

Heidelberg International School (H.I.S.) is an IB World School, serving the needs of the international community within the Rhine-Neckar region of Germany. On our purpose-built campus in the city of Heidelberg, we provide a welcoming and respectful learning environment for our approximately 250 students from age 4 through to the IB Diploma Programme. Our school community is culturally diverse, and we are committed to fostering a culture of diversity, equity, and belonging.

Starting in August 2026, we are seeking a dedicated and experienced:

Secondary School Principal

Heidelberg International School is seeking an experienced and inspirational leader with a commitment to learner-centred education within our IB World School community. The Secondary School Principal plays a vital role in leading a committed and professional teaching team in developing high-quality instructional programmes, ensuring the safety and success of students, and maintaining positive and collaborative relationships among students, parents, and staff. The Secondary School Principal role includes a 50%-time allowance and will be combined with a teaching position and/or another leadership role.

The successful candidate will:

- model lifelong learning in every aspect of the school's work
- promote the implementation of a curriculum rooted in best practice, international-mindedness, and intercultural understanding
- provide leadership on how best to monitor and improve learning
- inspire faculty and staff to the highest expectations
- promote a culture of professional growth and accountability
- build and maintain relationships and organisational structures that effectively support learning
- model behaviour consistent with the school's mission and values
- lead with integrity, empathy, and a commitment to continuous improvement

Your Profile:

- You hold a recognised degree in education and a secondary school teaching certificate
- You have experience in a management position, ideally within an IB World School
- You have extensive experience and demonstrate expertise in the IB Diploma Programme and the MYP, including curriculum leadership, assessment, and programme development
- You show a deep understanding of IB philosophy and a commitment to an inclusive and internationally-minded education
- You are a strong pedagogical leader who promotes academic excellence, well-being, and personal growth
- You inspire, support, and develop staff in a collaborative and reflective professional culture
- You communicate effectively and build strong partnerships with students, parents, and the wider school community
- You have an interest in being part of the local culture and community
- You speak and teach English at native-speaker level

Experience as an IB Diploma or MYP Coordinator, experience leading IB programme evaluations, and training in educational leadership are advantages.

Page 1 of 2

What You Can Count On With Us:

- Attractive compensation and additional employer benefits such as:
 - Public transport allowance (Job/Deutschland Ticket VRN)
 - Company pension plan (20% employer contribution)
 - Financial support for job-related relocation
- Up to five fully paid days per year to care for a sick child
- Regular training and professional development opportunities
- Set working hours and a healthy work-life balance
- Diverse and meaningful tasks with room to shape your role
- Close collaboration and regular exchange with the School Leadership Team
- A modern and well-equipped workspace

If you are interested in working at H.I.S., please submit a completed Employment Application Summary (available on the school website: www.hischool.de) together with a letter of application and your CV to:

Mr Allyn Raw
Heidelberg International School
Wieblinger Weg 7
69123 Heidelberg
Germany
Phone: +49-6221-759060-0
Email: jobs@hischool.de

Application deadline: 1 March 2026.

H.I.S. takes child safeguarding seriously; therefore, all applicants are required to submit a clear criminal background check from their current country of residence. Background checks will be carried out and references will be verified.