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LANGUAGE

SCIENCES

ARTS

GYM



Oeiras International School

www.oeirasinternationalschool.com

Principal

Portugal

Ages 11 - 19

350 Students

The Opportunity

Oeiras International School (OIS) in Portugal seeks a Principal to lead a community of 350 students aged 11 through to 19. This **not-for-profit** international school is set in beautiful, rural surroundings, in the suburbs of Lisbon and partly housed in a 17th Century Palace.

This is an exceptional leadership opportunity for an experienced Head or Head of Secondary/ Vice Principal ready for the next step in their career. The Board and OIS community are looking for someone who can build upon the successes of the previous Principal who has held the post since the school was founded in 2010. Since then the school has experienced phenomenal growth due to its reputation for high quality teaching and learning.

The new Principal will be a caring person with a passion for improving learning and a serious commitment to high standards. He/ she will be a very good communicator with excellent interpersonal skills who will lead by example, being part of a close, family oriented, small school community.

The successful candidate will help take an already successful school to the next stage in its development. Working closely with the Board and the Business Manager, the Principal will help develop and implement the school mission and vision ensuring that there is always a strong focus on high quality teaching and learning.

Mission

Oeiras International School is committed to promoting a respectful community of independent and passionate lifelong learners who are aware of their roles and responsibilities in an ever-changing world. To this end, they offer a variety of learning experiences within a supportive and challenging environment of rigorous academic programmes.

Vision

The School's strategic plan is annually revised having in mind quality education throughout the school with a special focus on the development of the Sciences, the Technologies, Engineering, the Arts and the Mathematics (STEAM); the backward planning of the IB-MYP from the IB-DP and the IB-CP; the well-being of the OIS Community. This involves all students, teachers and staff, parents, founders and friends.

The School

The school aims to develop young leaders and entrepreneurs and distinguishes itself through innovative teaching methods, with Science, Technology and Mathematics (STEM) featuring highly in its priorities for education. The school follows the International Baccalaureate (IB) curriculum, which represents the highest quality program for international education. In turn this program is also locally recognised by the Ministry of Education (decree 433/2005). OIS staff comprises 70% expat teachers and circa 30% local teachers, all of who were carefully selected and are highly qualified.

The curriculum enables the students to select subjects that best suit their academic goals from a range of those on offer at the school. Although the school's main language is English, it operates in a multicultural environment, hence it is important that beyond their higher education qualifications and curriculum of academic excellence, that teachers master the skill of communication. It is also worth highlighting that teaching is geared towards achieving elevated student performance, combined with ambitious goals and the promotion of team spirit.

The main focus of OIS is growth of quality rather than capacity. It is very different to other international schools, focusing on family community and care as well as high educational standards.

Values

Integrity – OIS fosters an honest, honourable and fair environment.

Respect – OIS builds character by fostering respect for themselves and others, regardless of beliefs and creeds, as they contribute to building a better society.

Commitment & Service – OIS promotes reliability and dependability in work and studies, as well as selfless actions of service in the school community and beyond.

Growth – OIS respects the diverse background and needs of all members of their community. Understanding these differences and working cooperatively, each individual can reach his/ her full potential.

Excellence/ Personal Challenge – OIS celebrates excellence and honours commitment to personal growth toward one's full potential, understanding that failure is a necessary part of the path to success.

**Student
Nationalities**
28

Founded
2010

**Current
Enrolment**
350

Curriculum

OIS is an International Baccalaureate (IB) World School offering:

- **IB Middle Years Programme** (MYPO, MYP1 to MYP 5 – ages 10 – 16) 20 subjects on offer
- **IB Diploma Programme** (IB HL, SL – ages 16-19)
- **IB Career-related Programme** (ages 16-19)



The MYP is designed for students aged 11 to 16. It provides a framework of learning that encourages students to

become creative, critical and reflective thinkers. The MYP emphasizes intellectual challenge, encouraging students to make connections between their studies in traditional subjects and the real world. It fosters the development of skills for communication, intercultural understanding and global engagement — essential qualities for young people who are becoming global leaders.



Through the DP, schools are able to develop students who have excellent breadth and depth of knowledge, flourish

holistically, study at least two languages, excel in traditional academic subjects, and explore the nature of knowledge through the programme's unique theory of knowledge course.



The CP is designed for students aged 16 to 19. It combines academic rigour with practical study; and develops skills and

competencies required for life-long learning. With a CP Diploma, you can access further education, apprenticeships and employment in areas such as business, IT, health care, sports and many others. Skills including critical thinking, communication and personal development remain an important focus of the CP.

IB DP at OIS

All students need to complete the core requirements and one subject from groups 1 to 5, the 6th subject may be an arts subject chosen from group 6, or another subject from groups 1 to 5. Students will choose 3 subjects at Higher Level and three subjects at Standard Level. The difference between Higher and Standard Levels regards the depth of study, number of topics, number of hours allocated in school, number of hours of home study expected and assessment tasks.

IB DP Subjects offered at OIS:

- Group 1: English A, Portuguese A, Chinese A, Self-taught A
- Group 2: English B, Portuguese B, Spanish B, Spanish Ab, French B, Mandarin Ab, German Ab
- Group 3: Psychology, History, Geography, Economics, Business and Management
- Group 4: Biology, Chemistry, Physics, Environmental systems and societies, Sports Science
- Group 5: Mathematics (HL and SL), Mathematical Studies
- Group 6: Visual Arts, Music

The number of lessons a week for SL subjects may be higher at teacher's discretion especially during DP1. ToK: 2 x 50min/week CAS: 2 x 50min/week EE: class time not allocated Higher Level Subjects: 5 x 50min/week (Maths 6 x 50 min/week) Standard Level Subjects: 3 x 50min/week (Maths 5 x 50min/week) Allocated Study Periods: max of 4 x 50min/week.

Further Information

Scholarships

As part of its **not-for-profit** status and commitments in the Oeiras region, OIS offers annual social merit scholarships (weighted by need), which can be maintained should the student remain on the top 5 of the Honour Roll Year Level list. The total of scholarships for 2017-2018 amounted to 8.7.

Academic excellence

In 2017 OIS had an average grade of 34 points in the DP. The highest grade in the Diploma was of 40/45, in Careers 9/14 and in the MYP of 54/56. A total of 34 students took DP, 2CP and 46 MYP.

Community involvement

OIS continued to actively support the Barcarena Junta de Freguesia and the Social Welfare Committee. OIS takes part at events in social centres such as Cercioeiras, Homes for the Elderly and in the Tercena Social Fairs. The products of the OIS Vegetable Garden



project continued to be distributed once a week through Junta de Freguesia de Barcarena to needy families in this area.

The Strategic Plan (SP)

The Strategic Plan sets out the areas for the future development of the school. As its goals are met, the plan is revised. OIS have successfully completed the first Three Year Plan in August 2013, followed by a new Five-Year Plan from September 2013, which has already allowed them to start the IBCP (IB Career-related Programme) for Years 12 and 13 in 2013-14 and complete the initial building project for OIS at the end of August 2014. As the school kept growing the SP for 2013-18 had to be reviewed, taking on board all the recommendations from former IBO visits/accreditations for the IBMYP, the IB-DP and the IB-CP. In January 2017 they continued the whole self-study process initiated in September 2016 for the joint re-accreditation with the IBO + NEASC for all 3 programs: MYP, DP, CP. The final joint visit is planned for October 2018. Results from this visit/re-accreditation will allow them to put in place a new Strategic Plan (SP) for 2019-2023.

OIS has recently obtained permission to build a Primary School campus close to the current Secondary School site.

After school activities

OIS runs a daily Homework Club, a Maths Club at lunchtime which prepares students for international competitions and a Robotics club preparing also for EU competitions in Germany. There are also Basketball and Football practice sessions. (OIS currently has 3 football teams: Division 5/3, Varsity Boys and Varsity Girls).

Person Specification

The Board and school community of OIS seek a dynamic, forward-looking educational leader with the experience and skills to manage a medium sized IB school, and who understands governance and can work with a committed, capable Board. The Principal will need to be internationally minded, with international experience, comfortable being part of a diverse, international community for many years.

In addition, the new Principal **must** be:

- A learning leader, dedicated to teaching for understanding, with a proven track record in curriculum implementation, monitoring and evaluation in an IB school;
- Able to work with an experienced Leadership Team and Business Manager;
- Visible, approachable, and involved; a great internal and external communicator;
- Someone who knows how to build cohesion and a shared sense of purpose and is a firm decision-maker;
- Committed to the effective use of technology in support of the learning program;
- Willing to commit for a significant period of time;
- Able to refine the school's vision and lead OIS forward in pursuit of ever better models of education and learning, fully integrating curriculum and technology;
- Able to build relationships with parents, students and teachers and is highly visible and accessible.

Desirable attributes:

- Hold a Masters Degree or equivalent school leadership qualification;
- Have the ability to speak more than one language.



Remuneration Package

This includes, but is not limited to:

- Salary paid 14 times a year with tax incentives
- Accommodation allowance
- Visas provided and costs covered
- Flights at beginning and end of contract
- Health insurance which includes family cover
- Relocation allowance



How to Apply

Please click on the below link to complete the online application to apply:

<https://jobs.ticrecruitment.com/school/oeiras-international-school>

All references will be requested at the time of application unless otherwise specified. If you do not want us to request references in the early stage of your application please ensure that you specify this on the application form. We regret we are unable to accept applications via email at this time.

Closing date for applications: Monday 29th October 2018

Final interviews: Held in Portugal w/c 19th November 2018

Please note this position is being re-advertised, previous applicants need not re-apply.

For any questions or enquiries, please contact Amy Bardsley, Senior Recruitment Consultant at TIC Recruitment at amy@ticrecruitment.com.

Oerias International School is committed to safeguarding children and will ensure that recruitment procedures adhere to safer recruitment guidance. Successful candidates may be subject to an enhanced UK Disclosure and Barring Service check and/or equivalent overseas police check where relevant.