

## Leadership Search



Head of School  
Jakarta Intercultural School  
*Jakarta, Indonesia*

Application Deadline: April 29, 2022  
Start Date: July 2023

ISS is pleased to conduct this full search.  
Learn more how ISS works with search committees around the globe to fill leadership positions.  
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## The Position

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### Overview

Jakarta Intercultural School is seeking its next Head of School, effective July 2023. This is an extraordinary opportunity for an experienced school leader to bring their talents to a school with a forward-thinking mission of inspiring positive changes and making a difference both in and outside of school. JIS is committed to preparing students from across the globe to be best in what they aspire for and at the same time, be the best for the world they live in. This is what has led JIS to its mission to be ""Best for the World".

JIS is a vibrant learning community with approximately 2000 students representing over 60 nationalities and a faculty of 233 from 22 different countries.

### Duties and Responsibilities

The most promising candidates will demonstrate the knowledge, experience, and ability to:

- Embrace, articulate, and promote the mission, vision, and values of JIS
- Provide shared vision and charismatic leadership to support and grow the JIS student body and community
- Make effective and informed decisions while building consensus among key stakeholders
- Be a collaborative, visible, and engaged leader
- Serve as a committed, enthusiastic, and proactive ambassador for JIS in Indonesia and throughout the world
- Build meaningful relationships and enhance effective communication with the 'schools' stakeholder groups to foster and preserve a strong sense of community
- Advance diversity, equity, inclusion, and justice initiatives
- Contribute proven expertise in achieving academic excellence
- Inspire a culture of innovation and learning, and sustain ongoing discussions of pedagogy and curriculum within the school community
- Contribute a strong background in curriculum design and development, including experience, understanding, and appreciation of both the IB and AP Programs
- Recruit, hire, develop, manage, and retain a high caliber administration, faculty, and staff
- Ensure that major reforms and strategic initiatives are effectively adopted and meaningfully implemented by the necessary stakeholders
- Work closely with the Board to build a true partnership in governance, strategy, and leadership
- Manage the 'school's business and administrative operations to ensure long-term financial stability and growth

### Skills, Experience, & Attributes Sought

- Proven school leadership experience and skills, capable of overseeing all aspects of a large, complex organization
- International experience preferred

- Ability to articulate and execute a strategic vision consistent with the JIS mission, vision, and values
- Proven successful solution-based school management with a strong business and financial acumen
- Demonstrated focus on student-centered education and innovative learning
- Demonstrated success in recruitment of inspiring, talented, and experienced teachers, and ability to delegate accordingly
- A confident, transparent, and empathetic leader, who reflects strong integrity, inspires trust and can provide a consistent and reassuring presence for the entire school community
- Highly developed communications and public relations skills
- Diplomatic and politically adept, able to work effectively with key stakeholders, including representatives of the local government
- Exemplifies cultural competency, is sensitive and aware, and willing to embrace the Indonesian culture
- Exhibits strong people skills and high emotional intelligence is confident yet humble and is visible, accessible, and approachable

### Academic & Professional Qualifications

- Advanced degree in Educational Administration ('Master's or Doctorate')
- Extensive experience in Education, Management, and Leadership
- Previous Head of School and/or Deputy Head experience
- Exceptional communication and public relations skills

### Opportunities & Challenges

The school is well-served by a dedicated Board of Trustees that acts as a steward of the JIS mission and works carefully to ensure a well-resourced and truly beautiful school campus.

JIS presents the next Head of School with the challenge of leading a proud and complex institution forward, preserving its strengths—and, even more, its spirit—while ensuring that it remains forward-looking, innovative, and contemporary.

The new Head of School must serve the needs of the school's diverse population—not only students, but the families, teachers, and staff who make up its community.

Similarly, as Indonesia continues to evolve politically, the new Head of School must be responsive to changing government regulations and foster and strengthen the school's external relationships. Specific challenges include looking at the tuition structure to ensure competitiveness in the years to come, building stronger and more innovative partnerships, reexamining the Bhinneka Tunggal Ika (BTI) scholarship program for Indonesian students, nurturing cohorts of excellence in specific areas of the curriculum, and continuing to cultivate a warm, cohesive, and forward-thinking learning community.

### Salary & Benefits

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

Application instructions found on the final page of this announcement.

## The School

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The Jakarta Intercultural School (JIS) was established in 1951 to cater to the children of a growing expatriate community in Indonesia's capital.

Over the decades, JIS's own diverse community of students, staff and faculty members from across the globe – the mighty Dragons – grew to take up three expansive campuses equipped with innovative learning facilities.

And while JIS is now known across the region for its [comprehensive inquiry-based curriculum](#), they also value students' individual skills, talents, and interests, nurturing them to be the Best *for* the World.





## Mission & Vision



## Overview

### Accreditation

JIS is accredited by the Council of International Schools (CIS) and the Western Association of Schools and Colleges (WASC). As a recognized Satuan Pendidikan Kerjasama (SPK) school, they work closely with the Ministry of Education and Culture to ensure compliance with all government regulations while connecting with Indonesia through education.

### Curriculum

JIS prepares students from Early Childhood to Grade 12 to thrive in a fast-paced globalized world with essential 21st-Century Skills. The school emphasizes independent inquiry, critical thinking, problem-solving and collaborative learning in academic and co-curricular programs to foster passionate, inquisitive, and resilient lifelong learners. At JIS High School, students begin to take charge of their own educational experience by choosing the courses that will prepare them for university. A majority pursue the



rigorous International Baccalaureate (IB) diploma or take individual Advanced Placement (AP) courses concurrently.

The JIS Curriculum aims to develop passionate, inquisitive, and creative learners who embody the schools seven values and develop their learning dispositions. The school teaches students how to learn in systematic, explicit ways, developing their competencies to be resourceful, manage their own cognitive processes, and relate with others. These principles put students at the center of teaching and learning, asserting that they should experience a curriculum that engages and challenges them is forward-looking, and inclusive.

JIS was one of the first schools in the world to offer the International Baccalaureate (IB®) diploma. Today, JIS is one of the few to provide both the IB and Advanced Placement (AP®) programs, deepening their commitment to providing the guidance and mentorship needed for High School students to achieve their academic goals for higher education.

### Technology

JIS became a One-to-One school in 2011, with students in Grades 6 and 9 each receiving a JIS-issued MacBook to support their learning.

The school sees 1:1 as one crucial strategy in realizing their vision for learning with technology and in helping them promote contemporary learning with relevant tools.



All grade 5 - 12 students in the JIS 1:1 laptop program are issued a MacBook Air, and faculty are issued a MacBook Pro. All grade 2 - 4 students in the JIS 1:1 iPad program are issued an iPad Air.

### Arts, Athletics, & After School Activities

JIS encourages the creation, appreciation, and understanding of the Performing Arts. They seek to nurture a vibrant arts community across their campuses and divisions, foster artistic excellence, and provide a platform for powerful shared experiences that inspire a creative exchange of ideas in order to be Best *for* the World. Arts participation includes dance, music, theater, design and technology, and visual arts.



JIS Athletics is committed to offering all members of the community opportunities to participate in a variety of physical activities and competitive sports that are guided by the JIS Core Values. JIS Athletics believes the experience of athletics while challenging and rigorous, is rewarding, as students are guided towards success; success 'is defined as reaching the utmost of one's abilities and potential in that activity. Additionally, JIS Athletics programs are recognized as an extension of the students' learning experience, and all programs support the holistic process of development established by the school.



JIS is a member of the Interscholastic Association of Southeast Asia Schools (IASAS), a unique organization that fosters community, friendship, competition, cultural exchange, and fun between select schools across Southeast Asia.

Six schools make up the IASAS conference: Jakarta Intercultural School (JIS), Singapore American School (SAS), International School of Bangkok (ISB), International School of Kuala Lumpur (ISKL), International School of Manila (ISM), and Taipei American School (TAS).

Through participation in IASAS, JIS student-athletes travel internationally to tournaments throughout the year, hosted by different member schools. JIS is proud to be a founding member of the IASAS conference and to offer all of its benefits to its students.

Students can engage in more than 500 clubs and activities that further enhance their learning journey at JIS, from TEDxJIS and student leadership to Service Learning and co-curriculars. Each is designed to not only challenge students to be Best *for* the World but also foster respect, a spirit of collaboration, inclusivity, and confidence.



## Learning Support

At Jakarta Intercultural School, inclusion is a commitment to welcome, embrace, value, and educate a diverse range of learners. The school believes diversity enriches the community and creates a learning environment that reflects the natural complexity of our world. Inclusion fosters opportunities for all members of the school community to grow and thrive. As a community, they develop empathy, compassion, and an evolving perspective as they learn alongside others with different backgrounds and abilities.

JIS can offer places at each grade level to a managed number of students who require support services. Areas of support include English as an Additional Language (EAL), speech and language services (Elementary and Middle School only), occupational therapy (Elementary School only), academic learning support, classroom guidance, and individual counseling.

The admission of any student with identified needs (language or learning) is determined on a case-by-case basis using multiple sources of information, such as school records, evaluations, Individual Learning Plans, and in some cases, an interview. Admission is contingent on a match between the student's needs and the school's ability to provide the necessary support.

In August 2022, JIS will open the JIS Learning Center: A Life-Centered Education Program. As an extension of our current Student Support Services, the JIS Learning Center provides additional support for students with moderate to significant learning needs and global developmental delays in a self-contained setting. The individualized curriculum will include modified academic instruction in areas such as reading, writing, and mathematics, as well as additional instruction in adaptive and daily living skills, social skills, and building independence based on each 'child's Individualized Learning Plan (ILP).



## DEIJ Commitments

JIS values and respects their diverse community of students, faculty, staff, administrators, and alumni. The school firmly believes that fair treatment, justice, and equality for all regardless of race, creed, religion, color, culture, national origin, age, sex, sexual orientation, gender identity or expression, physical ability or socioeconomic status is the most basic of rights.

As part of their commitment to inclusion and diversity JIS will continue to learn and grow as a school and always work to do better. The school understands that there is a difference between simply being diverse and creating spaces for diversity to flourish. It is their goal to have a culture where all students and families feel welcomed to participate in all aspects of the community.

## Professional Development

What JIS supports most passionately is the learner in you who wants to grow, collaborate, rethink, excel, and stretch beyond your personal and professional experiences. The school has created a culture of professional learning that includes embedded training, vibrant professional learning communities, the support of learning coaches, and ample opportunities to attend global and local conferences.

## Administration

The JIS administration is made up of four building principals, each leading a different campus. The High School has two associate principals, one for curriculum and one for student life, and the other campuses have one associate principal. There is a Deputy Head of School and an incoming Curriculum Coordinator.

## Governance

As a legal entity in Indonesia, the Jakarta Intercultural School is recognized as a "yayasan" and is governed by regulations established for such foundations. The Articles of Association for the Foundation define the legal status and governance structure of JIS. The Strategic Governance Policies, as defined by the Board of Trustees, provide the framework and guiding principles which the Board determines are essential to ensure the long-term sustainability of the school.



## Grade Level Overviews

### Elementary School

The JIS Elementary School program (Grades 1-5) immerses children in an atmosphere of wonder, care, exploration, and growth, and it 'isn't long until their love of learning grows from the inside out.

The school's aim is to build each child to become a competent learner in a caring community – a thinker, creator, feeler, problem solver and doer. Their inquiry approach to learning is founded in research and they believe that there must be clearly stated goals and objectives established collaboratively and supported by teachers, administrators, and parents.

The JIS program:

- Is a well-defined, balanced curriculum that involves students in purposeful, relevant, and challenging activities.
- Is an inquiry approach that places strong emphasis on language arts and mathematics.
- Ensures a balanced curriculum by also highlighting science and technology, social studies, modern language, health, and physical development, visual and performing arts.
- Involves the ongoing assessment of students and evaluation of lessons/activities.
- Encourages each child to reach his or her full potential within a challenging inquiry-based curriculum based on high expectations.
- Recognizes that children have individual needs, and that their learning styles and rates of development vary.
- Encourages each child to think critically and independently and to develop a love of learning and self-motivation, by attaining academic and personal goals.



### Middle School

JIS recognizes that Middle School students (Grades 6-8) are in the midst of a unique period of change, from childhood to adolescence, and that their education should be broad, challenging, and designed to help nurture each student and help them achieve their full potential.

Students are challenged as learners using research-based teaching practices that support various learning styles that will prepare them for learning in high school. The school promotes initiative participation and collaboration, along with opportunities to exercise creativity, courage, and compassion.

The JIS program:

- Was designed to prepare students for our rapidly changing world.
- Supports an atmosphere that is physically and emotionally safe and free of prejudice.
- Promotes interaction throughout the multicultural community.
- Encourages partnership between home and school.



- Celebrates 'Indonesia's unique and diverse cultural and geographic features.

In August 2020, JIS launched an additional pathway rooted in the school's core values to *Be Best for the World* with a different model for scheduling, teaching, and learning. This pathway is JIS Studio. For more information click [here](#).

## High School

JIS offers a full High School (Grades 9-12) program of studies based on the best curriculum models worldwide, which are designed to prepare students for college or university. The school's inquiry-based approach is expansive and attuned to the needs of 21st century learners, with the aim of preparing them for 'life's possibilities by placing equal emphasis on academics, the creative arts, technology, service learning and sports.



The four-year program is based on the North American model whereby students accumulate "credits" toward graduation and a high school diploma. All courses are taught in English, with the exception of modern language and mother tongue course offerings.

The JIS program:

- The Grade 9 and 10 curriculum is based on international standards and was designed to prepare students for success in Grades 11 and 12. In Grades 11 and 12 students have the opportunity to focus or "specialize" in areas of passion.
- In Grades 11 and 12, JIS offers courses in the International Baccalaureate (IB) and Advanced Placement (AP) curriculum; students may earn an IB Diploma, IB certificates, and/or AP certificates.
- The primary focus of the IB and AP curriculum is to prepare students to be critical thinkers, equipped with the academic skills necessary for rigorous university study.
- Indonesian government regulations mandate all Indonesian students take language, literature, and civics courses, then national exams in Grades 9 and 12.

All students are required to complete Creativity, Activity and Service activities throughout High School.

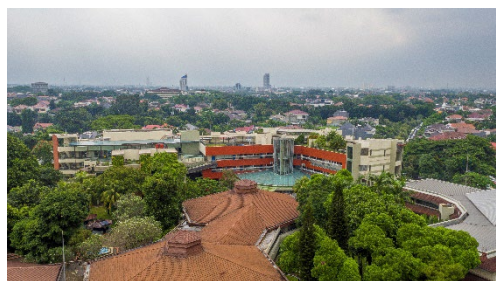
## Campus

### Facilities

The Cilandak Campus in South Jakarta is home to both JIS Middle School and High School. The lush, green campus offers a vast range of world-class facilities designed to optimize 'students' learning experience, including two modern libraries, an indoor theater and auditorium, multiple tennis courts and sports fields, swimming pools, and much more. JIS Middle School recently welcomed the addition of a state-of-the-art building dedicated to STEM, including a large workshop, a robotics lab, a 3D printing suite, a laser cutter, and VEX and VR technologies.

The Pondok Indah Elementary (PIE) Campus caters to Early Years learners and students in Grades 1 through 5. The campus is home to a new Early Years Center (EYC), an ecologically designed building featuring 12 classrooms, two Maker Space workshops, a dance and movement studio, an art room, and training kitchen, to name just a few.

Pattimura Elementary (PEL) sits on a historic campus located in a strategic area in Kebayoran Baru, South Jakarta. It caters to some 400 students from Early Years through Grade 5, whose holistic learning journeys are further supported by experienced teachers, a range of engaging, student-centered activities, and carefully selected facilities. The PEL campus will also be home to the JIS Learning Center. As an extension of Student Support Services, the JIS Learning Center provides additional support for students with moderate to significant learning needs and global developmental delays. The self-contained setting with personalized learning is targeted to meet various physical, behavioral, academic, and socio-emotional needs.



### Environmental Sustainability

Through the intentional and meaningful integration of environmental and service learning, JIS students also develop a deeper understanding of what it truly means to be ""Best for the World"." JIS strives to live this motto every day on campus through carbon-neutral policies, the JIS Peduli philanthropic organization, and a culture that values service learning at its core. The school prides themselves on having a wide range of student-led clubs, trips, and initiatives that focus on making a difference with the environment and people in need.

### Location

Jakarta is a true Southeast Asian city and one of the most diverse places in the world. Jakarta is at the heart of a nation that comprises over 300 ethnic groups with their own languages and cuisines across its more than 17,000 tropical islands. There is no shortage of culture to explore from gamelan music to Batik design and history. Jakarta is only a short way from the best diving in the world, biodiverse jungle treks, and opportunities to see animals, marine life, and birds that 'can't be found anywhere else in the world.

Jakarta is also a popular hub to visit the rest of the region with regular flights to Bali, Hong Kong, Singapore, Sydney, Tokyo, Bangkok, Kuala Lumpur, Seoul and more. Jakarta is a gateway to exploration within the borders of Indonesia and outside of it. As a member of the JIS community you will have access to advice and tips from hundreds of people about how to best take advantage of this distinct city.



## Fast Facts

Year Established	1951
Accreditation Agency	CIS WASC
School type	Independent, Pre-K to Grade 12
Language of Instruction	English
Student Age Range	3 - 18 years
Total Enrollment	2,000
Elementary School Enrollment	680
Middle School Enrollment	500
High School Enrollment	800
Percentage Home Country Nationals	23%
Student Nationalities	62
Percentage Annual Student Turnover	30%
Average Class Size	Early Years: 15 Kg to Grade 2: 18 Grade 3 to Grade 5: 20 Grade 6-Grade 12: 20
Student to Teacher Ratio	1:10
Number of Faculty	233
Faculty Nationalities	22
Percentage Annual Faculty Turnover	20%
Number of Board Trustees	13
Tuition (2021 - 2022)	IDR 316-495 million
Annual Operating Budget	IDR: 800 billion

## Follow Jakarta Intercultural School to Learn More





## Application Instructions

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Effective Date: July 2023

Application Deadline: April 29, 2022

Pauline O'Brien, Director of ISS Global Recruitment and Beth Pfannl, ISS Vice President of Global Recruitment will serve as the lead consultants for Jakarta Intercultural School Head of School search. They will be assisted by members of the ISS Administrative Search Team.

### **Instructions for Former Candidates**

If you have a previous account with ISS-Schrole Advantage or the ISS Admin Search Team and have not yet logged into ISS EDUrecruit here is the [link](#) to get started! You will need to use the email address associated with your ISS-Schrole Advantage account or your ISS Administrative Search account to access your new ISS EDUrecruit account. You will be prompted to update your password and accept the Terms and Conditions.

Once you are logged in, please select the following link to apply to this position:

[Jakarta Intercultural School Head of School](#)

### **Instructions for New Candidates**

If you are a new candidate to ISS, here is the [link](#) to register for an account so you can apply to this search. **There is no fee to apply for this position.** \*

Once you are logged in, please select the following link to apply to this position:

[Jakarta Intercultural School Head of School](#)

### **Instructions for ISS EDUrecruit Candidates**

If you already have an ISS EDUrecruit account, [here](#) is the link to login.

Once you are logged in, please select the following link to apply to this position:

[Jakarta Intercultural School Head of School](#)

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. One step in our ongoing journey toward more antiracist behavior and outcomes is the removal of photos from candidate profiles.

**Please DO NOT include photos on the CV and/or cover letter uploaded to your candidate profile.\*\***

Our considerations:

- International Schools Services (ISS) 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.

- International Schools Services (ISS) reserves 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.

Applicants are asked to apply as early as possible, as International Schools Services (ISS) and JIS reserve the right to close the selection process at any time.

**Be sure to use our new contact details if you require any assistance via this handy [form](#) – and remember, we are here to help you with any questions.**

\* If you are interested in a full candidate membership you can upgrade at any time for USD \$75.

\*\* 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](#).