

SECONDARY PRINCIPAL SEARCH

HONG KONG INTERNATIONAL SCHOOL

Repulse Bay/Tai Tam, Hong Kong

hkis.edu.hk

Start Date: August 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Dedicating our minds to inquiry, our hearts to compassion, and
our lives to service and global understanding

An American-style education grounded in the Christian faith and
respecting the spiritual lives of all

Vision

HKIS will be a leading place of learning that inspires a socially
engaged community of collaborative, creative, and resilient
learners dedicated to realizing their full potential

At a Glance



Established
1966



Secondary Enrollment
1,610



Secondary Faculty
145



Student-faculty Ratio
10:1



Nationalities represented in
student body
40+



Faculty with advanced
degrees
74%



Total Acreage
74,000 sq. m.

Location: Hong Kong Island
Type: Coeducational, day
Mascot: Dragon

Total Enrolled: 3,100
Admissions Yield: 80%



Overview

Hong Kong International School seeks a dynamic educational community leader as their inaugural Secondary Principal starting August 2026. The Secondary Principal motivates and empowers faculty and staff to achieve the school's vision to inspire a socially engaged community of collaborative, creative, resilient learners providing an exceptional educational experience for students from Grades 6-12. This vision is embedded within the framework of the HKIS mission, which recognizes the school's Christian grounding and the cultural and religious diversity of the student body. To realize the vision, the Secondary Principal works collaboratively with schoolwide administrators, faculty, and parents to meet student needs, monitor progress toward school goals and foster a strong sense of community.

Hong Kong International School was founded in 1966 by a group of expatriate business executives and US consular officials in conjunction with the Lutheran Church-Missouri Synod (LCMS). Located in one of Asia's most vibrant and cosmopolitan cities, HKIS has two idyllic campuses on the quieter south side of Hong Kong Island. HKIS is a private, coeducational day school offering a challenging American-style curriculum with both international and multi-cultural elements. The quality of program resides in the range and depth of study offerings, and in the personal and professional strength and commitment of the faculty. HKIS is proud of its strong sense of community and its students' excellent achievements.

HKIS' Strategic Plan articulates the school's vision to be a leading place of learning that inspires a socially engaged community of collaborative, creative, and resilient learners dedicated to realizing their full potential. They are well on their way to ensuring their students are:

- Imaginative thinkers, exploring passions and challenges using novel and innovative strategies,
- Demonstrating courage and confidence in response to challenges and showing the ability to adapt and thrive; and
- Using a variety of methods within diverse environments to communicate and respectfully work together to support individual learning and contribute to the learning of others.



The school keeps students at the heart of everything it does, with robust and passionate student learning its highest priority. It ensures that students learn what the community values, starting with the six Student Learning Results, and aligns the educational program and all of its resources in support of what and how it wants students to learn. Importantly:

- The school's excellent faculty and staff, who are the keys to effective student learning, are strongly supported by professional development and a professional learning community.
- The strategic Master Facilities Plan ensures building decisions are driven by clearly identified educational priorities and ensures up to-date facilities.
- The organization's primary function is to support student learning and colleagues, with an emphasis on being one school.

In the years since its founding, HKIS has emerged as one of the top international schools in the world. A school of choice in Hong Kong, HKIS has waiting lists at virtually every level and is accredited by the Western Association of Schools and Colleges (WASC).

Opportunities and Challenges

As a new role at HKIS, the Secondary Principal will have the opportunity to collaboratively create a joyful and positive culture for students, faculty, and families. This role will be in a unique position to identify and implement structures and systems that support developmentally appropriate curricular alignment and extracurricular connections. This leader will ensure that students learn what the community values, starting with the six Student Learning Results, and align the educational program and all of its resources in support of what and how it wants students to learn.



The Secondary Principal will have the opportunity to:

- work with the school's excellent faculty and staff, ensuring that they are strongly supported by professional development and a professional learning community
- ensure that building decisions are driven by clearly identified educational priorities, as the Master Facilities Plan is fully implemented
- support student learning and colleagues with knowledge of best practices, bringing the middle and upper school divisions together as one school
- honor the traditions and the special features of both divisions and create new ones that are student-centered
- support connections across the grade levels, 6-12, in support of service learning, clubs, and mentoring programs

Qualifications and Personal Attributes

Education and Experience

- Advanced degree or certification in educational leadership or administration;
- Experience managing and supervising a large team of faculty within a robust performance appraisal system; experience with performance-based compensation preferred;
- Experience in a diverse school setting, with proven success working with a diverse student population from a variety of cultural, social, and religious backgrounds. International school experience an advantage;
- Proven track record of implementing a major program change or initiative;



- Experience in a church-related and American educational system preferred;
- Solid conceptual and applied knowledge of current research and trends in education, particularly as it relates to Secondary Schools;
- Demonstrated success in working with teachers on continuous improvement initiatives.

Skills

- A passion for the age group educated in the division (grades 6-12) and the ability to articulate their developmental needs;
- Ability to develop a vision and translate it into actionable steps;
- An effective supervisor with the ability to balance supporting employee growth with ensuring performance standards are being met;
- Strong organizational and time management skills with an ability to prioritize and make sound decisions;
- Strong interpersonal skills with an ability to develop positive and respectful relationships;
- Conversant and practiced in various approaches to improving instruction;
- Strength in curriculum development and evaluation;
- Skilled communicator; highly developed ability to write for and speak to large groups, as well as interpersonal skills in listening and providing feedback, and in addressing and resolving interpersonal conflict;
- Group leadership skills, including a repertoire of strategies for involving people in decisions and building teams;
- Servant leader with a strong commitment to the mission and Student Learning Results;
- An identity grounded in the Christian faith and an understanding of religious education curriculum and programs in Christian schools;
- Understanding of Lutheran theology and its application to education is desirable.



Competencies

- Leadership (leading, deciding, initiating, taking action, supervising);
- Collaboration & Teamwork (supporting, cooperating, building school climate and team spirit);
- Communication and Interpersonal Skills (relating, interacting, presenting, persuading, and influencing);
- Vision & Strategic Planning (creative, innovative, forward thinking, change-oriented);
- Organizational Management (planning and organizing);
- Ability to uphold HKIS's Christian grounding and lead with Christian values;
- Has a sense of humor and maintains good work/life balance.

As a school grounded in the Christian faith, HKIS seeks candidates with a solid grounding in the Christian faith with respect for the spiritual lives of all and a shared interest in the complex questions of faith and spirituality in an increasingly connected world.

About Hong Kong

Hong Kong is one of the most densely populated areas in the world, with a population of over seven million people inhabiting only 1,108 sq. km. (428 sq. mi.) of land. Known as a global hub where East meets West, Hong Kong is Asia's "world city"—an autonomous melting pot of cultures. In spite of its size and visibility, Hong Kong's neighborhoods possess an authentic sense of community and security that is unlike other large metropolises.



Hong Kong began as a trading port and became a dependent territory of the United Kingdom in 1842 and remained so until the transfer of sovereignty to the People's Republic of China in 1997. Along with Macau, Hong Kong is one of the two Special Administrative Regions (SAR) of China, operating under the “one country, two systems” policy. As a result, Hong Kong is largely self-governing, has its own currency, legal and political systems, and a high degree of autonomy in many administrative areas.

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 capitalist economy. Its identity as a cosmopolitan center where East meets West is reflected in its cuisine, cinema, music, and traditions. Although the population is predominantly Chinese, residents and expatriates of other ethnicities form a small but significant segment of society. It is a “westernized city next to the fastest-growing economy in the world.”

While a world-class center for commerce and trade, it is also very much a family-friendly place. Hong Kong has that special energy that 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 parks and reserves. Hong Kong's Mass Transit Railway (MTR) is one of the best underground metro systems in the world—safe, clean, fast, and easy to navigate. Residents also use taxis, buses, and trams to navigate the city. The heart of the city bustles with activity until late, as patrons enjoy the many boutiques, 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.

Learn More

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

[School Website](#)

[Strategic Plan](#)

[School History](#)

[Chinese Studies](#)

[Student Learning Results](#)



To Apply

Interested candidates should submit the following materials as separate PDF attachments in one email:

- Cover letter expressing interest in the HKIS position;
- Current résumé;
- Statement of educational philosophy and practice;
- List of five references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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