

# HEAD OF SCHOOL SEARCH

## YOKOHAMA INTERNATIONAL SCHOOL

Yokohama, Japan

[yis.ac.jp](http://yis.ac.jp)

Start Date: July 2025



INTERNATIONAL  
SCHOOL



**Carney  
Sandoe**  
& ASSOCIATES

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

# Mission Statement

Live – Learn – Lead

**We live** well, by challenging ourselves, caring for others, and valuing our international community.

**We learn** with passion and creativity, broadening our horizons and growing together.

**We lead** by taking action and empowering each other to build a caring community and make a difference.

## At a Glance



Established  
**1924**



Total enrollment  
**810**



Total faculty  
**100**



Student-teacher ratio  
**8:1**



Nationalities represented in  
the student body  
**45**



Faculty with advanced degrees  
**48%**



Campus size  
**14,692.49sqm**

Nationalities represented in the faculty: 23  
(USA – 29%; Australia – 14%; Japan – 14%)

Annual operating budget: ¥2,835,000,000

## Learn More

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

[School Website](#)

[IB Diploma](#)

[School History](#)

[University Matriculation](#)

[Guiding Statements](#)

[About Yokohama, Japan](#)



## Overview

Yokohama International School was founded in 1924 and celebrates its 100-year anniversary this year. From its humble beginnings with only half a dozen young students, this school has now grown to over 810 students with 45 different nationalities, and faculty and staff from 23 different countries. YIS is situated just south of Tokyo in the safe, clean, and welcoming country of Japan, a proud nation with a rich cultural heritage, great natural beauty, and travel opportunities in all seasons. As part of Yokohama's development as an international hub of commerce and industry, YIS enjoys a local and global reputation for a well-rounded international education, with dedicated faculty, engaged students and a supportive community. Yokohama International School is accredited by the [Council of International School \(CIS\)](#), the [New England Association of Schools and Colleges \(NEASC\)](#) and the [International Baccalaureate \(IB\)](#).

Yokohama International School has a strong and powerful mission – Live, Learn, Lead – three simple words that capture the dynamic essence of what YIS strives for as a school community. The school's Guiding Statements provide the anchor that ensures the alignment of their plans and decision making with what they believe about improving learning for all students. Their Impact Strategy specifies areas for action to ensure the achievement of their goals. Also, YIS states its courageous commitment to ensure that every member of its diverse community is respected, valued, and feels a sense of belonging. With this strong foundation of an inspiring mission, articulated core values and commitments, and a measurable plan of action, all members of the community are enabled to have a common understanding of their shared purpose together, fueling their continued success.

Yokohama International School is a distinctively international school, and as an IB World School, it offers the International Baccalaureate Primary Years Programme, the Middle Years Programme, and the Diploma Programme. In addition, the Global Citizen Diploma was established by YIS in 2011 as an additional high school credential providing a self-directed learning opportunity in which students demonstrate engagement and action beyond the traditional curriculum towards enhanced awareness of global citizenship. This credential is now offered by a consortium of international schools who have followed suit. YIS has a student body with over 20 different languages. More than 70% of its students communicate in more than one language daily and over 90% speak 2 or more languages. YIS supports multilingualism and offers Home and Family Language classes for French, German and Korean. In addition, field trips and expeditions are considered an important part of the curriculum, and a comprehensive service program, variety of sports clubs and activities are provided across all grades.



While having a non-selective admissions policy, IBDP examination results are consistently well above the global average, with an historical pass rate consistently 98 to 100%. The dedicated faculty and staff also reflect the international nature of the community and bring tremendous collective breadth and depth of experience in international education. True professionals, they enjoy working with students, nurturing an environment of dynamic inquiry.

In 2022, the school moved into a brand-new purpose-built campus located in Kominato-cho, Yokohama. The design of the new campus highlights the belief that “every space is a learning space”, and that learning happens beyond the classroom. A showcase for innovation and flexibility, the new campus boasts Japanese modern and traditional aesthetics, harmony between man-made environments and the natural world, utilizes materials that are both aesthetically pleasing and ecologically sound and has wheelchair accessibility.

A warm and friendly environment with an active parent association, YIS has a notably strong sense of community. Newcomers are embraced, authenticity is encouraged, respectful interactions are expected. The school has made a genuine commitment to deepening their understanding of diverse stories and to increasing inclusion and belonging across the school.

### **Comments from the Community:**

- “There is a spirit of one school-one family. There is a palpable sense of community at this school.” - Administrator
- “Everything we do at YIS is about learning.” - Administrator
- “Everyone knows our values and what they mean to us. We know who we are as a school.” - Administrator
- “This school prepared my children for life.” - Trustee
- “The mission statement is actually a lived experience - live, learn, lead exists in all that we do.” - Teacher
- “Children are the soul of the school; teachers are the heart.” - Teacher
- “The community is the treasure of this school.” - Parent



## Position Overview

YIS seeks a Head of School with exceptional leadership experience, ready to enhance its vibrant educational environment. This is an outstanding opportunity for a talented educator with character and vision to lead a school that has a clear and inspiring vision, a vibrant sense of community, and an ethos of innovation. The Head of School will champion the mission and guiding statements of YIS while also strategically leading the school's momentum to implement the Impact Strategy and Key Focus Areas. The ideal candidate will embody the spirit of YIS and inspire others to uphold the principles of integrity, inclusivity, and excellence. As a faculty member said, "Everyone at YIS knows our values and what they mean to us; we know who we are as a school". The next Head of School will be ready to be fully engaged in the fabric of the YIS community and continue to carry the mission forward.

## Opportunities and Challenges

### Opportunities:

- Serving as a learning leader in a truly mission-driven school, supported by a strong Board, an excellent professional staff, loyal families, and a growing alumni network;
- Leading an international school with rich traditions as it enters its second century and guided by a forward-looking strategic plan;
- Being part of a student-centered school with a deep sense of community and imbued with a spirit of trust and shared purpose;
- Living and working in the safe, clean, and welcoming country of Japan.

### Challenges:

- Continuing to lead the school forward, guided, but not bound, by its new Impact Strategies, and inspiring continued innovation on its new campus;
- Recruitment, retention and development of excellent administrators, faculty and staff who are committed to the school's mission and values and ready to enhance the school;



- Strengthening the school culture by inspiring belonging, and by solidifying diversity, equity, inclusion, justice efforts;
- Expanding communication that affirms the school's stories and achieves the desired impact;
- Ensuring the sustainability of a financially sound school over the long-term;
- A willingness to constantly review and test the school's work and lead healthy change when it best supports the mission.

## Qualifications and Personal Attributes

- An inspiring leader whose educational philosophy is aligned with the YIS Mission;
- A culture builder who can build on the existing strengths of the school, foster unity, and value collaboration and shared accountability;
- An excellent communicator with effective listening, writing, and speaking skills;
- A kind, fair, and inclusive leader who seeks diverse perspectives to find equitable solutions and build consensus;
- An organizational leader with an open mindset who builds trust, empowers others, and focuses on continuous learning;
- An approachable, warm, and empathetic professional who enjoys being visible and invested in the life of the school;
- A leader with experience in a diverse population in an international environment;
- Successful experience leading transformation in operational, administrative, and pedagogical practices, as well as strategic efforts towards the future;
- Understands good governance and can work well with the Board;
- A genuine interest in and respect for Japanese culture and a commitment to a long-term post;
- A sense of humor and ability to bring optimism and positivity to uplift others;
- Administrative qualifications and experience in leadership roles at a Principal level and above;
- Master's Degree would be seen as an advantage.



## 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;
- 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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