

ICS Inter-Community School Zurich Head of School

The School and Its Mission

The Inter-Community School Zurich (ICS) is a distinctive international non-profit school where excellent teachers, strong community ties, and an intimate, single-campus setting create an environment for every child to thrive. For 65 years, we have cultivated an inclusive, nurturing environment where *small is beautiful*: our intentionally moderate size fosters strong connections, meaningful relationships, and a profound sense of belonging among students, families, and faculty alike.

Situated on a single, welcoming campus in a beautiful residential area of Zurich, ICS is deeply rooted in the local community while serving a diverse international population. With approximately 800 multilingual learners aged 24 months to 18 years and representing more than 50 nationalities, we blend global perspectives with local engagement — including German language study from Preschool to Grade 10 to help students fully participate in their surroundings.

Our mission is clear:

“At ICS we are committed to providing a supportive and enabling learning environment in which all members of the community are challenged to achieve their individual potential, encouraged to pursue their passions, and expected to fulfil their responsibilities.”

We do this with the help of excellent, experienced teachers — from more than 25 nationalities — dedicated to high standards, holistic development, and the International Baccalaureate curriculum. ICS is the only school in Zurich to offer all three main IB programmes and the city’s only Round Square school, part of a global network dedicated to character education through the IDEALS: Internationalism, Democracy, Environmentalism, Adventure, Leadership, and Service. Our student-led Round Square Action Group drives local and global initiatives, while international exchanges — over 100 in the past 15 years — further develop leadership, character, and global understanding.

While known for academic excellence, *“Our Kind of Education”* is **Bold, Balanced and Creative**. Our students thrive not only through rigorous academics, but also through performances, activities, and over 55 sports and teams — all within a safe, supportive, and wellbeing-oriented environment.

A unique example of our commitment to global citizenship is *The Saathi Project™* — a formalised, strategic partnership between ICS, Shree Mangal Dvip School (SMD) in Nepal, and Kathmandu University. Building on a two-decade relationship, this whole-school initiative supports educational access for the children of the Himalayas while fostering deep intercultural exchange. From CAS to service learning, curriculum to teacher development, *The Saathi Project™* empowers ICS students to engage meaningfully with the world — not as observers, but as compassionate changemakers.

We are also advancing a **strategic campus development project** to expand and enhance our facilities, ensuring we can offer even more outstanding learning opportunities for every student — all on our single, connected campus.

Looking ahead to the next century, ICS is ambitious: we will continue to grow thoughtfully, develop new strategies, and build for the future while preserving what makes us special — a small, connected, purpose-driven learning community, deeply rooted in Zurich.

The Opportunity

The Board of Trustees seeks an accomplished, strategic, and visionary Head of School who will honour and strengthen the unique spirit of ICS while shaping a bold future in line with our mission and values.

The ideal candidate will bring the international perspective, cultural sensitivity, and deep commitment to holistic education that define our community, combined with the vision, presence, and executive skills needed to guide ICS confidently into its next chapter. Ideally, the successful candidate will be a current Head of School or an experienced senior leader with at least three years in a top-level management role and a proven track record of clear communication, collaborative leadership, and effective delivery of strategic priorities. They should be lifelong learners themselves, dedicated to their own professional growth and inspired by the IB framework. Equally important is a genuine commitment to engaging with the local Zurich community and authorities, with a willingness to learn German considered an asset.

Key Responsibilities

Reporting to the Board, the next Head of School will:

- **Champion and advance the ICS mission and core values**, ensuring every decision aligns with our commitment to academic excellence, holistic student development, and community.
- **Lead the strategic development of programmes**, upholding rigorous standards while fostering intellectual curiosity, emotional wellbeing, and an inclusive learning environment for all students.
- **Bring together, empower, and unify the School's exceptional faculty, staff, and experienced leadership team**, fostering collaboration, shared accountability, and continuous professional growth.
- **Strengthen and sustain the School's warm climate and strong sense of community**, balancing openness, inclusiveness, and cultural sensitivity with clear, decisive leadership.
- **Promote ICS confidently and strategically**, articulating its unique value in a competitive market and positioning the School to attract and retain families, especially in the early years.
- **Drive the execution of our strategic campus development project**, ensuring smooth transitions and expanded learning opportunities on our single, connected campus.
- **Drive our engagement strategy and build a strong culture of giving**, leading fundraising efforts that secure the School's long-term growth and sustainability.

The Successful Candidate

The next Head of School will embody:

- **A clear commitment to academic excellence within the IB framework**, balanced with a holistic approach to student development and wellbeing.
- **Cultural sensitivity and deep respect for diversity**, including varied learning styles, family backgrounds, and global perspectives.
- **An unwavering belief that every student can thrive** with the right support, regardless of starting point.
- **A visible, approachable, and unifying leadership style**, combining strategic thinking and collaboration with the decisiveness needed to execute effectively.
- **Outstanding communication and active listening skills**, with the ability to inspire and engage all members of the community with clarity, vision, and warmth.
- **Strong financial acumen and analytical capability**, ensuring the School's continued stability and sustainable growth.
- **The presence and skill to champion the ICS brand**, strengthening local ties, promoting our distinct identity, and positioning ICS as Zurich's premier small international school.
- **The highest ethical, moral, and professional standards**, modelling integrity in every aspect of leadership.

An Invitation to Apply

ICS is proud of its past and ambitious for its future. We invite applications from candidates who share our passion for nurturing every individual child within a vibrant, connected community — and who are eager to shape our strategy and build for the next century of bold, balanced, and creative education.

This international search will conclude with an appointment expected by **1 August 2026**. The compensation and benefits package will be competitive with schools of similar size and reputation. All enquiries and applications will be treated confidentially.

Enquiries are strictly confidential and should be directed to:

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Please provide the following: Letter of Application, CV, Statement of Educational Philosophy and three references. Electronic submission is preferred.