Vacancy: Counselor – Secondary 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 with 187 working days annually

Salary Placement: Dependent on years of experience and based on in-house tariff agreement

Core Responsibilities:

- To offer short-term, solution-focused individual and group counseling for students and parents, addressing a range of challenges such as behavioral challenges, stress and emotional regulation and management, conflict resolution, and transitional difficulties, etc.
- To promote and safeguard the welfare of all children and young people in your care and adhere to the school's Child Protection policies
- To develop intervention plans for students when required
- To create and implement structures for preventative counseling
- To provide crisis counseling for students during emergency situations, collaborating with the school's Child Protection and Emergency Response Teams
- To collaborate with external support networks to ensure students receive appropriate professional assistance when required
- To maintain accurate records of counseling activities and ensure confidentiality is maintained
- To apply legal and ethical principles of the school counseling profession
- To identify and support students of concern in collaboration with the Secondary Team

Qualifications Required:

- Master's degree and certification in School Counseling or a related field
- Minimum of 2 years of experience in a school counseling role
- Proven commitment to ongoing professional development in the field of school counseling
- Flexibility and adaptability to evolving student needs and school initiatives
- Exceptional interpersonal skills, the ability to build rapport, and collaborate effectively with diverse stakeholders
- Ethical and respectful approach to maintaining harmonious working relationships
- Knowledge of the ASCA/ISCA Model Program and experience in creating school counseling curricula is desired

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 **15 January 2027**.





25 November 2026