



# Head of School (Secondary)

## **Optimist International Academy (OIA)**

**Contract size:** from 0.6 - 1,0 FTE

**Salary scale:** CAO VO Scale 13, aligned with current market-competitive salary benchmarks.

**Location:** OIA Secondary School, Hoofddorp, The Netherlands

**Start date:** By mutual agreement, no later than **1 August 2026**

## **Inspire Global Learners - Shape Our Future**

Optimist International Academy (OIA) is a new international secondary school opening August 2026 in Hoofddorp. OIA is a joint initiative of Optimist International School (primary) and Haarlemmermeer Lyceum Tweetalig (bilingual secondary). The school is currently preparing its application for IB MYP authorisation.

**We are seeking an inspirational, internationally minded educational leader to help build OIA as a coherent school, working in close partnership with the Head of Primary.**

## **Who are you?**

You are an experienced, internationally minded educational leader with strong knowledge of both national and international education contexts. You bring solid IB experience, ideally within the MYP (experience with the DP is a strong advantage).

You combine visibility with professionalism and provide clear direction in a developing school environment. You build trust, create calm, and bring people together around a shared educational approach. You know how to set clear expectations while maintaining strong relationships.

You understand what it takes to build high-quality IB practice: curriculum coherence, meaningful assessment, and a learning culture where inquiry and international mindedness are embedded in daily practice. You invest in people and know how to build capacity through coaching, collaboration, reflection, and purposeful professional development.

You communicate clearly and confidently, are fluent in English, as well as in Dutch, and connect easily with students, staff, parents, and external partners. Experience with school business operations and organisational processes is highly desirable.

## **What will you do?**

As **Head of School (Secondary)**, you provide continuity, stability, and clear direction as OIA develops and grows. You are a visible and approachable leader who translates the school's vision into strong daily practice across learning, culture, and organisation.

You lead the secondary teaching team and create the conditions for high-quality teaching and professional growth. You foster a safe, open, and inclusive school and working culture and drive a consistent approach to quality assurance and continuous improvement.

You guide the secondary school through IB MYP candidacy and authorisation, ensuring progress towards a coherent written, taught, and assessed curriculum. Together with the MYP coordinator



and your team, you embed inquiry-based, concept-driven learning and international-mindedness in a consistent and meaningful way.

You oversee the quality and consistency of admissions, strengthen OIA's external profile and visibility, and act as a key link with parents, partners, and the wider region.

### Your place within the organisation

The Head of School (Secondary) functions as a school deputy and reports directly to the Rector. Together with the Rector and the other deputies, you form the leadership team of Haarlemmermeer Lyceum Tweetalig (HLML).

As part of this structure, you lead teachers who also work within the bilingual (TTO) programme. Especially in the early years, this requires close involvement with the HLML bilingual programme.

You work in close and equal partnership with the Head of Primary to shape OIA as one school, ensuring alignment in vision, culture, and educational approach across primary and secondary. This collaboration takes place within a partnership between two governing boards: Dunamare and Floreer.

Depending on expertise and school needs, the role may be combined with additional responsibilities within Haarlemmermeer Lyceum or subject teaching to supplement the appointment.

### We are looking for someone who brings

- Extensive experience with **IB philosophy, Standards & Practices**
- Proven leadership experience in international and/or bilingual school settings
- Experience leading or contributing to **IB candidacy and/or authorisation**
- Strong curriculum leadership skills (planning, assessment, evaluation)
- A clear commitment to high-quality IB professional development
- Experience coaching and developing teachers within an inquiry-based framework
- Strong English and Dutch communication skills (spoken and written)
- The ability to work effectively in a culturally diverse, international environment

### Qualifications and eligibility

- A recognised teaching qualification eligible for registration in the Netherlands (e.g. PGCE, QTS, or equivalent)
- A relevant academic degree in education or a subject related to secondary teaching
- Eligibility and willingness to obtain Dutch teaching recognition (via DUO)
- School leadership qualifications or senior leadership experience are highly desirable

We also welcome applications from candidates currently based outside the Netherlands and would further discuss relocation and recognition requirements as part of the recruitment process.

### What we offer

- The opportunity to build a new IB school from the ground up
- A collaborative and supportive international school community
- Strong institutional backing from experienced Dutch education partners
- Ongoing professional growth through IB training and leadership development



## Salary and benefits

- For this position, salary scale 13 applies. The gross monthly salary ranges from € 5.691,00 to € 8.065,00 based on a full-time appointment. Salary placement is determined by educational level and relevant work experience.
- You are entitled to 53 vacation days per year based on full-time employment. In addition, you receive 8% holiday allowance and an end-of-year bonus (13th month) of 8.33%.
- You'll be offered a fixed-term contract, with the prospect of a permanent position, for 0.6–1.0 FTE.
- We offer an excellent pension scheme: Dunamare Onderwijs covers 70% of the pension contributions under the ABP pension fund.
- Dunamare strongly supports your professional and personal development. The Dunamare Academy is the place to be for learning and development, whether you are a teacher, educational support staff member or a leader. Explore our extensive programme at [www.dunamare-academie.nl](http://www.dunamare-academie.nl).

## Interested?

If you are excited by the opportunity to help shape a new international secondary school, we would love to hear from you.

To apply, please send a brief email outlining your interest and intent, together with your **CV to us via the link [here](#) by Friday 6 March 2026.**

For questions, please contact School Principal: **Brenda Stam**  
[b.stam@haarlemmermeerlyceum.nl](mailto:b.stam@haarlemmermeerlyceum.nl)

- Interviews will take place in the **week commencing 16 March 2026.**
- Candidates shortlisted for a second interview will be invited to complete a developmental assessment following the second-round interview.