

HEAD OF SCHOOL SEARCH

FRENCH INTERNATIONAL SCHOOL OF HONG KONG LYCÉE FRANÇAIS INTERNATIONAL DE HONG KONG

Hong Kong, China
fis.edu.hk

Start Date: August 2025



Carney
Sandoe
& ASSOCIATES

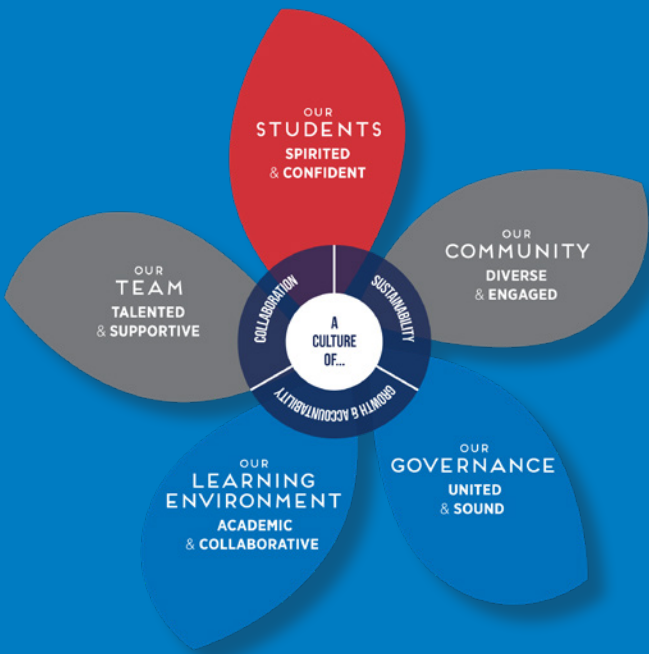
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Mission Statement

At FIS, we are a **multicultural** school, offering diverse curricula built upon values of global mindedness, critical thinking, and personal development.

Our mission is to **energise** young minds, prepare **independent and compassionate life-long learners** and **inspire our students** to achieve their full **potential**.

We reach our goals by providing a **collaborative** and **stimulating** bilingual learning environment where all members of our community are **valued and respected**.



At a Glance



Established
1963



Total enrollment
2,700



Total faculty and staff
400+



Student-teacher ratio
11:1



Student nationalities represented
40+



Faculty with advanced degrees
35%



Campus size
4

Faculty and staff nationalities represented: 25

Annual operating budget: 400M+ HKD



Overview

As one of Hong Kong's largest international schools, comprising 2,700 students on four campuses, the French International School (FIS) aims to provide a nurturing, culturally diverse community, which inspires young people to realize their true potential in becoming confident, responsible, and independent learners who, as global citizens, espouse humanistic values and integrity.

With bilingualism at the heart of the learning program, FIS is one school with two curricular streams, offering an excellent education in both its French and International Streams. The French Stream is accredited (homologué) by the French Ministry of Education and follows the French National Education curriculum, leading to the *Diplôme National du Brevet* and the French *Baccalauréat*. The International Stream students follow IEYC, IPC, and IMYC programs based on the English National Curriculum, leading to the IGCSE, and rounded off by the International Baccalaureate Diploma Program. Students benefit from a multilingual education with French, international and local perspectives. For holistic development, FIS offers a rich and varied selection of extra-curricular activities designed for students' personal growth. Graduates of FIS attend highly recognized colleges and universities in Europe, the United States and around the world.

Now in its seventh decade, FIS is looking to the future and embarking upon a process of transformation in order to best serve a wide constituency. Under Dr. Bonin's leadership, the school has taken dramatic steps, including the development of a unifying Strategic Plan, building a stronger sense of community, aligning the two Streams, placing new emphasis on a child-first approach, and improving facilities. In its first year of implementation, the strategic plan has garnered significant buy-in from the community and helps guide decisions at all levels. While much remains to be done, the momentum for growth has been established and the new Head of School will have the enviable opportunity to build on what is already an exciting and firm foundation, supported by a strong and committed Board.

Campuses

FIS has four purpose-built, state-of-the-art campuses across Hong Kong.

Jardine's Lookout, located in a mountain and residential area on Hong Kong Island, serves Primary school students (Year 2 to Year 6/CP to CM2). With 650+ students and 100 teachers, the campus features an arts room, an auditorium, a basketball court, a gymnasium, a library, and a swimming pool. It has undergone a 3-year renovation process with state-of-the-art 21st century classrooms.



The Blue Pool Road campus in Happy Valley, also on Hong Kong Island, is home to 800+ students in Secondary School (both the French stream and the International stream) plus 110 teachers. Highlights of the campus include a gymnasium, a multipurpose room, a basketball court, a canteen, a library, an arts room, and a music room.

The school's third campus on Hong Kong Island, Chai Wan, located on the east end of the island, houses Early Year students (maternelle) from both streams (Nursery to Year 1/ PS to GS). Around 250 students and 30 teachers enjoy facilities that include an arts room, a basketball court, a canteen, a library, and a multipurpose room.

Finally, the most recent Tseung Kwan O campus, in the New Territories region, serves Early Years, Primary, and Lower Secondary students in the French Stream plus Nursery to Year 6 students in the International Stream. This campus of 900+ students and 100+ teachers has an arts room, an auditorium, a basketball court, a canteen, a gymnasium, a library, a multipurpose room, and a swimming pool. The campus, which opened in September 2018, gained international recognition for its innovative design.

Governance

The French International School of Hong Kong is a not-for-profit, private enterprise under Hong Kong law, managed by a Board of Directors. The Board consists of 15 volunteer members, 12 of whom are parents elected for renewable three-year terms, plus a representative of the Consul General of France.

Hong Kong, China

Hong Kong is located south of Guangdong and faces the South China Sea to the east, west and south. Although one of the most densely populated areas in the world—with 7.4 million people inhabiting 1,108 sq. kms (428 sq. mi.) of land—three quarters of Hong Kong is natural countryside. Known as a global hub where 'East meets West', Hong Kong is Asia's 'World City'—a melting pot of cultures and traditions. In spite of its size and visibility, Hong Kong possesses an authentic sense of community and security, that is unlike other large metropolises. FIS students benefit from exposure to the broad economic and ethnic diversity of the area.



Renowned for its expansive skyline and natural setting, Hong Kong is one of the world's leading financial capitals. A major business and cultural hub, it maintains a highly developed free market economy, and cosmopolitan identity, as reflected in its cuisine, cinema, music, and traditions. Expatriates with diverse ethnicities form a significant segment of its society. It is a 'westernized' city with a fast growing economy. The city is reeling from a number of challenges in the recent years and finding a renewed dynamic with a return of expatriates, including French families, and a government intent on maintaining Hong Kong's place as a world-class center for commerce and trade. Hong Kong is also very much a family-friendly city. It has that special energy, which is a hallmark of big city living, but its hilly and mountainous terrain offers the charm of expansive countryside dotted with small villages as well as access to plentiful country parks, trails, beaches, and reserves. Its Mass Transit Railway (MTR) is one of the best underground metro systems in the world—safe, clean, fast, and easy to use. Residents also use taxis, buses, and trams to navigate the city. The heart of the city bustles with activity until late hours, as patrons enjoy the many boutiques and world class shopping, as well as an ample array of culinary options from fine dining to street stalls. From its vibrant cityscape to the ease of travel to other parts of Asia, Hong Kong has a great deal to offer its residents.

Opportunities and Challenges

Opportunities for the next Head of School include:

- Affirming and building on the strengths and long history of an established and well-regarded school, truly unique in its offering and settings;
- Being supported by dedicated and motivated staff and a highly valued and engaged student population, which genuinely enjoys being at the school;



- Highly visible and impactful change management opportunity to drive continued transition and transformation;
- Leading the school in its ongoing strategic efforts toward Sustainable Development Goals (SDGs);
- Pronounced ambassadorial responsibilities, both internally and externally;
- The support of a highly competent leadership team and strong and committed Board of Directors;
- A diverse, engaged, and supportive parent community.

Challenges for the next Head of School include:

- Managing change and transformation—articulating, driving and nurturing school improvement in line with the strategic plan, teaching methods, and philosophies within the realms of accreditation criteria (homologation, IB, etc.);
- Reinforcing student needs to the very center of the school's operation and focus - delivering clearly defined and impactful social-emotional learning and well-being support structures;
- Continuing to honor, affirm and balance the French identity and the international culture of the school, while strengthening a one-school ethos, and developing a clear sense of community, shared identity and understanding of 'who and what' the school is;
- Managing ongoing shifts in enrollment to maintain a balance of both French and international streams;
- Managing cultural change and leveraging enhanced collaboration and exchange between the streams, to drive best practices in school administration, teaching, and learning;
- Working with the Board and Leadership Team to fulfill the goals and objectives of the new, ambitious Strategic Plan;
- Continuing to drive campus development and improvement—providing the necessary infrastructure, facilities, and resources to fully support the program of each campus;
- Working with a broad school community, and wider community of local affiliated organizations; and government bodies, to promote and safeguard the school's best interests and future;
- Navigating the complexities of the Hong Kong and China context.



Qualifications and Personal Attributes

- A leader who can build on the existing strengths of the school, as well as continue to nurture the culture of growth and accountability that Dr. Bonin has established;
- A pedagogical leader who understands teaching and learning;
- Knowledge and experience in the French educational system and in the IB educational system is a must; experience in international education is important; experience in Asia is a plus;
- Visible, engaged, approachable, personable, and welcoming to everyone – students, parents, faculty, and staff;
- Interested in listening to diverse perspectives to find solutions; a consensus-builder with a track record of achieving proven strategies to build highly effective collaborative teams;
- Able to empower others and build trust; shows respect and empathy to others;
- Interested in staying for a significant period of time;
- Fluency in both English and French;
- A strong leader with excellent communication and interpersonal skills; comfortable with leading public presentations
- Understands best governance practice in international schools and works well with the Board.

Learn More

Click on the links below to learn more about the French International School of Hong Kong.

[School Website](#)

[Why FIS?](#)

[Strategic Plan](#)

[College Matriculation](#)



To Apply

Interested and qualified candidates are invited to submit the following materials as separate PDFs. All applications are confidential.

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A one-page statement of leadership 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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