

# HEAD OF SCHOOL SEARCH

## ESCOLA AMERICANA DE CAMPINAS

Campinas, Brazil

[eac.com/br](http://eac.com/br)

Start Date: July 2025



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

EAC is an inclusive, multicultural community. We provide the highest quality international education within an environment of extraordinary care.

## Vision

As Giants, we will:

- o Live by our Core Values.
- o Cultivate our curiosity as learners.
- o Make a difference as global citizens.

## At a Glance



Established  
**1956**



Total enrollment  
**850**



Total faculty  
**124**



Student-teacher ratio  
**7:1**



Nationalities represented in  
the student body  
**20+**



Faculty with advanced degrees  
**55%**



Financial aid awarded  
**\$1.3M**



Campus size  
**15 acres**

Nationalities represented in the Faculty: 9  
Students receiving aid: 9.5%

Annual operating budget: \$15M

## Learn More

Click on the links below to learn more about Escola Americana de Campinas.

[School Website](#)

[Strategic Goals](#)

[Guiding Principles](#)

[Academic Profile](#)



## Overview

On a lush and verdant campus in beautiful Campinas, Brazil, a community of 850 students in grades PK-12 follows an educational program built on four pillars: academics, arts, athletics, and global citizenship. The American School of Campinas/Escola Americana de Campinas (EAC) is a community characterized by cultural diversity, embracing myriad nationalities within its student body. The school strives to educate children as global leaders, critical thinkers, and lifelong learners while providing them with valuable opportunities to become experts in two languages: English and Portuguese (the fifth most spoken language in the world). The school's three-pronged high school program, with options for an American Diploma, a Brazilian Diploma, and an International Baccalaureate Diploma Program, assures that each student is prepared for the challenges and opportunities s/he may meet on his or her journey after leaving EAC.

This is an exciting time in the journey of the school, which is a well-established, forward-looking, financially stable school, with a tradition and atmosphere of permanence and strength. EAC continues to hone its comprehensive diploma programs while managing enrollment growth and the continued implementation of the 10-year Master Facilities Plan. The school seeks a new Head of School, effective July 2025, to lead during this time of expansion, refinement, and innovation. EAC seeks a seasoned, international school leader who is inspired by the school's mission and ready to embrace this nurturing, challenging, and familial community that aspires with its curriculum and programs to produce graduates who are caring, balanced, principled, and open-minded.

Founded in 1956 by 6 US based companies seeking an American education for its employee families living in Campinas, EAC has evolved into a school embraced by local Brazilian families while it continues to serve expat families from the US and nineteen other nationalities. The program includes a notable Montessori approach in the pre-school, with the PYP and DP in the elementary and upper secondary grades, with the other diploma tracks. Portuguese and English are taught at all grade levels. Student-faculty ratio is a favorable 7:1.

Situated on a former coffee plantation, the stunning, well-equipped campus is a hive of constant activity through the weeks and weekends with a design that stimulates learning. EAC students study visual arts, music, film, business, engineering, medicine, in addition to core subjects. The majority of students participate in one or more extracurricular activities, and community service is a graduation requirement. The academic and co-curricular programs are oriented to the development of the whole child by offering robust after school sessions in athletics, technology, the arts, and global citizenship. Engaged faculty, students, and parents actively contribute to the community many describe as warm, inclusive, and balanced ("kids love the school").





As a school, EAC embraces diversity, recognizing that it enriches individuals and the community. The multiplicity of backgrounds and perspectives within EAC reflect the world, propelling the school to ensure all its members are treated with dignity, are valued for who they are, and share a sense of belonging. The school is accredited by the Council of International Schools and the New England Association of Schools and Colleges and graduates matriculate at a broad range of colleges and universities in the US, Europe, Canada, and the Pacific Rim as well as in Brazil.

## Campinas, Brazil

A municipality in São Paulo State, Campinas is home to the University of Campinas (UNICAMP), one of the most prestigious universities in Latin America. Campinas (grass fields in Portuguese), is characterized by wide expanses of open space amid rolling hills. The city's tropical climate produces mild winters and warm summers ("it feels like summer every day"). A more affluent city, Campinas is home to many economic sectors, including agriculture, IT, automotive, and more. Known for its rich culture, Campinas has three theater venues, an excellent symphony orchestra, and various music ensembles, choral groups, cinemas, libraries, art galleries, and museums. With approximately one million residents, Campinas offers all of the amenities of a major city, including a newly expanded, international airport – Viracopas (VCP). Campinas is located approximately 100 km northwest of São Paulo.

Tourists frequent several locations in Campinas, including the Bosque dos Jequitibas, a rainforest-like preserved wooded area; the 19th century Cathedral made entirely of jacaranda wood sculptures and works on the interior; the bustling Central Market and Central Railway Station; the Historical Railway Society of Campinas; and the Lagoa do Taquaral Park, featuring an urban lagoon, running trail, wooded park, planetarium, science museum, boating, and more.

Residents cheer on two nationally recognized football clubs: Associacao Atletica Ponte Preta and Guarani Futebol Clube. The city is home to several sporting events and has three major sporting venues. With its beautiful setting, pleasant ("perfect") climate, and abundant cultural activities, residents describe Campinas as a wonderful place to live with a friendly, welcoming citizenry and calm, safe civic life.



## The Position

EAC is seeking a school head whose commitment to academics will result in program improvements and strength to the American and Brazilian curricula as well as the IB Diploma Program. EAC seeks a dynamic Head of School to lead the school towards a prosperous future aligned with its values and strategic objectives in joint partnership with the representatives of the Board of Trustees, its team of dedicated administrators and faculty, and its community of families to lead the school as it embraces the following additional opportunities and challenges:

- Cultivating an atmosphere of open communication;
- Providing effective leadership in structuring and enriching the educational plan and to insure it is well aligned through all grades and strong in the American, Brazilian, and IB curricula;
- Articulating the new mission and vision for the school, ensuring it is clearly understood by the immediate and extended community, and linking it to the school's development and advancement strategies as well as everyday school life;
- Continue developing a strong leadership team excited by and committed to engaging with the work at EAC over an extended period;
- Oversight and implementation of the thoughtfully conceived and fully funded Master Facilities Plan.

## Qualifications and Personal Attributes

The successful candidate will possess the following qualities and qualifications:

### **Experienced Educational, Strategic, and Project Leadership:**

- Advanced degree in Education, preferably a Master's or Doctorate in Educational Leadership, Educational Administration, or Business Administration;
- Solid experience in educational leadership, with an emphasis on international environments and the International Baccalaureate (IB) program, required prior experience as Head of School;



- Ability to integrate different assessment methods between Elementary and Secondary Education, with a special emphasis on overall performance improvement in IB, SAT, and MAP at all levels, ongoing support for underperforming students, and an interest in establishing awards, programs, and other incentive mechanisms to challenge high achievers;
- Promotion of the social responsibility of students, contributing to their development as responsible global citizens and to their access to renowned universities;
- Digital skills and technological innovation for integrating balanced use of technology into teaching.
- Proven experience in leading major campus development and the ability to manage the school's Facilities Master Plan, including the construction of an arts center and improvements to sports facilities;
- Vision to strengthen co-curricular, sports and after school programs;
- Ability to establish a sensible improvement plan for maintaining an older campus (leveraging existing resources and focusing on total costs and optimization of own versus outsourced resources, with focus also in environmental sustainability).

#### **School Operations and Human Resources:**

- Effective human resource management, including evaluation and talent development;
- Experience in implementing robust compliance systems, codes of conduct, and relevant policies;
- Continuously improvement of the educational experience for students and their families;
- Crisis management and resilience, and ability to navigate dynamic educational environments.

#### **School Governance:**

- Respect for the guidelines and decisions of the Board of Trustees, working together to achieve the school's strategic objectives;
- Commitment to financial transparency, crucial for resource development and fundraising.
- Support and enhancement of EAC's development/fundraising plan.
- Excellent communication skills and the ability to engage a diverse and multicultural school community;
- Leadership style that inspires trust, complete transparency, and responsiveness to community demands, promoting an inclusive, balanced, and ideologically neutral school environment.





## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Statement of educational philosophy and practice;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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