



THE BRITISH SCHOOL  
IN THE NETHERLANDS



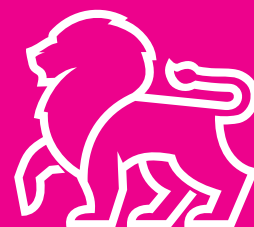
# CEO of The British School in the Netherlands

Starting school year 2025 | 2026

# CEO of The British School in the Netherlands

Are you an experienced senior leader with high-level communication skills, an open and inclusive style and the ability to bring people along? Do you have an overriding commitment to and passion for the education, wellbeing and development of young people within a 3-18 curriculum?

The Board of Governors seeks an **outstanding candidate to provide vision, challenge, motivation, and support** for a strong team of seasoned Headteachers, Central Services Leaders, and our diverse client community to further improve educational outcomes for our children and young people. This is an extraordinary opportunity for a progressive but considered strategic thinker who can drive our vision for the school's continuing development, taking account of the dynamics of the modern and international environment in which we operate and into which our students will enter.



est. 1931

# The British School in the Netherlands

The British School in the Netherlands (BSN) is one of Europe's largest and most successful British international schools. With four campuses based in and around The Hague, we have a roll of around 2,000 students aged 3-18. Approximately 20% of our student body is British, with 80% coming from nearly 90 other countries. Our students consistently achieve outstanding results in all fields - from Foundation level to examination outcomes at GCSE, and A Levels, BTEC and IB, in the Sixth Form. Our Sixth Form leavers gain entry to top universities around the world and pursue studies in an incredible range of fields and disciplines.

The BSN emphasises personalised learning, inclusion, and celebrating cultural diversity from the Early Years Foundation Stage to the Sixth Form. The school provides the space and breadth of opportunities for every student in our care to discover and develop their interests and support their future aspirations.

## Inspiring Changemakers Since 1931

Founded in 1931, the BSN has thrived through times of change, continuously adapting, growing, and evolving into the school we are today. Building on the solid foundation of over 90 years of experience, our school has provided a high-quality education and invaluable experience to thousands and thousands of students. The quality of facilities is first-rate. Our commitment to educating for international understanding is a core part of our identity, reflected in our rich diversity and the breadth of our community: we are international AND British.

## A Reflective School Community Committed to Progress

The school is a founding member of the Council of British International Schools (COBIS), a COBIS training school, and an international member of HMC. It has IB accreditation for both the IB Diploma and the IB Career Related Programme and is an IB World School. Most recently, the BSN achieved COBIS Accreditation (March 2024), reflecting our commitment to providing an exceptional educational experience. In addition, the school was awarded the title of a Beacon School for demonstrating excellence in the student welfare standard.

In 2023, The British School in the Netherlands joined the global community of High Performing Schools and looks forward to our High Performance Learning (HPL) Accreditation visit in June 2025. HPL is a research-based philosophy that believes everyone is capable of being a high performer with the right mindset, skills, and behaviours. Through this framework, the BSN aims to build on our existing best practices to strengthen our teaching and learning further, improve academic outcomes, and, ultimately, better prepare our students for life.



# Mission and Governance

The BSN was founded in 1931 as a not-for-profit 'Association' (a 'Vereniging' under Dutch law), and its mission is to provide education in the British tradition with an international perspective. This mission makes the BSN somewhat different from many other schools; we are here to serve our clientele—the international professional community in The Hague region—so we are not defined by a fixed number. Meeting this mission has required both flexibility and vision; we have successfully adapted to meet both changing student numbers and the developing aspirations of the international community.

The Association consists of up to 35 members, chaired ex officio by H.E. the British Ambassador. The members represent many major international organisations and areas of interest. A Governing Body of eight people is elected every four years from this group, to which the CEO reports.

## Our Mission and Values

### Mission

The BSN's mission is to prepare young people with the knowledge, skills and characteristics that they need to become successful global citizens who can make an impact and help to build a better world

We do this in three ways:



#### Academic Excellence:

We meet each student's individual needs and maximise their love of learning, progress and achievement across a range of subjects.



#### Breadth of Experience:

We provide every student with opportunities to participate in activities and experiences, both within and outside the classroom, so that they can discover and develop their unique talents, creativity and interests.



#### Character & Community:

We celebrate our diverse international community, helping students to develop a sense of pride, confidence and compassion and encouraging them to challenge themselves, build their resilience and play their part in improving society.



# Our School Values: The BSN Character Profile

Our shared values as a School are articulated in the BSN Character Profile. The Profile defines eight attributes that we believe are truly important for a BSN student to develop at the school. **Courage, Perseverance, Creativity, Curiosity, Responsibility, Compassion, Collaboration, and Integrity** are characteristics embedded throughout our curriculum irrespective of age, year group, or campus.



## Our Campuses

The BSN comprises two Junior Schools (Junior School Leidschenveen and Junior School Vlaskamp) and two Senior Schools (Senior School Leidschenveen and Senior School Voorschoten). Senior School Leidschenveen is our newest campus, welcoming its first cohort in 2018, now hosts Years 7 to 13.

In the academic year 2021-2022, the decision was made to amalgamate three Junior Schools into two, and students from the former campus transferred to Junior School Vlaskamp. During the COBIS Accreditation visit in March 2024, the accreditation team noted that it was impossible to believe that, due to the sense of belonging the school promoted, the school had undergone an amalgamation so recently.

Each School is led  
by an experienced  
Headteacher



# Our Facilities

Our facilities are excellent. All four of our campuses were purpose-built to meet the diverse needs of an international school community. Our award-winning buildings all follow the highest school standards and reflect the changes in teaching methods, with additional flexible working areas and larger social spaces. We are also proud of the large sports fields, excellent outdoor learning areas and stimulating playgrounds. The quality of equipment and learning materials in all our schools is of a consistently high standard. Learning and administrative technology is centrally supported, and all classrooms have first-class technology facilities.

Junior students' learning is supported by touch screens, smart boards, and specialist computing lessons, and iPads are used to enhance their learning. Senior School students are each provided with a student device to ensure outstanding synchronicity with our well-developed virtual learning platforms. Our Ed Technology strategy is consistently under review to ensure the School keeps pace with technological innovation that may benefit students.



**100% IBCP**  
Pass Rate

**100% BTEC**  
pass rate

**IBDP students**  
earned an  
**impressive average**  
of **36 points**

**95%** of students  
earned places to  
their **first or second**  
university choice

## Results

- The BSN comprises two Junior Schools (3-11 years) and two Senior Schools (11-18 years), as well as a Language Centre and the Professional Development Academy. Our schools offer a curriculum based upon the English National Curriculum but revised and developed to suit the specific needs of our truly international student body and benefit from the local context in the Netherlands. There is an increasing demand for the Dutch language within the curriculum;
- Our exam results are excellent -our students' grades for GCSE, A Levels/AS, BTEC, and the IB Diploma and Career-related results are always ahead of the world average by some margin, resulting in students gaining places at top universities around the world - including Oxbridge, Ivy League universities in the US and colleges on all continents. Last year, 95% of students obtained either their first or second choice of university;
- The school successfully operates a non-selective entry policy and is proud to provide education to students of all abilities. Our Additional Educational Needs department offers excellent support for a range of children's needs. Where required, additional learning support is provided to ensure tailored support is given to students of all ages. With students from nearly 90 countries, support for English as an Additional Language is important and well-developed;
- At the Language Centre, we provide English courses for our community, supporting parents and guardians who are not confident in their English language skills and would like to improve them further. We are committed to providing our families with an inclusive and welcoming experience, and we recognise this may include language support.



# Our Client Community

Over the years, we have developed strong relationships with a wide range of major international corporations, large international organisations, and national embassies. While the Netherlands and The Hague region have seen societal and political changes that impact independent international education, we anticipate that the provision offered at the BSN will remain well-positioned in the market, and our reputation amongst the international community will sustain its prominence. The Hague's international economic policy efforts are increasingly aimed at attracting and retaining international organisations that align with the focus of the 'International City of Peace and Justice' and contribute to solving global societal challenges.

Our students are drawn from the families of international mobile professionals, and while we cater to all abilities, the overall motivation, aspirations, level of parental support, and standards of student behaviour are high. A great deal of effort is put into making arriving families feel welcome, developing a sense of community and belonging and maintaining close contact at a high level with representatives of client organisations.



**"My children  
are accepted for who  
they are and can follow  
their own interests."**

*BSN Parent*



**"Every time I walk into  
the building, it feels  
like a second home!  
No other school in my  
11 years of life has ever  
managed to do that!"**

*BSN Junior School Student*



**"I think that since moving  
to the BSN, I have  
become more confident  
and I feel more safe  
expressing my thoughts  
and opinions on things."**

*BSN Senior School Student*

# Our Staff

The BSN employs over 600 staff. They come from all over the world, though the largest number are from the UK, bringing considerable experience of the British educational tradition. A significant number—especially support staff—are recruited locally. The school has a good balance between local and international experience. Remuneration compares competitively with the UK and other international and local schools.

We run a package of wellbeing measures to help our staff feel welcome and settled. This includes an Employee Assistance Programme, which offers staff and their families access to confidential support and professional advice. We consider ourselves a people-centric organisation.

# Professional Development at the BSN

The BSN Professional Development Academy provides comprehensive training for all employees. The Professional Development offer includes five different pathways with a range of programmes: Career Development Pathway, Learning Communities, Mandatory Training & Qualifications, School-based Professional Development, and Peer and Self-guided Development. Our commitment to Professional Development has assisted us in training and retaining talent and attracting top-quality applicants for vacancies.

All staff participate in a comprehensive induction process on arrival, which includes programmes and social events during their first year. A wide range of professional development courses are offered to all staff members, and they are set up in response to demand from staff members. Staff are also offered subsidised language courses to help them integrate into the Netherlands.



**600+**  
Staff members

**A wide range  
of professional  
development is  
offered to staff**





# Management Structure

The CEO leads the management of the BSN, together with the Board of Management. Chaired by the CEO, the Board of Management comprises the four Headteachers, the Chief Finance & Operations Officer (CFOO), the Head of Human Resources and the Head of Communications & Admissions. An experienced Headteacher and a Senior Leadership Team lead each campus. Several Central Services departments provide strong central support for school operations and development. These professionally staffed units are made up of Human Resources; Communications & Admissions; Information Technology; Finance; Security & Data Protection; and Operations & Facilities. Several committees have been established to effectuate the management of and develop the strategy for the School.

The School operates in accordance with Dutch law. As such, we have an *Ondernemingsraad* (Works Council), which represents the interests of the employees and has rights to information, consultation, and approval over certain decisions.

# Finance

The BSN is financially healthy and well-managed by the CFOO, who reports to the CEO. Annual accounts, current budget information, and long-term financial strategy will be shared with candidates selected for the final interview. Annual operating turnover is approximately €50 million. We receive no subsidies from any government, so planned development is funded from fee income and, where needed, through structured bank loans. The changes in the local context and global concerns mean we must be agile as an organisation to meet financial challenges. Any successful candidate must be adept at working with large budgets in the context of strategic planning.

**Annual operations turnover is approximately €50m**



# Future Opportunities and Challenges

The BSN is an ambitious school that faces exciting opportunities and challenges. With increased competition in international education, we remain committed to innovation, adapting to shifts in the global landscape, and exceeding our community's educational expectations. Like all good organisations, we intentionally plan our developments using a three-year Development Plan. The new CEO will play a pivotal role in navigating this evolving landscape.

An increasingly complex and challenging social-political landscape has impacted the number of internationals moving to the Netherlands. More newcomers to the region are hired on local contracts, remuneration packages that include education allowances have decreased, and some organisations that have traditionally covered full fees have reduced their education contributions.

These challenges are contrasted by a sustained appetite for British international education in both the multinational and local communities. The BSN offers programmes that address gaps in the international education offer in the region.

Longer-term planning regularly occurs with the Board of Management and Board of Governors. Recent discussions, for example, have focused on considering the impact of technology on the 'shape' of the school in the future and how developments in this area might affect teaching and learning, as well as the type of facility and estate we will need over the 5-10 year time frame.



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## The Opportunity

The Board of Governors seeks an outstanding candidate with a vision for exceptional and inclusive education who can lead the next period of our success in one of the most dynamic and renowned British international schools worldwide. They welcome applications from a broad range of backgrounds and contexts.

The British School in the Netherlands aspires to attract staff that match the social and cultural diversity of its student intake. Ultimately, the most important factors are having the right skills, abilities, and attitude for the job, which will improve the wellbeing, education and aspirations of the students; a leader who can both inspire and be inspired by our remarkable community.

# The Person

This is a demanding but immensely interesting post—a wonderful opportunity for someone with energy who enjoys leadership, has a passion and vision for education, can manage a large and diverse organisation, and values working in an international context. The ideal candidate will have excellent interpersonal and communication skills—a ‘people person’ able to motivate and inspire with a considered, open-minded, and inclusive approach.

It is a job for someone who likes working in a dynamic, modern, and developing organisation. There is a real opportunity to contribute and positively influence the lives of a wonderful body of students—many of whom, as part of the next generation, will take up leadership positions in international organisations and companies in the future.

The position will suit a calm, confident, integrative leader—a consolidating force—with vision, the ability to inspire greatness in others, and the courage to face dynamic challenges.

## Our next CEO should bring:

- An overriding commitment to and passion for the education, wellbeing and development of young people within a curriculum catering to ages 3-18;
- An understanding of modern education and all methods and contexts;
- A strong business acumen, with the ability and passion to consolidate and strengthen the School's position and success in an increasingly competitive market;
- Outstanding communication skills and style, demonstrating inspiration, engagement, trust and transparency;
- Someone who leads with compassion and can bridge differences and make compromises when needed while keeping focus on the core priorities and direction of travel of the organisation;
- An appreciation of and interest in the role and potential of advancing technology and its ongoing impacts on development in learning and education;
- An international outlook and an appreciation of the richness that a diversity of cultures brings to a British international school context;
- The ability to deal with the full range of the financial, business and strategic aspects of operating a group of schools in the context of our ‘one school’ ethos;
- The ability to represent the school and promote its interests at all levels of external engagement;
- A proven leader in a senior managerial or equivalent position who has effectively developed and implemented strategic goals and vision within an organisation;
- The skills and experience to oversee both the educational and business aspects across all schools;
- The ability to stimulate and motivate senior leadership to work cohesively and to actively share the ‘one school’ vision throughout the campuses and beyond;
- A clear “learner mindset” with the self-awareness and curiosity to continually develop and improve.

# The Location

The Netherlands is among the most welcoming EU member countries to professionals working abroad. It is a very easy and pleasant country to live and work in. The working language of the BSN is English. The Dutch are excellent linguists, and English is widely spoken by around 70% of the population.

Transport services and connections are excellent - our schools are located in The Hague, just 30 or so minutes from Amsterdam Schiphol airport, or in the other direction, to the Hoek of Holland ferry terminal. Public transport is fast, reliable and generally good value for money. Still, many choose the truly Dutch option of cycling - in a flat country with the most highly developed network of cycle paths in the world, it is almost hard not to!

Our website, [www.britishschool.nl](http://www.britishschool.nl), contains much more about the school and life in the Netherlands. The videos and photographs, as well as the text, will help give you a clearer idea of who we are and, we hope, the excitement and potential of this post.



# Terms of Appointment

All new staff are eligible for a generous relocation package. We understand that moving can be an important family decision, so partners are welcome to accompany candidates invited to the final interview in the Netherlands.

The salary for this position will compete with that of leaders of the best educational organisations around the world, reflecting the qualifications and experience of the successful candidate and the seniority of the post itself. Further details of this, along with pension contributions, housing, other benefits, and a relocation package, can be provided to or discussed with candidates invited for interview.

The BSN is an equal opportunities employer and is fully committed to safeguarding and promoting the welfare of young people. Aligned with the recommendations of the [International Task Force on Child Protection](#), we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All applicants are subject to a rigorous screening process that includes: verification of qualifications; obtaining two supervisory references (including current employers), and obtaining current and previous Police Checks. Any employment gaps in CVs will be addressed during interview.

# How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The British School in the Netherlands on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **FBRMA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is *noon on Friday 3 January 2025*.

## **GDPR personal data notice**

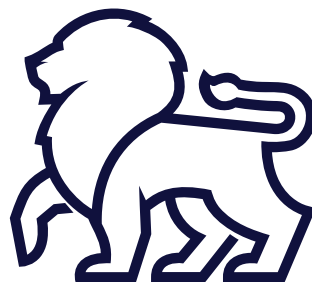
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

The logo for Saxton Bampfylde features the company name in a green, serif font. A decorative green flourish or underline is positioned beneath the text, starting under 'Saxton' and ending under 'Bampfylde'.

*Inspiring* **Changemakers**  
*Since 1931*



est. 1931

[www.britishschool.nl](http://www.britishschool.nl)