

Vacancy: Director of Teaching and Learning - Whole School (m/f/d)

Bonn International School (BIS) is an exceptional, dynamic school, boasting over 80 nationalities among its 800+ students and 25 nationalities among 180+ teachers and support staff. We believe that our diverse backgrounds and perspectives enrich the opportunities for growth, learning and impact for everyone in our school community. BIS is committed to cultivating and preserving a culture of Diversity, Equity & Inclusion as well as adhering to the highest standards of Child Protection.

We are an International Baccalaureate World School, providing a continuous spectrum of IB programmes from Early Learning to Grade 12. Our very strong educational programmes nurture the whole child while fostering global citizens and independent, confident learners.

Set in the city of Bonn, Germany, on the Rhine River, BIS enjoys a well-resourced, purpose-built campus with generous playgrounds and green spaces.



Starting: August 2027 (initial 2-year contract)

Working Hours: Full-time, out of tariff agreement

Salary Placement: Dependent on years of experience, out of tariff agreement

Core Responsibilities:

- Work in accordance with the school's mission statement and policies, following school practices and the IB framework
- Promote and safeguard the welfare of all children and young people in your care and adhere to the school's Child Protection policies
- Develop, implement, and report on the school's K-12 Teaching and Learning Strategy, ensuring it aligns with the School Strategic Plan, IB standards, NEASC principles, and the school's mission
- Lead whole-school curriculum review cycles to guarantee a seamless, vertically aligned K-12 continuum with smooth transitions from PYP to MYP to DP
- Champion an everyday school culture of high expectations, evidence-based pedagogy, and reflective teaching informed by modern learning science
- Serve as the lead voice on pedagogy and assessment for the community while actively contributing to whole-school strategy, policy, and staffing decisions on the Senior Leadership Team

- Directly manage, appraise, and provide structured developmental support to the three divisional IB Section Leads (PYP, MYP, DP) and mentor Subject Leaders
- Convene a regular cross-programme academic cabinet to ensure the three IB divisions operate as a connected continuum rather than parallel schools
- Hold Section Leads accountable for high-quality divisional execution while ensuring the school meets all IB evaluation, compliance, and authorization requirements
- Establish shared, whole-school expectations for excellent classroom teaching practices grounded in learning science
- Oversee the school's assessment policy to ensure it is valid, consistent, advances student learning, and reflects both IB and NEASC principles
- Develop an updated academic integrity framework that practically addresses the ethics and realities of an AI-enabled learning environment
- Collaborate with the Director of Individualized Learning to deeply integrate inclusion, EAL, and mother-tongue literacy directly into the core curriculum
- Set and maintain purposeful standards for curriculum documentation, including unit planners and scope and sequence records, to drive teaching quality.
- Design a whole-school professional learning programme focused on ongoing coaching, induction, and leadership development rather than one-off PD days.
- Build a routine culture of professional growth through lesson studies, peer observations, instructional rounds, and the cultivation of distributed teacher leaders.
- Partner with tech, innovation, and data analytics leads to deliver a unified professional learning strategy that uses data to drive pedagogical growth.
- Serve as the primary academic communicator for parents and build strong strategic partnerships with the IB regional office, universities, and accreditation bodies like NEASC, ECIS, and AGIS.

Qualifications Required:

- Doctorate or Master's degree in Education, specializing in whole-school curriculum development
- Recognised teaching qualification and active teaching certification
- Significant leadership experience in K–12 Curriculum Coordination or closely related academic leadership roles
- Demonstrated leadership experience within an international school environment
- Comprehensive understanding of all IB programmes (PYP, MYP, DP) and their underlying philosophy
- Proven experience in leading, training, and developing high-performing, multidisciplinary teams
- Deep operational understanding of NEASC Learning Principles and accreditation standards
- Proven track record in strategic leadership, systems thinking, and managing whole-school change
- Strong expertise in inclusive education, EAL, and differentiated learning practices
- Exceptional interpersonal, communication, and instructional coaching skills across diverse audiences
- Expertise in data-informed decision-making and formal academic programme evaluation
- Advanced organizational, execution, and project management skills for complex, school-wide initiatives
- High emotional intelligence and a proven ability to build strong, trust-based professional relationships
- Demonstrated ability to collaborate effectively across multiple stakeholder groups, including teachers, parents, and Board members

- High cultural competence and proven effectiveness operating within a diverse, international school community

Benefits:

- Health Insurance and Retirement Benefits (50% matching) including dental care from day 1
- Flights at the start of the contract for the teacher, married partner, and dependent children
- Interest-Free Loan of up to € 2,500
- Relocation Expenses up to € 1,500 each for teacher and married partner plus €500 each for dependent, accompanying children
- Temporary Housing up to € 1,000 (taxable)
- One-off Cash Allowance € 650
- Tuition for Dependent School Age Children (taxed according to German law)
- Generous Professional Development Budget, internal trainings and PD Days twice a year
- Great open and international diverse working environment

Want to join our team? Please visit our [Careers page](#) to apply.

Applications from internal candidates will be considered if submitted within one week of the publication date.
Applications from external candidates will be accepted until **28 August 2026**.

We reserve the right to appoint before the closing date.



22 June 2026