



Sias IS
西亚斯外籍学校

Secondary Principal Leadership Opportunity

Starting Date: August 1, 2026

Application Closing: April 30, 2025



Our Mission

At Sias International School (Sias IS), where East meets West, inspires students to be well balanced with a strong mind, body and spirit, prepared for academic excellence and innovative leadership in an ever-advancing interconnected and technological world.

Our Core Values

CARING
PRINCIPLED
RISK-TAKERS
BALANCED

Accreditations

Western Association of Schools and Colleges (WASC)
International Baccalaureate Organization (IBO)

Student Learning

As a full IB World School, we provide a rigorous, high-caliber academic program for all ages of students. We serve children of foreign nationals in early years through Grade 12 (2026-2027).

Primary School

- Early Years- Early Years, Pre-K, Kindergarten
- Elementary School (Grades 1-5)
Students in Grades EY-5 follow the IB Primary

Students in Grades EY-5 follow the IB Primary Years Programme (PYP).

Secondary School

- Middle School Grades (Grades 6-8)
- High School (Grades 9-12)

Students in Grades 6-10 at Sias IS follow the IB Middle Years Programme (MYP).
Students in Grades 11-12 at Sias IS follow the IB Diploma Programme (DP).

Our School-Wide Strategic Goals Targets

Goal 1: Provide world-class instruction that meets the academic and social-emotional needs of all students.

Goal 2: Establish a destination school for all staff and students to flourish, feel safe, and stretch their skills.

Goal 3: Develop a learning community where all stakeholders are valued, welcomed, and mission-focused.



Our Campus

Sias IS has world-class standard international school facilities. Thoughtful consideration was put into the instructional use of the facilities to align with the International Baccalaureate program.



Full-size outdoor soccer field



Outdoor tennis & basketball courts



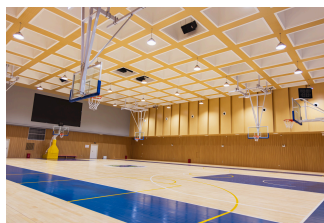
400 meter running track



Purpose designed Eco-Venture Park for EY & PY students



25-meter and 50-meter swimming pools



International-standard indoor basketball courts



Lecture hall for 280 people



The largest foreign language library in Henan Province



Theater with 880 person capacity (under construction)



Well-equipped design classroom



Well-equipped science laboratories



Multi-purpose rooms, collaborative and flexible spaces



Our Students

Sias International School in Zhengzhou, China, is home to a diverse community that promotes global awareness. We achieve this through a curriculum that blends Eastern and Western teaching methods, focusing on academic success, creativity, and innovation. Our school follows the International Baccalaureate (IB) framework integrated with international standards, which helps students become global citizens and critical thinkers. We emphasize well-rounded development, encouraging students to engage in activities that improve their intellectual, physical, emotional, and social skills, preparing them for leadership roles in a connected world.

As an IB World School, we offer the Primary Years Programme (IB PYP), which promotes inquiry-based learning and encourages students to address real-world issues. Our Middle Years Programme (IB MYP) helps students develop critical thinking and communication skills for today's complex world. Additionally, we are a candidate school for the IB Diploma Programme (IB DP), which prepares students in their final years of secondary education for higher education and beyond. Through our dedication to the IB framework, we aim to nurture well-rounded individuals ready for a lifetime of learning and meaningful contributions to society.





Our Faculty

Sias IS brings together a leadership team from world-renowned schools and a team of teachers with rich educational experience. At present, there are over 50 instructional faculty who come from 28 different countries around the world collaborating at Sias IS. The instructional staff have educational degrees from universities worldwide; over 70% of teachers have earned their master's or doctoral degrees. Teachers at Sias IS have rich experiences in the field of international education and are caring, responsible, innovative instructors who are passionate about student learning.

Our Community

The community at Sias International School is vibrant and inclusive, fostering a sense of belonging among students, parents, and educators. The school emphasizes building strong relationships through initiatives like the Parent Advisory Council and Parent Academy, which encourage parental involvement and understanding of the school's educational philosophy. With a diverse teaching staff of about 80 educators and a student body of approximately 335, Sias IS creates a supportive environment that invites community engagement and partnership. The school's commitment to safety and child protection further ensures a secure and nurturing student setting. This community-oriented approach complements the school's academic programs, providing a holistic educational experience that extends beyond the classroom.

Candidate Profile

Secondary School Principal

QUALIFICATIONS:

- Master's Degree (higher degree preferred) in Education, Administration, or a related field.
- Minimum 5 years of teaching experience and 3 years of principal experience, with a strong background in IB MYP/DP programs.
- Strong understanding of university and admissions processes for North America, UK, Australia, and Asia
- Up-to-date understanding of key issues and best practices in international education.
- Proven experience as a principal in an institution of comparable scale and complexity to Sias IS.
- Experience in curriculum leadership, teacher training, and student assessment.
- Proven ability to lead teams and implement school improvement initiatives.
- Superior leadership, organizational, and communication skills.
- Experience in managing student behavior, discipline policies, and academic counseling.

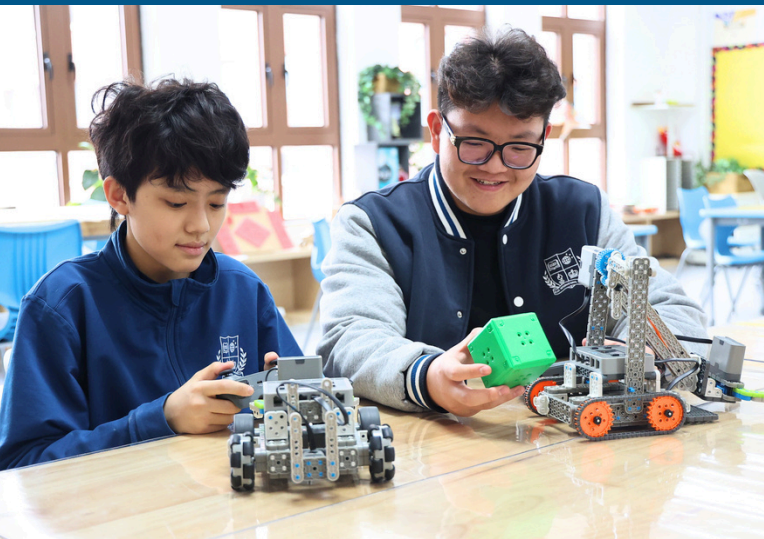
QUALITIES AND CHARACTERISTICS

The following qualities and characteristics will help the next principal thrive at Sias IS:

- Global Perspective & Cultural Sensitivity – Possesses a deep understanding and respect for diverse cultural backgrounds, particularly Chinese culture and values.
- High Emotional Intelligence – Builds trust and fosters a positive school culture, encouraging open communication between students and teachers.
- Profound Understanding of IB Programs – Demonstrates expertise in implementing and promoting IB educational principles effectively.
- Strong Leadership Skills – Unites and motivates faculty teams to drive the development of the DP program.
- Adaptability & Innovation – Thrives in challenging situations and remains flexible and creative when launching new programs.
- Transparent Decision-Making – Ensures all stakeholders understand the decision-making process and rationale.
- Active Listener & Effective Communicator – Facilitates smooth information flow with strong two-way communication skills.
- Team Builder – Empowers, mentors, and supports staff to foster professional growth and development.
- Strategic Thinking – Synthesizes feedback to set long-term strategic goals for sustainable school development.
- Exceptional Organizational & Management Skills – Demonstrates efficiency in task execution and school operations.
- Engaged, Reliable, and Collaborative Leadership – Works closely with others to achieve shared objectives.
- Deep Commitment to Student Development – Promotes student confidence, autonomy, and social responsibility through IB education, fostering global citizenship.

Rooted in Care, Rising in Excellence

Secondary School Principal



While the official job description can be found [HERE](#), we are seeking a Secondary School Principal who will enthusiastically embrace the following opportunities and challenges:

1

COLLABORATION

Encourage a collaborative environment among faculty by promoting teamwork across departments and grade levels. Support subject teachers in developing cohesive curricula and sharing best practices for a seamless learning experience. Additionally, work with primary school leaders to ensure smooth transitions between primary and secondary education, helping students navigate new challenges in secondary school.

2

PEDAGOGY

Cultivate a culture of innovation that aligns with the International Baccalaureate (IB) framework, focusing on inquiry-based learning and critical thinking skills vital for success in the IBDP. Encourage interdisciplinary collaboration among faculty to create cohesive curricula while implementing differentiated instruction to meet diverse student needs. Provide explicit instruction in critical thinking skills—such as analysis, evaluation, and problem-solving—to equip students for academic excellence and foster an environment of inquiry and experimentation that prepares them for the IBDP and beyond.

3

STUDENT AND STAFF WELL-BEING

Foster a culture that values each student's unique contributions and empowers them with decision-making opportunities to prepare for the IBDP and beyond. Enhance communication and community events to create a sense of belonging among students, staff, and families. Prioritize staff well-being, recognizing that a supported staff is vital for a thriving learning environment that prepares students for success in the IBDP and their future.

4

COMMUNITY ENGAGEMENT AND CORE VALUES PROMOTION

Foster strong relationships and maintain high visibility within the school community, particularly with students, parents, and prospective and new families. Consistently advocate for the school's values, mission, and unique offerings. Focus especially on families considering overseas boarding schools for their children and make concerted efforts to encourage their enrollment in our school.

5

ORGANIZATIONAL SYSTEMS

Guide the school through the graduation of its first IBDP class, ensuring a celebration of academic excellence and community spirit. Develop a master schedule, course catalog, and co-curricular programs that align with strategic goals and foster student success. Collaborate with the Academic Leadership Team to ensure the timely completion of operational tasks during the transition to new facilities. Oversee this transition by creating orientation programs and communication systems to help students and families acclimate to the new environment.





Why Zhengzhou?

Zhengzhou is the capital and largest city of Henan Province in the central part of the People's Republic of China. Located in north-central Henan, it serves as the political, economic, technological, and educational hub of the province. The Zhengzhou metropolitan area's population is more than 12,828,000.

The city lies on the southern bank of the Yellow River. Zhengzhou is a major hub of China's national transportation network, with railways connecting Zhengzhou to Europe, and an international airport. One can easily arrive in Beijing in 2 hours and 15 minutes by high-speed train.

Zhengzhou is a vibrant city that combines a rich cultural heritage with rapid urban development. As a major transportation and industrial hub, it is home to key sectors like automobile manufacturing, electronics, and logistics. The city's modernization is evident in areas like Zhengdong New District, while its cultural significance shines through historic sites like the Shaolin Temple and Longmen Grottoes. Zhengzhou offers a dynamic urban lifestyle with universities, parks, shopping malls, and diverse dining options, making it an appealing location for professionals and families.



Application Instructions

Secondary School Principal

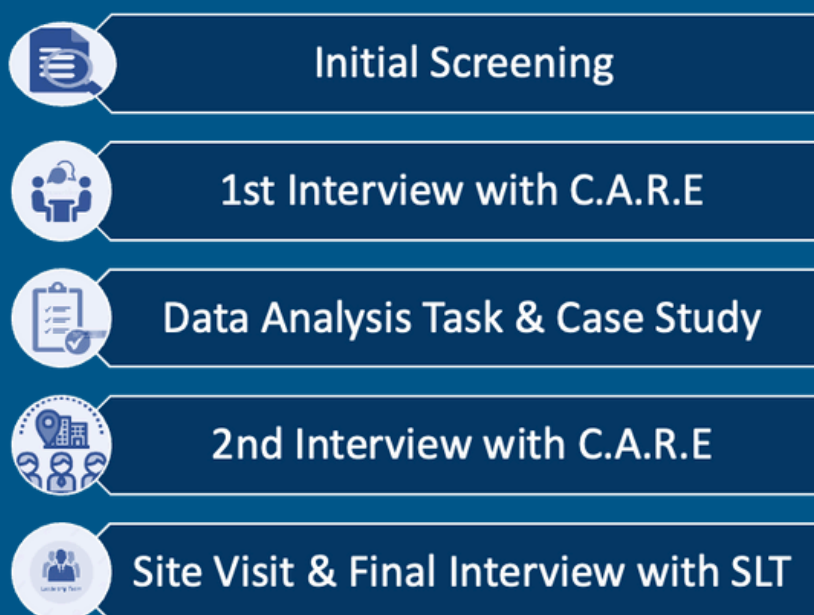
The application deadline is **April 30, 2025**, with interview starting in early April, 2025.

The new Secondary School Principal will commence duties at August 1, 2026. Candidates are asked to submit the required materials outlined below as early as possible, as Sias IS reserves the right to close the selection process at any time if the right candidate is found. For this reason, it is essential that candidates submit an application at the earliest time possible. The review of applications begins as applications are received.

While applying through the recruitment website, candidates should also submit an application that includes the following components to SiasISPrincipals@siasinternationalschool.org

- A letter of interest explaining your strengths and why you are interested in the Secondary School Principal position.
- A current resume not to exceed two pages.
- A one to two-page statement outlining educational and leadership philosophy.
- A one-page list of three references with phone numbers and email addresses. Two references should be current direct supervisor references.

Application Process



C.A.R.E: Committee for Applicant Review and Evaluation

SLT: Senior Leader Team of Sias IS