

# LEADERSHIP SEARCH

Making A World of Difference



**School Director**  
**Bavarian International School**

Application Deadline: November 30, 2024

Germany | Start Date: July 2026

# Leadership Search

**School Director –  
Bavarian International School gAG (BIS)**

**Application Deadline: 15 November 2024**



**Bavarian  
International  
School**

**Believe. Inspire. Succeed.**



# 1. Introduction

Bavarian International School, the renowned IB World School, invites applications for the role of **School Director starting in July 2026**. This is a unique opportunity to lead a truly outstanding international school with an excellent history of high achievement while embracing diversity and innovation into the future.



## 2. BIS – A place for everyone to grow and flourish

### Our school

Bavarian International School (BIS) is a non-profit organisation with two campuses in Haimhausen (15 km north of Munich) and downtown Munich. 1.250 students from 70 different countries between the ages of 3 and 19 grow and flourish at the IB World School. Personalised education, innovative and holistic learning as well as a global mindset characterise our academic philosophy under the motto “Believe. Inspire. Succeed.” Our 180 motivated and highly experienced teachers from 40 nations are more than just educators, they are inspirers, mentors, nurturers, constructive critics, enablers, guides and much more.

The ratio of international students to local children is 74%:26%. As a truly international school, we give not only the students but the whole family a new home away from home. The community spirit and commitment at this school is very high.

BIS is the only international school in Germany offering all four programmes of the International Baccalaureate (PYP, MYP, DP, CP) and three

fully funded scholarships. The average IB Diploma (DP) score of BIS is consistently above the global average and underlines the academic excellence of the school (2024: 35 pts), a source of pride considering the non-selective nature of the school.

Based on its rich tradition since 1991, BIS is constantly focussing on further developing as a school of the future and being a frontrunner in education. As a milestone in its future strategy, BIS is building a 25 million euro Creativity & Innovation Centre (CIC) as the new heart of the Haimhausen Campus to be completed by fall 2026.

**Learn more about the unique spirit of BIS in our award-winning magazine INSPIRE!**



## Our history

On 18 February 1991, the Bavarian International School e.V. (BIS) opened its doors in Hallbergmoos. By the 1993–94 school year, 200 students from 30 nations had already moved into their new learning home in an interim building in Schwaig. Since 1995, BIS has been accredited by the International Baccalaureate Organisation (IBO), and later also by the New England Association of Schools (NEASC) and the Educational Collaborative of International Schools (ECIS). In 1997, 17 students celebrated the first graduation with the IB Diploma (DP).

When BIS moved to Haimhausen Castle in August 1998, the number of students was already over 500. Over the next ten years, the number of students increased to over 800 (2008–09), partly due to the opening of the new primary school complex on the Haimhausen Campus. A further milestone was reached in the 2013–14 school year when the school exceeded the 1,000 student mark for the first time.

The BIS City Campus was opened in Munich-Schwabing in January 2016. Two further novelties were introduced in the 2018–19 school year: the IB Career-related Programme (CP) and the conversion of the school from an association (e.V.) to a non-profit corporation (gAG). In April 2024, BIS reached its current record number of students with 1,269 students from 70 nations.



## Our future

The Creativity & Innovation Centre (CIC) is the largest project to further develop BIS, to keep the school future-proof and to ensure the high standards of academic excellence. Under the motto “STEAM” (Science, Technology, Engineering, Arts & Maths), the CIC will offer 6,200 square metres of open, flexible and interdisciplinary learning spaces for approximately 750 students, teachers and guests. Three floors will host 18 classrooms for art and design tech 10 flexible learning and maker spaces, 10 science labs and creative studios. The construction start for the 25 million euro building is planned for November 2024, with completion scheduled for autumn 2026.



The future will be exciting, find out more about the CIC project.





## Our purpose

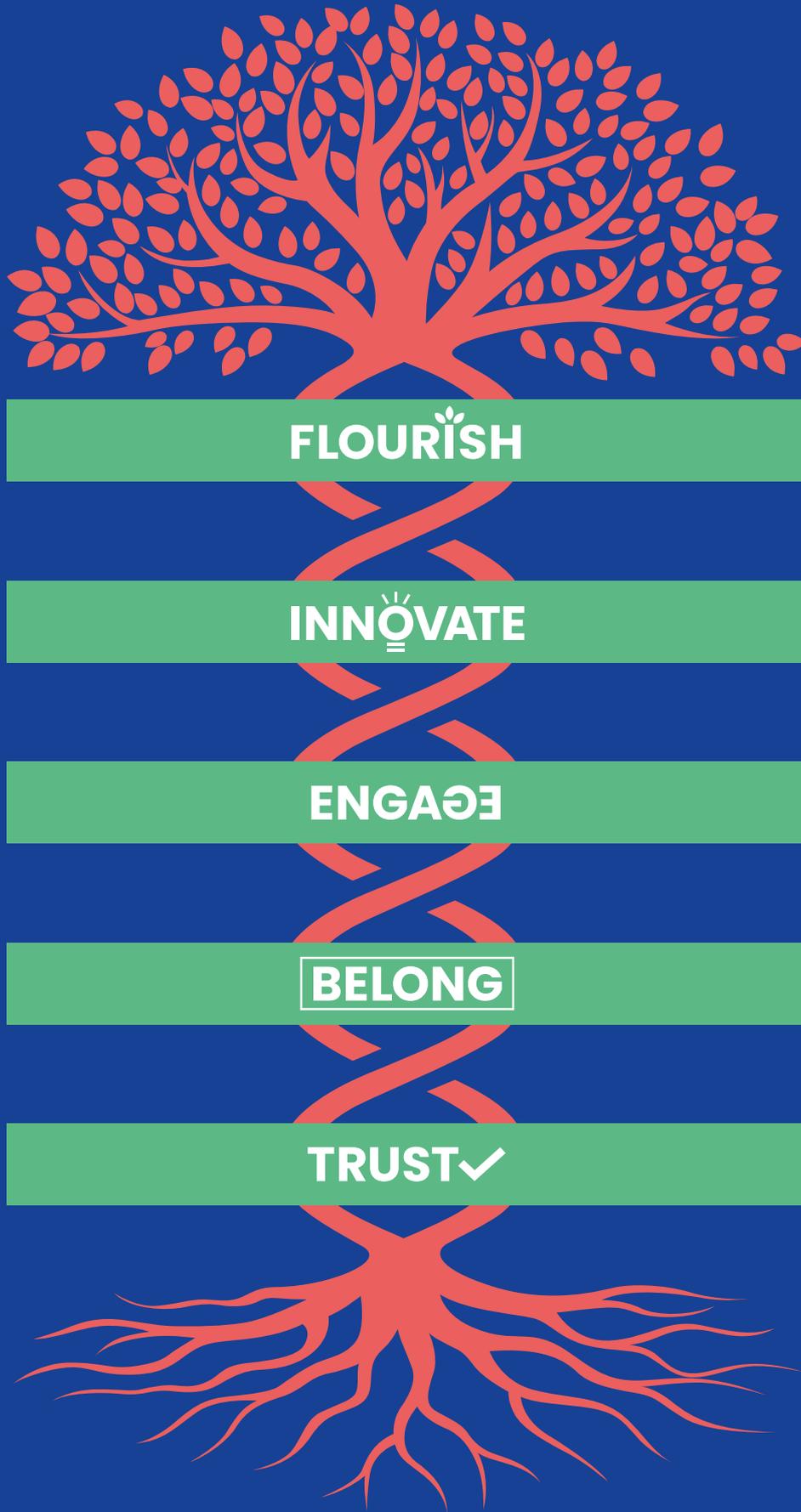
At BIS we believe that education is not just about imparting knowledge, but about creating a nurturing environment where every individual can belong and flourish. As we continue to evolve and grow, we are excited to introduce our new Statement of Purpose in the school year 2024-25 - a reflection of our core values and our unwavering commitment to our community.

- BIS is a welcoming, respectful, and caring international learning community, where everyone has the right to belong and flourish.
- Encouraged to **believe** and trust in ourselves and one another, we know that we can **inspire** others, innovate, and **succeed** in becoming the best we can be.
- Together, we engage in making positive and meaningful contributions to a more sustainable and peaceful future.



Read more about  
our purpose & values!

# Commitments



FLOURISH

INNOVATE

ENGAGE

BELONG

TRUST ✓



## 3. Position overview

### **Title:**

School Director, Bavarian International School

### **Reports To:**

BIS Supervisory Board

### **Key Areas of Responsibility:**

These areas of responsibility are aligned with the Academy of International School Heads "Leadership Standards" and "Threads of Leadership" *AISH Leadership Playbook*.

#### **Purpose/Mission for Learning**

The School Director will lead with the School's Statement of Purpose and Commitments at the forefront of decision-making, focusing on the desired results for student learning.

#### **Governance:**

In partnership with the governing body, the BIS Supervisory Board, the School Director will develop a culture of responsibility and accountability for the fulfillment of the school's purpose and commitments.

#### **Human and Organizational Development:**

The School Director will enact legal and ethical practices to safeguard students' well-being and set high levels of performance in staff so that each student can attain academic success.

#### **Operations and Resource Management:**

The School Director will ensure a safe, secure, and supportive environment that is strategically resourced to achieve the BIS purpose and future vision.

#### **School-Home-Community Partnerships:**

The School Director will cultivate positive relationships with families and the community to achieve partnerships that will benefit student outcomes.

**Professional Accountability:**

The School Director will model behavior consistent with the school's commitments and will strive for continuous improvement to meet the challenges and opportunities of leading a high-performing school.

**Additional Key Threads of Leadership that the BIS Community seek for the School Director:**

- To be constantly modeling the way towards the school's purpose and, critically, treat others the way that they wish everyone in the organization to be treated.
- To inspire a shared vision for learning. They will relentlessly articulate, motivate, and interpret the desired future for BIS, encouraging individual and collective learning along the way.
- To challenge the process by supporting innovative ways for the community to design its future, establishing a safe and trusting culture in which thoughtful risk-taking is the norm.
- To enable others to act by building a collaborative community where power is thoughtfully shared in order to demonstrate trust and maximize the potential of both individuals and the group. Effective delegation enables enhanced collaboration and teamwork.

**Qualifications, Attributes and Qualities:**

- Masters degree required, additional degree(s) desirable
- A minimum of five years of professional experience as an educational leader and senior manager in an international school setting
- Experience as a teacher, preferably within an IB setting
- Experience in developing and implementing professional growth and development programs
- Exceptional communication and diplomatic skills, with proven experience working and engaging successfully with a broad range of stakeholders
- Advocate of Diversity, Equity, Inclusion, and Justice (DEIJ)
- A genuine and passionate leader who promotes community spirit and a feeling of belonging
- An approachable and caring individual with a positive disposition
- An eager learner, who adapts easily and solves problems creatively
- Models risk taking and promotes the latest/innovative educational practices & trends
- Self aware and culturally competent, adept at building strong relationships with diverse stakeholders
- A transparent and open communicator who is fair and consistent across the community
- An inclusive spirit who values and hears all voices
- German language fluency would be advantageous



## 4. Future challenges

Together with the Supervisory Board the school community identified the following challenges that the school is currently facing or likely to face in the near future, ensuring students can continue to flourish:

- Aligning school culture and direction with the newly established Statement of Purpose and Commitments
- Balance between enrollment growth and capacity of the current facilities
- Improving communication to enhance transparency and belonging
- Enhancing a sense of trust throughout the community by increasing agency for all stakeholder groups
- Managing the impact of increasing cost of living in Munich in the context of tuition and employee benefits
- Responding to our increasingly digitised world, and the potential impacts and benefits of AI and Social Media on students, their learning needs, and school systems
- Enhancing collaboration between the campuses for improved collegiality and efficiencies
- Responding to the potential of increasing competition for students
- Enhancing understanding of diversity and inclusion across the community
- Maintaining strong academic results
- Maintaining the vibrant international culture of the school in the context of increased local interest

## 5. Compensation & benefits

An initial three-year contract, renewable by mutual agreement, with a competitive compensation and benefits package, commensurate with the responsibilities of the position and the experience of the candidate, will be offered. Additional benefits include a car for school and personal use, housing allowance, life/accident and health insurance, free tuition for school aged children and an annual home leave air flight.

## 6. Application instructions & process

The application deadline is **Saturday, November 30**, with semi-finalist interviews scheduled in December/January and finalists invited for onsite interviews in February/March. It is hoped the appointment of the School Director can be made in March/April 2025.

The School Director will begin their duties in late July 2026.

Interested candidates are encouraged to learn more about the school and role by visiting the school's website *Bavarian International School* or contacting [searchhos@bis-school.com](mailto:searchhos@bis-school.com).

Candidates should apply as soon as possible; screening will be ongoing on receipt of applications. The application should include:

- A letter of application detailing your strengths and interest as a candidate in reference to the job profile
- A current resume which does not exceed two pages
- A statement of educational philosophy not to exceed one page
- A list of at least four direct supervisor references with position when they supervised the candidate, their current position, phone numbers and e-mail addresses.

Candidates should e-mail their application as a single PDF attachment to [searchhos@bis-school.com](mailto:searchhos@bis-school.com)

# 7. Background information

## Governance & structure

The operational management of the school is in the hands of the two-member Executive Board: the School Director and the Business Director. The two directors report to the nine-member, voluntary Supervisory Board, which has a strategic advisory function.

The Executive Board is supported by the 20-member Leadership Team, which consists of academic and administrative staff.

A Works Council (BR) works closely with the Executive Board and HR department to represent the interests of employees.

The Parent Community Council (PCC) brings together committed parents to support the school at grassroots level and strengthen the community as a 'home away from home'.



**Friends  
of BIS**

BIS has founded a non-profit association, **Friends of BIS e.V.**, whose mission is to support the long-term sustainability and development of BIS and to increase accessibility to a BIS education through building up the scholarship programmes and additional community financial support.



# CONGRATULATIONS CLASS OF 2024!



## Accreditation and curriculum

BIS is fully recognised by the German Government, is authorised by the International Baccalaureate Organisation (IBO) and is accredited by the New England Association of Schools and Colleges (NEASC).

As an active member of the global international schools community, BIS has memberships in the Educational Collaborative of International Schools (ECIS), the Association for the Advancement of International Education (AAIE), the Council of International Schools (CIS), the Association of German International Schools (AGIS), and the Association of International Schools of Bavaria (AISB).

We are an approved centre for the Business and Technology Education Council (BTEC) and are also a 3-star Eco-school recognised in Europe. In sporting leagues, we compete in both the GISST (German International Schools Sports Tournaments) and ESC (European Sports Conference).



## Living in the Munich region

Munich, the Bavarian capital, is a city full of contrasts: tradition and modernity combine here to create an incomparable lifestyle. The charming, historically characterised old town meets innovative technologies and companies that make Munich an international business location ('Silicon Valley at the Isar'). The city is particularly famous for the world-famous Oktoberfest, which attracts around seven million visitors every year.

Munich, which with its almost 1.6 million inhabitants is considered small, compact and safe, offers more than just folk festivals. With its proximity to the Alps and numerous lakes in the surrounding area (e.g. Starnberger See, Tegernsee Ammersee), nature is always within easy reach. At the same time, Munich impresses with a high level of safety and cleanliness, a functioning transport infrastructure (including the 5-star Munich Airport) and a very high quality of life: numerous green spaces such as the

English Garden, Olympic Park or the Nymphenburg Palace Gardens, a rich cultural scene with museums, theatres and concert halls as well as excellent educational institutions.

What really makes Munich special is its mix of Bavarian cosiness and international flair. Whether in a traditional beer garden or in a modern start-up office – the city combines cosmopolitanism with a deep sense of its cultural roots. In short: Munich is a 'cosmopolitan city with a heart' and one of the most liveable cities in Europe.

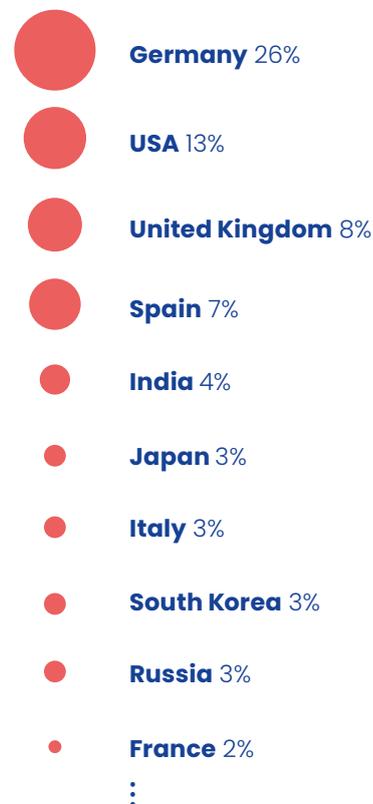
Many of the attributes such as safety, cosiness and quality of life also apply to the municipality of Haimhausen in the district of Dachau with its 5,000 inhabitants, around 15 kilometres to the north of Munich. The tranquillity and close proximity to nature are even more important in this agricultural region.



# 8. Facts & Figures



**Founded:** 1991  
**IB programmes:** PYP, MYP, DP, CP  
**Campus:** 2  
**Student age range:** 3 – 19  
**Ratio of int. & local students:** 74:26

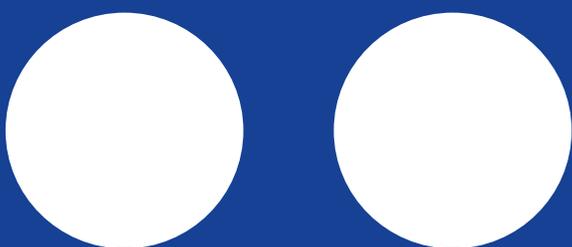


**Total enrollment:** 1.250  
**Primary School enrollment City Campus:** 320  
**Primary School enrollment Haimhausen:** 250  
**Secondary School enrollment:** 680  
**Class sizes:** 18 – 24  
**Student to teacher ratio:** 7,6  
**Annual student turnover:** 14.9% \*  
**Annual faculty turnover:** 11.4% \*\*

**70**  
**student nationalities**



**Cohort size Class of 2024:** 100  
**IB DP average score 2024:** 35,0 (passing rate 97,6)  
**IB CP students:** 12 (passing rate 91,7)



**Number of faculty:** 180  
**Nationalities of faculty:** 40  
**Executive Board members:** 2  
**Number of Supervisory Board members:** 9  
**Scholarships:** 3  
**After School Activities per week:** 80



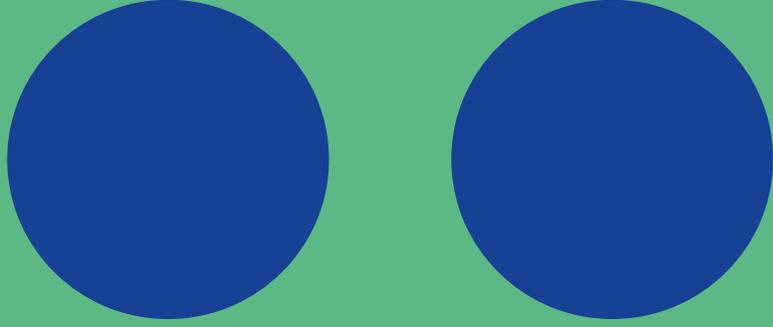
**Tuition fees (2024 – 2025):**

17.240 – 23.030 Euro

**Annual school budget:**

27,6 Mio. Euro

\* full year equivalent leaving ratio without graduates  
 \*\* on FTE basis



Photos: Sebastian Stiphout, S. Müller, Thomas Klinger, Joerg Lutz

# Bavarian International School

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[www.bis-school.com](http://www.bis-school.com)

## Leadership Posting

### Application Instructions

Individuals interested in applying should e-mail the following documents as a single PDF attachment to [searchhos@bis-school.com](mailto:searchhos@bis-school.com) no later than **November 30, 2024**.

- A letter of application detailing your strengths and interest as a candidate in reference to the job profile.
- A current resume which does not exceed two pages.
- A statement of educational philosophy not to exceed one page.
- A list of at least four direct supervisor references with position when they supervised the candidate, their current position, phone numbers and e-mail addresses.

The school reserves the right to close the application process earlier than the above noted date based on the candidate pool and evolving recruiting timelines. For technical assistance with your application, or for more information, please email [searchhos@bis-school.com](mailto:searchhos@bis-school.com).