

HEAD OF SCHOOL SEARCH

NIST INTERNATIONAL SCHOOL

Bangkok, Thailand

nist.ac.th

Start Date: July 2027 or sooner
if the ideal candidate is available



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Inspire growth, Empower excellence, Enrich lives.

School Purpose

NIST values the transformative power of diverse experiences in a student’s journey. Our curated Learning Programme, aligned with the IB philosophy, offers sports, service, expeditions, arts, and wellness opportunities. Through these experiences, students develop skills and qualities essential for success at NIST and beyond, fostering holistic education.

At a Glance



Established
1992



Total enrollment
1,800



Total faculty
277



Student-faculty ratio
7:1



Nationalities represented in
the community
93



Annual operating budget
457 millions baht



Faculty with advanced degrees
173 (21 PGCE, 146 Master, and
6 Doctorate) or more than 59%



Campus size
9.9 acres

Languages offered: 12

Nationalities represented in the student body: 77

Nationalities represented in the faculty: A
diverse group representing over 54 nationalities,
primarily from the USA, UK, Canada, Australia,
and New Zealand.

Student-led service groups: 45

Financial aid budget: The school operates as
a non-profit organization. Each year, NIST
receive donations ranging from 40 to 100
million baht from the community.



Overview

NIST International School in Bangkok is a not-for-profit full IB World School offering a premium international education. Their commitment to building a community of diverse perspectives and experiences reflects their focus on developing students who are ready and ambitious to positively impact their world at NIST and beyond.

Thirty years ago, only a small handful of international schools existed in Thailand, each connected to a single national curriculum. NIST emerged as an option for parents wanting their children to experience and enjoy learning in a diverse, multicultural and inclusive international school. NIST was—and still is—unique.

Working hand-in-hand with members of the United Nations, the first parents, students and teachers envisioned a school free from any one national curriculum programme. They imagined a learning community dedicated to an international education to develop global citizens. When NIST opened its gates on the morning of 13 August 1992, the first 502 students made that dream a reality.

In 1992 NIST became the first full International Baccalaureate (IB) World School in Thailand, and by 1999 was offering all three IB programmes. Focused on inquiry, exploration, reflection and—most significantly—the belief that learning is at the core of the human experience, the IB philosophy aligned with the shared vision of our growing community.

For over thirty years, NIST has welcomed thousands of internationally-minded students and their families from around the world. Today their community comprises over 1,800 students aged 3-18 from more than 75 countries. Their holistic education is inspired by the mission of creating inquisitive, lifelong learners and global citizens, empowered by world-class teachers and curriculum, and enriched by an environment where everyone feels they belong.



Governance

Governance is provided by the NIST Foundation Board. The NIST Foundation Board includes 17-23 voting members, with 9 members, the School Director, and the Head of School being selected to be the Executive School Board. The Head of School plays a central role in this group, partnering with the Board to guide strategy, oversee operations, and shape the school's future. Working closely with the Leadership Team, the Head collaborates with Board committees to support NIST's growth and ensure alignment with the school's mission and values.

The School Director, Director of Human Resources and Director of Finance handle school compliance issues with Thai education law/rules. They attend the board meetings; have biweekly meetings with the Head of School.

Our Campus

Nestled in the heart of one of Bangkok's busiest business districts, the NIST International School campus is located on Sukhumvit Soi 15, minutes from Asok BTS skytrain and Sukhumvit MRT subway stations. The 25-rai campus encompasses ten buildings that house over 90 classrooms and state-of-the-art facilities.

The younger students enjoy a purpose-built Early Years Centre providing a safe, age-appropriate environment that includes modern playground facilities, an explorative garden and shared community spaces. This space will be renovated during the 2025-2026 school year, with an anticipated opening in August 2026.

The Elementary and Secondary Buildings contain subject-specific classrooms, including science and technology labs, counselling and language rooms, art, music and recording studios and two outstanding and well-resourced libraries. Senior students have access to a student-designed lounge, café and multi-purpose area that reflects the principles of modern education and learning research.

The Sports Complex includes a gymnastics studio, sports hall with multiple basketball and volleyball courts, swimming pool, two tennis courts and a FIFA-certified football pitch. Students can enjoy freshly prepared meals from the central cafeteria.



The Creative Arts Building and Black Box Theatre provide a 350-seat theatre, performance and dance studios, visual arts studios, instrumental and vocal music rooms, private practice rooms and a recording studio.

The school has a long-term strategic plan to continually improve its resources and to meet the school community's future needs in terms of learning spaces, health and safety, security and creating greater efficiencies.

Living in Bangkok

Bangkok offers a wide range of opportunities, as Thailand's capital and economic hub, the city provides abundant career prospects in sectors like tourism, finance, technology, and international trade. For entrepreneurs and digital nomads, Bangkok's relatively low cost of living, combined with modern infrastructure and a thriving startup scene, makes it an attractive base. The city is also home to many international companies and organizations, offering opportunities for global networking and career advancement.

Bangkok provides access to world-class education, healthcare, and a vibrant cultural scene. Residents enjoy a rich blend of traditional Thai heritage and modern cosmopolitan lifestyle, with easy access to street food, luxury malls, historical landmarks, and a bustling nightlife. The city's extensive public transit system, including the BTS Skytrain and MRT, makes commuting manageable in such a densely populated area.

Bangkok offers an exciting mix of culture, cuisine, shopping, and nightlife that few cities can match. You can explore stunning temples like Wat Arun and Wat Phra Kaew, marvel at the Grand Palace, and take a boat ride along the Chao Phraya River for a unique view of the city. The bustling street markets — such as Chatuchak Weekend Market and the floating markets — are perfect for picking up souvenirs and tasting authentic Thai street food, from spicy papaya salad to world-famous pad Thai.

Bangkok also caters to those seeking modern comforts and entertainment. The city is filled with luxurious shopping malls like Emquartier and Siam Paragon, rooftop bars with skyline views, and a vibrant nightlife ranging from nightclubs to night markets. You can indulge in a traditional Thai massage, take a cooking class, or even join a guided food or temple tour. Whether you're interested in history, food, fashion, or fun, Bangkok has something for everyone.



Opportunities and Challenges

The next Head of School at NIST will have the opportunity to build on the exceptional legacy of a highly engaged board and years of strong leadership at the school level.

Specifically the next HOS will:

- Continue to refine systems and structures to further coherence in the student's journey in the classroom and in our extracurricular programs
- Share a vision of the future of education along with a strategic direction and plan for execution for achieving that vision
- Partner with a talented and dedicated senior leadership team to continue to grow and support middle level leaders
- Create a culture of accountability across all aspects of the school community that will provide a “dashboard” to track growth

Qualifications and Personal Attributes

The successful candidate will be an experienced educational leader with a global mindset, strategic vision, and an entrepreneurial approach, someone who can operate as a true CEO, guiding the school with both educational insight and organizational acumen.

NIST seeks a passionate educator, a person of integrity, empathy, and emotional intelligence who genuinely connects with students, faculty, and the community at large. This leader will inspire trust through authenticity, active listening, and a deep commitment to the mission and people of NIST.



Successful candidates will possess the following characteristics and capacities:

- Strong leadership and delegation capabilities
- Strong communication skills
- Able to undertake strategy, drive strategy and execute on strategy in regard to NIST's core values
- Able to drive leadership, delegation and deep understanding in regard to curriculum and school operations relevant to academia, school extracurricular activities, sports, campus operations and child safeguarding /SEL
- Able to drive leadership, delegation and deep understanding in regard to key projects at NIST ensuring sound execution and timely execution amidst defined constraints
- Able to understand the Foundation Board and its elected Executive Board and execute jointly agreed strategies and initiatives, with a core understanding that the Foundation/Executive School Board at NIST oversees governance and approves strategies to be executed; and therefore must make relevant and apt recommendations to the Executive School Board in regards to strategy and related initiatives
- A forward-thinking leader who understands the rapidly evolving nature of learning and can effectively drive agreed-upon change with strong stakeholder support. This includes a deep understanding of the role of AI in shaping curriculum design and preparing students for future opportunities beyond NIST within an ever-changing global context
- Core understanding of performance metrics like the Balance Score Card concept (BSC) or other similar organizational matrix deemed suitable and is able to adapt the BSC such that is applicable in an educational environment such a NIST
- Holds himself or herself accountable to KPIs and the BSC and is able to waterfall such to key direct reports and beyond such as to drive intended defined goals in the short, medium and long term ensuring accountability is undertaken by all (both colleagues in academia and school operations); in essence ensuring that a performance appraisal system is efficiently being applied for all colleagues
- Able to balance NIST's attribute as a inclusive school yet with a view to drive academic and non-academic endeavors in relation to students at NIST to be a leading school worldwide
- Cultivates a culture of succession planning across academic and non-academic roles
- Able to work with and manage diverse stakeholder groups and further embraces diversity

Education and Experience:

- M.Ed or PhD in Education (required)
- At least 5 years of leadership experience in renown schools (required)International Teaching Experience (desirable)
- IB MYP/DP experience (desirable)

Learn More

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

[School Website](#)

[Diversity, Belonging, and Inclusion](#)

[School History](#)

[School Profile](#)

[Strategic Plan](#)



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 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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