



Candidate
Information for
the position of

Founding Head of School

Required for January 2027
or August 2027

a3c
Anthony Millard
CONSULTING



Yael Schools Network

Co-educational - Day - All through ages - IB curriculum - Jewish International School

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INTRODUCTION

The Yael schools Network and Anthony Millard Consulting are delighted to invite applications for the role of Head of School, to commence in post between January and August 2027.

The Network is seeking to appoint a Founding Head of School for its flagship school in Limassol, Cyprus, ahead of its opening in September 2027. This position provides an exceptional opportunity for an aspirational leader who will be responsible for establishing, launching, and leading the school from the ground up, under the guidance, support and within the strategic framework of the Yael Schools Network.



ABOUT THE Yael SCHOOLS NETWORK

The Yael Schools Network is a growing ecosystem of Jewish international schools committed to academic excellence, global citizenship, Jewish identity, and educational innovation. The network currently includes schools in Limassol, Cyprus, and Lisbon, Portugal, opening in September 2027 and 2028 respectively, with additional locations planned as it continues to grow.

All Yael Schools are anchored in the International Baccalaureate (IB) framework, beginning with the Primary Years Program (PYP) and progressively expanding into the Middle Years Program (MYP) and Diploma Program / Career-related Program (DP/CP), while integrating Jewish values, culture and community life.



OUR CORE VALUES

1. Students Flourishing:

Creating an environment where all students thrive
Spiritually,
Physically,
Intellectually,
Relationally, and
Emotionally (SPIRE – Tal Ben-Shahar).

2. Inspirational Staff:

Recruiting, nurturing, supporting and empowering outstanding educators and staff members to inspire and lead the school community.

3. Community Partnership and Belonging:

Building strong partnerships with families and fostering a sense of community and belonging for all.

4. Resource Enhancement:

Prioritise resources to support student flourishing and the school's long-term vision.



THE EIGHT PILLARS OF THE Yael SCHOOLS NETWORK

The Yael Schools Network is guided by eight foundational pillars that shape our educational philosophy, school culture and physical environments.

Together, they articulate a clear and compelling vision for raising confident, joyful and responsible Jewish children who understand who they are, where they belong and their obligation to improve the world around them.



Mnemonic Overview

A – Agency: Developing choice, voice and responsibility.

B – Belonging: Being part of something greater than oneself.

C – Creativity & Curiosity: Exploring, expressing and imagining.

D – Delight: Living and learning with joy and *wholebeing.

E – Entrepreneurship: Acting with **achriut to improve the world.

F – Future: Confidently shaping an ever-changing world.

I – Identity: Living a strong, authentic Jewish life.

T – Tradition (Mesorah): Faithful transmission with excellence.

* wholebeing is the integration of wellbeing and wholesomeness

** Achriut = a deep sense of Responsibility

THE ROLE

Position Description: Head of School

Location: Limassol, Cyprus

Reports To: Head of Yael Schools Network

Works closely with: Head of Yael Schools Network, COO, IB Mentor, Head of schools in the different locations.

Contract: Full-Time, Ongoing

The Head of School is the senior executive and educational leader responsible for establishing, launching, and leading the school from the ground up, under the guidance and strategic framework of the Yael Schools Network.

The role holds overall accountability for building the school's educational vision, professional culture, leadership team, staff, students and families, systems and community — all within the values, Jewish identity, educational philosophy and guiding principles of the Yael Schools Network.

RELATIONSHIP TO THE Yael SCHOOLS NETWORK

The Head of School:

- Works under the guidance and strategic leadership of the Head of the Yael Schools Network.
- Operates within the values, policies, educational philosophy, and frameworks of the network.
- Maintains appropriate autonomy in leading the school, while ensuring alignment with network standards.
- Actively contributes to network-wide collaboration, shared learning, and development.



CORE AREAS OF RESPONSIBILITY

1. School Establishment & Start-Up Leadership

- Lead the full establishment of the school, from pre-opening phase through launch and growth.
- Build the school's culture, structures, systems and leadership team from inception.
- Develop phased growth plans for enrolment, staffing, and programs, in alignment with the network strategy.

2. Educational & Pedagogical Leadership

- Provide educational leadership aligned with IB philosophy and the Yael Schools Network's educational vision.
- Ensure meaningful integration of Jewish values, culture, learning and identity into school life.
- Oversee curriculum development, assessment, teaching quality and student wellbeing.
- Lead IB authorisation and quality assurance processes, in collaboration with the campus leaders and the network leadership.

3. Recruitment, Development & Leadership of Staff

- Lead the recruitment of the leadership team, teaching staff and support staff.
- Ensure strong induction, onboarding and professional development for all staff.
- Build a collaborative, high-performing and values-driven professional culture.
- Ensure staff are well-prepared to work within an IB and Jewish educational context.

4. Student Enrolment & School Growth

- Oversee the enrolment and onboarding of the founding students and families.
- Work closely with enrolments and marketing teams to support sustainable growth.
- Ensure a positive, welcoming and values-aligned experience for prospective and new families.
- Support the long-term growth and stability of the school within the network framework.

5. Leadership Team, Operations & Education

- Line-manage the operational leadership, including the Director of Operations and under them:
 - Head of Enrolments and Engagement
 - Head of finance
 - Head of HR, People and Growth
 - Marketing and communication manager
- Providing strategic oversight of:
 - Facilities and campus readiness
 - Health, safety, safeguarding, and security
 - Finance, administration, IT, and operational systems
 - Enrolments, marketing and community engagement
 - HR people & growth



5. Leadership Team, Operations & Education (continued)

- Ensure operational excellence supports the educational mission of the school.
- Lead and manage the local educational leadership:
 - Head of early learning (When relevant)
 - Head of Primary school
 - Head of High School
 - Head of Jewish Life and Learning

6. Whole-School Leadership & Accountability

- Hold ultimate accountability for all aspects of school life — educational, operational, financial, cultural, and community-related.
- Ensure coherence and alignment across pedagogy, operations, enrolments, and community engagement.
- Lead continuous improvement and quality assurance processes.

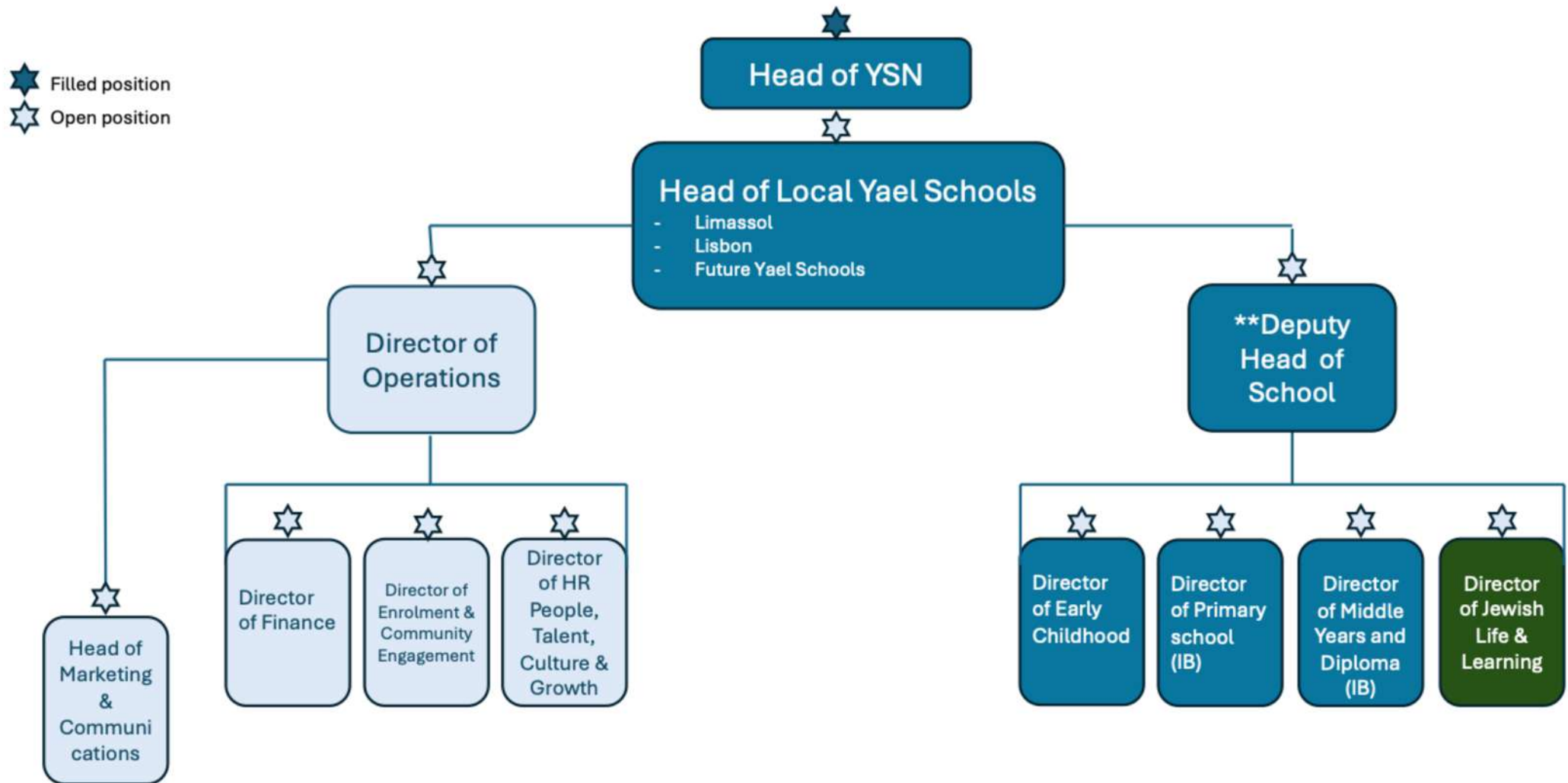
7. Community, Culture & External Relations

- Build a strong, inclusive Jewish school community rooted in belonging, shared values, and mutual responsibility.
- Serve as the public face of the school within the local and international Jewish community.
- Build strong relationships with parents, community organisations, and relevant authorities.
- Provide transparent, articulate, thoughtful communication with stakeholders.

8. Network Collaboration & Contribution

- Participate actively in network-wide leadership forums and initiatives.
- Share best practices and contribute to the ongoing development of the Yael Schools Network.
- Support alignment and collaboration across schools within the network.

LOCAL Yael Schools - ORGANSIATIONAL CHART



KEY SELECTION CRITERIA

Essential

- Significant senior leadership experience in an international or IB school environment.
- Demonstrated success in recruiting, developing, and leading staff teams.
- Strong alignment with Jewish values and values-driven education.
- Ability to lead collaboratively, yet with autonomy within a networked structure.
- Outstanding communication and relationship-building skills.
- Fluency in English (additional languages an advantage).

Desirable

- Experience in Jewish education.
- Understanding of IB philosophy and program implementation.
- Experience in school start-up, school launch, or major organisational build.
- Experience working within a school group or network.
- Experience in European or international regulatory contexts.



THE LOCATION

Limassol is the second largest town in Cyprus after Nicosia, with a population of approximately 200,000. It is a major coastal city located on the southern shore of the island. Apart from being a tourist destination, it is also a principal hub for international business in Cyprus. This gives Limassol a more cosmopolitan feel compared to other district centres.

Limassol is about 40 minutes drive away from Larnaca International Airport and Paphos Airport.

WHAT WE OFFER

- A rare opportunity to found and lead a new Jewish international IB school.
- Strategic guidance and partnership from the Yael Schools Network leadership.
- A mission-driven, values-based working environment.
- A senior leadership role with significant impact.
- Competitive international salary and benefits package including accommodation allowance, car allowance, medical insurance, annual flights and relocation assistance.

START DATE

The successful candidate would ideally be available to start in this role in January 2027, or by August 2027.



APPLICATION PROCESS

Yael Schools Network have engaged the services of Anthony Millard Consulting to assist with the recruitment.

To apply for this position, please complete the online form on the vacancy page at **www.anthonymillard.co.uk** and upload a CV and letter of application (of maximum two sides of A4), which specifically addresses the competencies in the job description and person specification.

Names, addresses, email addresses and telephone numbers of three referees (including current and past direct line managers) are required, but will only be taken up with each candidate's consent.

Applications are welcomed as soon as possible, and will be considered on a rolling basis.

For an initial discussion about the role, please contact AMC: Malcolm Gough, malcolm@anthonymillard.co.uk

SAFEGUARDING

Yael Schools Network is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and appropriate police checks. References will be rigorously checked before any offer of employment is made. We expect all staff to share this commitment.





Thank you for
your interest.

We look
forward to
hearing from you.

a3c
Anthony Millard
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