

Leadership Search



Head of School
International School
Nido de Aguilas
Santiago, Chile

Application Deadline: February 16, 2022

Start Date: July 1, 2023

ISS is pleased to conduct this full search.

Learn more how ISS works with search committees around the globe to fill leadership positions.

www.iss.edu/services/administrative-recruitment

The Position

Overview

The Head of School shall be the Chief Executive Officer and shall be responsible for the effective operation of the school including general administration of all pedagogical, curricular, business, facility, personnel, and other operations. The Head of School shall be responsible for advising and making recommendations to the Board of Directors with respect to such activities and shall perform all duties and accept all responsibility usually associated with the position of Head of School. The Head of School shall also ensure compliance with all laws, statutes, policies, and regulations as established by legal authorities and the Nido de Aguilas Board of Directors.

Skills, Experience & Attributes

The International School Nido de Aguilas (Nido) seeks a Head of School with previous successful experience in international school leadership. Applicants with a strong track record in the US market who possess an international background and/or strong global mindset and embodiment of diverse and international experiences will also be considered.

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

- Embrace, articulate, and promote the mission, vision, and values of Nido
- Provide shared vision and charismatic leadership to support and grow the Nido student body and community
- Inspire and motivate others to advance Nido's mission
- Make effective and informed executive decisions, building consensus among key stakeholders
- Be a collaborative, visible and engaged leader
- Facilitate strong working teams, delegate appropriately and ensure accountability
- Serve as a committed, enthusiastic, and proactive ambassador for Nido in Chile and throughout the world
- Build meaningful relationships and enhance effective communication with Nido stakeholders to foster and preserve a strong sense of community
- Advance diversity, equity, inclusion, and justice initiatives at Nido
- Contribute proven expertise in achieving academic excellence
- Inspire a culture of innovation 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 IB
- Promote the integration of innovative technology that enhances teaching and learning across different disciplines
- Recruit, hire, develop, manage, and retain a high caliber administration, faculty, and staff
- Manage a successful faculty evaluation and development process to ensure teacher effectiveness, continuous professional improvement, and program excellence
- Ensure that major reforms and strategic initiatives are effectively adopted and meaningfully implemented by the necessary stakeholders
- Work closely with the Board of Directors to build a true partnership in governance, strategy, and leadership
- Manage the school's business and administrative operations to ensure long-term financial sustainability

Preferred Qualifications

- Advanced degree in Education Administration (Master's or Doctorate Degree)
- School Administration Certification
- Extensive Experience in Education, Management, and Leadership
- Previous Head of School and/or Deputy Head Experience
- Ability to communicate in Spanish (not required but would be considered a plus), along with a curiosity and willingness to embrace the local culture
- Communication and Public Relations Skills
- Experience and Proven Success with Strategic Planning
- US Citizen

Challenges and Opportunities

Challenges for the Next Head of School:

- Continue to hire, develop, and retain the best teachers locally and internationally, as well as build and lead a first class academic and administrative leadership team, to ensure the continued ability to offer a program of academic excellence to all of Nido's students
- Establish a clear, concise, and inspiring strategic agenda, Nido value proposition, and set of priorities for the next few years
- Develop a strategy to broaden and diversify revenue streams
- Advance Nido's communication and stakeholder engagement strategy
- Foster the relationships between local and international constituents throughout the school
- Balance Nido ethos with local regulation

Opportunities for the Next Head of School:

- Build upon a high-quality program and take it to the next level using expertise in innovative curricula while ensuring clarity, cohesion, and consistency across divisions, as well as the social emotional well-being of our students
- Move forward with improvement to the campus facilities (Master Plan), identify, clarify, and shape a long-term vision for the campus as an open and dynamic global education center
- Continue collaborating with a committed and supportive Board of Directors and school community that strives to make Nido a world-renowned international school
- Utilize and build on the lessons learned from Covid to provide innovative educational opportunities for the school community moving forward
- Continue to cultivate and expand on Nido's public purpose and its growing relationships with the broader community
- Continue to incorporate nature and the environment in the core of the Nido's educational experience and community initiatives, taking advantage of Nido's spacious park-like setting

Reports To and Evaluated By

Board of Directors

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

Nido was founded in 1934 as a private, co-educational, non-sectarian, non-profit school rooted in the traditions of Chilean and North American education. Today, Nido serves around 1600 students from more than 50 countries and offers a comprehensive liberal arts college preparatory educational program from Early Years (age three) through Grade 12.

In line with its mission to provide the best in U.S. and Chilean thought and tradition, Nido offers three programs: the Nido Diploma (North American), the Chilean National Plan Diploma and the International Baccalaureate Diploma (for 11th and 12th grades). Nido students can graduate with one, two or all three of these diplomas.

At Nido, excellence in academics is complemented by programs that look to provide students with an all-around education. There are a wide range of arts and athletics options, social/emotional programs in line with international best practices and standards, service learning and community outreach opportunities, and outdoor education programs. The world-class faculty has a richness of experience and education from within Chile and around the world. The faculty is characterized by its dynamic teaching styles, collaborative spirit, and its student-centered approach. Teachers feel proud to be part of the Nido community.

Mission, Vision & Values

Mission

Nido offers an English language-based, liberal arts education, influenced by U.S. and Chilean thought and tradition, that prepares students to be eloquent communicators and impactful stewards of a rapidly changing world. Nido students:

- Engage in authentic, consequential experiences, learn by doing, and are accustomed to taking risks
- Master a rich curriculum while acquiring the skills to communicate across multiple fields, disciplines, and cultures
- Build their own personalities fully, nurturing their strengths and passions



Vision

The International School Nido de Aguilas strives to be an open and dynamic global education center known for its empathic and forward-thinking students, innovative pedagogy, and responsible stewardship of intellectual and environmental resources. Nido seeks to be a hub of knowledge creation and dissemination for Chile and the world.

Values

ENGAGEMENT

Approaching life and work with complete attention, involvement, curiosity, and the responsibility to make a positive difference in the world.

INGENUITY

Creative problem solving through experimentation, collaboration, research, and play.

ADAPTABILITY

Adjusting to and thriving in a complex, rapidly changing world.

GENEROSITY

Treating others with empathy, kindness, and respect in both word and action.

HAPPINESS

Choosing to pursue happiness as a life goal with an awareness that some of the journey will be difficult, requiring self-knowledge and fortitude.



In 2021-2022 Nido engaged in a review process of its vision, mission and core values, so that all members of our community can relate to, identify with, and embody. The revised mission and vision will be formally launched in 2022, and are as follows:

VISION: The International School Nido de Aguilas strives to be an open and dynamic global learning center.

MISSION: Nido empowers learners to connect authentically, explore with curiosity, and act with purpose. Connect. Explore. Act.

CORE VALUES:

- Engagement: We work in service of our mission and vision.
- Ingenuity: We engage in collaborative, creative problem solving.
- Adaptability: We embrace innovation and flexible thinking.
- Generosity: We treat others with empathy, kindness, and respect.
- Happiness: We nurture joy, hope, and well-being.

Overview

Nido is divided into four divisions: the Early Years School (EYS), the Elementary School (ES), the Middle School (MS), and the High School (HS). In all divisions, teachers encourage students to adopt a growth mentality, to learn from their mistakes and to understand that talent and ability improve with persistence, dedication, and self-belief.

Nido offers a wide range of elective courses in the arts, design and technology, social sciences, foreign languages, and health, wellbeing, and fitness. All students participate in outdoor education and service learning, with a focus on leadership skills and citizenship through meaningful and impactful experiences.

All classes are taught in English except for Spanish language classes. Nido offers English-language acquisition support for non-native English speakers with limited proficiency. Nido offers limited learning support for children with learning differences and has specialized faculty to address skills in reading, writing, math and executive functioning in most grades. Nido also has counselors in each division that focus on student wellbeing through robust social-emotional and academic counseling services.

At Nido, excellence in academics is complemented by dynamic arts and athletics programs, guidance in social/emotional learning, service learning and community outreach, and a tradition of outdoor education. The world-class faculty has a richness of experience and education that, when combined with dynamic individual teaching styles, fully engages students in their learning and are happy to be at school each morning.

Nido’s goal is that when every student graduates they are prepared not only to be successful in top universities around the world, but also that they pursue their passions, make a positive difference in the world, and lead happy lives based on strong values.



History

Nido was founded in 1934 by the North American Waldo Stevenson and his Chilean wife Juanita Keller. Their educational philosophy was based around providing a complete education in which children are active participants in the learning process, rather than passively absorbing their teachers' knowledge and ideas.

Emphasis was put on the importance of social interaction between students, which the Stevenson's believed was the best way to achieve a close, harmonious relationship with nature. In this respect diversity was crucial in the educational process and for this reason from Nido's very beginnings there was no discrimination based on sex, race, or religion.

During its first 15 years Nido was located in Peñalolén, in the foothills of the Andes Mountain Range. Rustic buildings made of stone were used as classrooms and for weekend retreats. Both students and teachers lived at the school like real families. In 1948, they moved to La Reina and finally in 1962 Nido de Aguilas moved to its current site in Lo Barnechea, a property of 130 acres surrounded by natural landscapes and, at that time, far away from the residential parts of Santiago. Over time, Nido transformed from a boarding school into a non-profit foundation and the school's administration evolved and a governing board was established to run the institution and manage its finances.

For more than 85 years Nido de Aguilas has been renowned for its cutting-edge teaching methods, which anticipated educational trends that have since become widespread. One of the first schools in Chile to educate both boys and girls, to provide a bilingual education, to offer the IB Diploma, to include information technology, citizenship, sex education, outdoor education and, in recent years, project-based learning and the Harkness Method in the curriculum, to give just a few examples.

Curriculum

Nido offers three diplomas: the North American/Nido Diploma, the International Baccalaureate (IB) Diploma, and the Chilean National Program Diploma. All Nido students graduate with the Nido diploma, many students pursue two diplomas, and some earn all three. Students seeking the Chilean National Program diploma take a subset of courses taught in Spanish, as prescribed by the Chilean Ministry of Education, while IB students select the required number of courses from Nido's IB curricular offerings.

All courses at Nido are taught in English, with the exception of foreign language courses and the Chilean National Plan courses in the High School. Language acquisition support is provided for students entering with limited proficiency in English. Every student in Kinder 2 through Grade 12 is required to take a Spanish class each term.

Curriculum planning takes place both within and across the divisions to ensure a coherent, coordinated educational experience in which learning and knowledge are cumulative. In this way, Nido students feel themselves growing in confidence and ability and are open to greater challenges and broader horizons with every passing year.



Nido evaluates student and curricular performance through many different means of assessment, including standardized testing. Nido regularly uses the MAP, OLSAT, SIMCE, and SSAT to assess student progress, depending on grade level. Nido also assists with the PSAT, SAT, ACT, PSU, IB External Assessment, and AP Content Area Exams.

Technology

At Nido, technology supports learning and the curriculum at all levels. In keeping with the mission and values, Nido challenges students to strive for ingenuity in their thinking and to be engaged in their learning. Nido has multiple divisional platforms for student online management systems including PowerSchool (K2-G12), Schoology (learning management system used in HS), Google Classroom (G3-8) and Seesaw (online platform used by EYS and K1-G2 students).

In EYS, teachers use iPads to enhance project-based learning. ES students use Chromebooks. ES students have SMART Boards and Apple TVs in their classrooms and have access to certain parts of the new EYS/ES MakerLab. Besides having these same classroom features, as well as using the MakerSpace on a regular basis, students in the Elementary School are part of the Information Communication Technology (ICT) program that engages students in designing, creating, and innovating in a rapidly changing world.

The MS utilizes an integrated model for technology, where technology is used by all content teachers to help reach curricular goals. Students learn to navigate PowerSchool and Haiku, Nido's Learning Management System, and Google Drive.

Staff at the Media Center work with teachers to help students grow in their research and writing skills through the aid of Nido's extensive online and on campus research tools. The MS also offers stand-alone technology courses, including Beginning & Advanced Robotics, Computer Coding, and Design Technology for Grade 7 and Grade 8 students, as well as an IT course for Grade 6 students. The MS has a one-to-one iPad program in Grades 7 and 8, multiple iPad and laptop carts, and a MakerLab that includes computer labs.

The High School uses a Bring Your Own Device (BYOD) program, in which each student purchases his or her own MacBook for use at school and at home. Nido provides all required software, which gives students powerful research, analytical, co-authoring, and presentation tools, aiding them not only during their years at Nido but also contributing to the skill set on which they can draw at university and beyond. HS technology and innovation electives include digital video, programming, new product design and development, design technology, robotics, and yearbook design and publishing.



Arts, Athletics & Activities

Arts:

Nido's Fine & Performing Arts Academy helps each individual student cultivate his or her talents and passions, allowing students to confidently express themselves through performance and creation. Students at the Fine & Performing Arts Academy gain artistic skills, a sense of aesthetics, and a collaborative spirit, to become engaged, imaginative, and contributing global citizens.

Nido's Fine Arts Academy programs include Dance, Music, Sound & Stage Engineering, Theater, and Visual Arts. Students in the Elementary School take Music and Visual Arts classes throughout the year with specialist faculty, and drama is included into selected elements of the core curriculum. The Middle School Encore Program includes courses in Music, Theater, Stage Production & Design, and Visual Arts. The High School offers semester-length and year-long courses in all areas of the arts.

Athletics:

The mission of the Nido Athletics program is to promote well-rounded, multi-sport student-athletes that, while proudly wearing their Nido uniform in athletic competitions, develop complementary skills and capabilities through their participation, enjoyment, and education.



The Nido Athletics program aims to provide a variety of experiences. Nido student-athletes will learn the values of teamwork, hard work, and discipline, while instilling lifelong skills that allow them to be productive world citizens.

Student After-School-Activities (ASAs):

The Nido co-curricular enrichment program provides an exploratory, authentic learning environment that fosters extensive, non-competitive growth in the visual and performing arts, sciences, culture, fitness, and wellness. Learning can take place anywhere. The program serves as a network for integrated education beyond the classroom to broaden student exposure through a dynamic range of disciplines and activities.

Outdoor Education Program

At Nido we believe that nature provides students infinite opportunities to connect with themselves, each other, and other species with whom we co-exist on this marvelous planet. Outdoor experiences stimulate an innate sense of joy, curiosity, and engagement in students of all ages. Meaningful learning experiences in the natural world can inspire students to become responsible caretakers and advocates for the environment and its inhabitants. Using a collaborative approach with educators across all divisions, the Nido Outdoor Education Program provides interactive outdoor learning experiences tailored to the developmental needs and learning objectives of each grade level.

Academic Calendar

The academic year comprises two semesters extending from late-July to December and mid-February to June. There is a five-week break during June and July, and the Southern Hemisphere summer vacation (semester break) runs from mid-December through mid-February. [This calendar](#) is approved by the Chilean Ministry of Education and complies with the regulation of 38 weeks of school.

Accreditation/Affiliations/Sponsors

Nido is accredited in the US by the New England Association of Schools and Colleges (NEASC) and in Chile by the Ministry of Education.

Ashoka Changemaker School

AMISA Distinguished Member School



Students

Nido’s 2021-2022 enrollment consists of approximately 1600 students from over 50 nationalities. Enrollment in the last 10 years has ranged from 1575-1875 students.

Faculty

Nido’s faculty and staff are the heart and soul of our school. They are recruited from among the very best in the world. Nido has a total of 375 faculty and staff. Of our approximately 240 instructional staff, over 50% have advanced degrees. Our faculty and staff are engaged, dedicated professionals who love education, teaching, and learning. They bring to their classrooms a wealth of knowledge, experience, and caring, making the Nido educational experience simultaneously challenging, nurturing, exciting, and rewarding for each student.

Professional Development

Nido has a strong [professional learning plan](#). Learning coaches work with individual teachers and grade-level and department teams to examine student growth and to enrich pedagogy. They also lead curriculum revisions and are instrumental in supporting the divisions in developing aligned opportunities for the school to work together to achieve our building goals. All grade-level teams and departments have collaborative goals that are intended to build instructional practices that create strategic and flexible learners. The school has Professional Learning Communities (PLCs) who meet weekly to study best practices in teaching and learning.

Administration

Nido’s executive [leadership team](#) is composed of its academic and operational directors.

Board of Directors/Governance

As a private, non-profit foundation, governance at Nido is exercised through a Board of Directors, consisting of a minimum of 9 members and a maximum of 13 members, all of whom must be parents of current or former Nido students. Of the 9 minimum members, four must be U.S. citizens, four must be Chilean citizens, and one is a designee recommended by the U.S. Ambassador to Chile, subject to election by the Board of Directors.

Board Members are the legal representatives of the school, and, among other responsibilities, they are empowered to establish general operating policies, ensure that the school's mission and purpose is fulfilled, determine tuition and fees on an annual basis, oversee the school's budget, ensure provision of safe and adequate school facilities, and hire a Chief Executive Officer (Head of School).

The members of the Board of Directors serve as volunteers without pay or compensation and are not entitled to any special benefits or privileges. They are subject to the same tuition and fees as other Nido parents.

In accordance with the school's legal status, the governing Board is self-perpetuating in nature, meaning that openings are filled by election of the sitting Board Members, for three-year terms.

Community

Nido has an open campus and parents are welcome participants and partners in their children's education. The school treasures the alumni, staff, faculty and students and encourage them to learn and grow with each other in a happy, healthy, and supportive environment.

Nido's Parent Association (NPA) is an organization open to all Nido parents. The NPA's mission is to help parents and guardians be involved with their children's schooling and to promote a sense of community among all parents and guardians at the school.

The Nido Alumni Association (NAA) was founded by a group of five former students in 2015 and today has over 9,000 members. The NAA is registered as an independent non-profit organization according to Chilean law.

Nido takes pride in being a private school with a public purpose, considering what it means to be a part of a community and how we share a responsibility to one another. The Nido community is encouraged to act upon that awareness with generosity, engagement, and empathy. Students are not only encouraged to strive to serve, but to also develop authentic relationships and learning experiences to broaden their perspective. Beyond educating students on the importance of making a positive impact during their time at Nido and as adults, the school also has a responsibility as an organization to its community. This is embedded in the PK through grade 12 curriculum through the GIVE program, Week Without Walls and CAS projects. Nido also promotes community service through The Nido Fund, Student-centered initiatives and parent initiatives. Every year, Nido partners with the Ministry of Education English Program to provide Professional Development in Teaching English for public school teachers across the country. And in 2019, Nido launched the Nido Scholars Program which provides excellent students that attend public schools in Chile with the opportunity to study High School at Nido with a full scholarship.

Grade Level Overviews



Early Years School

Early childhood is a unique stage in a child’s life – a time of rapid brain development, unbridled enthusiasm for learning, and boundless energy for exploration and discovery. Joy, delight, laughter, and play propel early thinking and learning. At Nido’s Early Years School (EYS), we honor this special time in a child’s educational journey by creating the ideal environment for whole child development.

It is well established that optimal development and learning during the early years is most likely to occur when children establish positive, caring relationships with their teachers and classmates, when they receive carefully planned adult guidance and support from knowledgeable and experienced educators, and when they have many opportunities to explore interesting environments with many things to do and learn. Nido promises to provide children with all of these things so that the early childhood years create the best beginning and foundational platform for a lifetime of learning.

The EYS is comprised of PK and K1, with a current enrollment of approximately 120 students.

Elementary School

Nido’s Elementary School (ES) serves students from Kinder 2 through Grade 5 (5-11 years old) and continues to build on the foundations laid down in the early childhood years. There are currently 620 students enrolled in ES.

Through an inquiry-based approach, students learn to experience the world with curiosity, become independent thinkers, and develop problem-solving skills that build character and help them thrive in an ever-changing world. Teachers deliver an integrated and interdisciplinary curriculum that connects the various subjects of study, providing students with a seamless learning experience and encouraging them to discover connections between schoolwork and the other parts of their lives. Each grade level also offers age-appropriate, service-learning opportunities for students to grow as individuals and serve local, national, and global communities.

Physical education, music, art, computer instruction, and Spanish classes complete the core curriculum in literacy, math, social studies, and science. Though standards are high, each child is encouraged to progress at his or her level of readiness, with a gradual increase of responsibility as the child goes through the different stages of development. Students learn to embrace change and diversity by actively managing transitions and sharing each other’s cultural identity, beliefs, and customs.

Elementary classes have an average of 22 students per class, allowing for both rich interactive engagement and individual attention. Kinder 2, Grade 1, and Grade 2 classes have both a lead teacher and an assistant teacher. Each grade has a Team Lead to ensure coherent and coordinated curriculum planning across the grade, but teachers and assistant teachers enrich their individual classes with their own unique teaching styles, backgrounds, and interests. Nido's (ES) uses a standards-based teaching and learning model to emphasize that learning is a process in which the goal is for each child to grow steadily in knowledge, ability, and confidence.



Middle School

The Nido Middle School (MS) consists of grades 6-8 and offers a comprehensive program that consists of core classes (Language Arts, Math, Social Studies, Science, and Spanish), as well as courses in Physical Education and the Fine and Performing Arts. Technology curriculum is integrated into students' coursework, and all Grade 6 students begin MS with an IT course to prepare them for more advanced computing skills. English as a Second Language instruction and the MS Learning Support Center both provide academic support for students in need.

The Advisory Program promotes a sense of community and addresses age-appropriate topics related to character, team-building, and academic support. A critical component of Advisory is the GIVE Program, wherein students gather in cross-grade groupings to promote school spirit, tackle problem-solving initiatives, and organize and participate in community service efforts.



Nido also offers a rich menu of after-school sports and clubs. These activities typically are sponsored by members of the Nido staff, and they provide opportunities for students to pursue their interests and to feel a deeper sense of connection.

Current enrollment in MS is approximately 380 students.



High School

High School at Nido consists of Grade 9-12 and has a current enrollment of approximately 460 students. Students master a rich curriculum while acquiring the skills to communicate across multiple fields, disciplines, and cultures. All High School students take a standard U.S. college preparatory curriculum of at least 27 credits, including: a minimum of four years of English, four credits of Social Studies, three credits of math, science, and language, two credits of physical education, one of fine or performing arts, and a half credit each of computer applications and health. The school

also offers an array of elective courses, and six elective credits are required for graduation. All students who fulfill these graduation requirements earn a Nido diploma, but students can earn in addition either or both an International Baccalaureate Diploma and a Chilean National Diploma.

Campus

Nido de Aguilas is located on a spacious 130-acre, park-like setting in the foothills of the Andes Mountain Range, approximately 20 minutes from downtown Santiago. The school is situated in one of the newest areas in Santiago and is the residential location of choice for many Nido families. The campus facilities include two multi-purpose halls, a modern library/media center, science laboratories, computer labs, a theater/fine arts center (including a 735-seat theater, instrumental music rooms, vocal music rooms, art rooms, and dance studio), two MakerLabs, counseling and college admissions offices, two cafeterias, a nursing/first aid center, several playground areas, a double-size gymnasium, weight training and fitness facility, two sports fields, an all-weather track, an outdoor education center, and an indoor aquatics center. The Admissions Office is in the Administration Building adjacent to the school's main parking lot.



Fast Facts

Year Established	1934
Accreditation Agency	NEASC
School type	Private, coeducational day school
Language of Instruction	English
Total Enrollment	~1600
Lower School Enrollment	730
Middle School Enrollment	380
Upper School Enrollment	460
Average Class Size	PK: 15 K1: 18 K2-G12: 22
Student Age Range	3-18 years
Average % Home Country Nationals	47%
Student Nationalities	Argentina, Australia, Austria, Bahrain, Belgium, Bolivia, Brazil, Canada, Chile, China, Colombia, Costa Rica, Croatia, Czech Republic, Dominican Republic, Ecuador, Egypt, Ethiopia, Finland, France, Germany, Great Britain, Honduras, Hong Kong, Hungary, India, Indonesia, Israel, Italy, Japan, Korea, Kuwait, Malaysia, Mexico, Netherlands, New Zealand, Nicaragua, Norway, Pakistan, Panama, Paraguay, Peru, Poland, Portugal, Russian Federation, Senegal, Slovenia, South Africa, Spain, Suriname, Sweden, Switzerland, Taiwan, Turkey, Ukraine, United States, Uruguay, Uzbekistan, Venezuela
Student to Teacher Ratio	7:1
Number of Faculty and Staff	375
Number of Board Members	11
Tuition (2021 - 2022)	US\$ 9,500 (EYS)- US\$ 18,000 (ES - HS)

Follow International School Nido de Aguilas to Learn More



Application Instructions

Effective Date: July 2023

Application Deadline: February 16, 2022

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for International School Nido de Aguilas Head of School search. She 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:

[International School Nido de Aguilas 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. You are not required to pay for your profile in order to apply for this position. However, if you are interested in the \$75 candidate membership option, you can upgrade to a full membership at any time.

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

[International School Nido de Aguilas 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:

[International School Nido de Aguilas 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. As such, **we request the resume and cover letter you upload to your candidate profile not include your photo. ***

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 Nido 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.

* 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](#).