaviours, and actions. To achieve this, IST works as a team and treats everyone with fairness, respect, and dignity; IST challenges or reports any behaviour that compromises this.

IST adheres and complies to all appropriate French laws and regulations concerning inclusion (including, but not limited to, laws or regulations related to gender, race, origin, or handicap both in '*hors contrat*' schools as set out by *l'Education Nationale* and in the workplace as set out in the Code du Travail). IST adheres to all appropriate Airbus policies and the Airbus Code of Conduct.



## Child Protection & Student Well-being

The International School of Toulouse is committed to safeguarding and promoting the welfare of children. Everyone associated with the School is expected to share this commitment. Safeguarding is protecting children from the abuse or neglect that leads to harm. It relates to the actions taken to promote the welfare of children. To effectively fulfill this responsibility, all employees within the International School of Toulouse community ensure their approach is child-centred and consider, at all times, what is in the child's best interests.

Follow the International School of Toulouse to Learn More

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## The Campus

### Facilities & Premises

The International School of Toulouse is located on a four-hectare site in the town of Colomiers on the western edge of Toulouse. The campus consists of several buildings, including light and modern classrooms and other teaching areas for students aged 3 to 18.

Two libraries, an information literacy centre, science laboratories, dedicated areas for art, music, drama, and design & technology, assembly halls, and an auditorium offer the possibility for learning in a spacious and stimulating environment.

Outdoor recreational areas allow children the space to play and extend their learning. Sports facilities include a large gymnasium, an all-weather football pitch, a running track, and a long jump pit. A canteen and kitchens enable a nutritious hot lunch programme to be prepared on-site. The site is equipped with high-speed wireless access, and students and staff enjoy using the latest technology.

### Environmental sustainability

In line with the Airbus Company Environmental Policy, the International School of Toulouse is committed to playing its part in raising awareness of global issues and taking action to minimise the impact on the environment.





## Fast Facts

Year Established	1999
Accreditation Agency	CIS, NEASC, IB
School type	Private
Language of Instruction	English
Student Age Range	3-18
Total Enrollment	481
Lower School Enrollment	194
Middle School Enrollment	124
Upper School Enrollment	163
Student Nationalities	31
Percentage Home Country Nationals	19%
Percentage Annual Student Turnover	16%
Average Class Size	18
Student to Teacher Ratio	9:1
Number of Faculty	72
Faculty Nationalities	16
Percentage Annual Faculty Turnover	<1%
Number of Board Trustees	3
Tuition (2022 - 2023)	€14,300 (PreK) - €23,500 (Grade 12)
Annual Operating Budget	€11 million

## Application Instructions

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for the **International School of Toulouse | Managing Director/Principal** search. She will be assisted by 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 **by January 23, 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: [International School of Toulouse | Managing Director/Principal](#)

**Candidates Already Registered with ISS EDUrecruit**, log into your account [here](#). \*  
To apply in EDUrecruit, click here: [International School of Toulouse | Managing Director/Principal](#)

\*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 the International School of Toulouse (IST) 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](#).