

# DIRECTOR OF ACADEMICS SEARCH

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

Hong Kong, China  
[fis.edu.hk](http://fis.edu.hk)

Start Date: Summer 2026



**Carney  
Sandoe**  
& ASSOCIATES

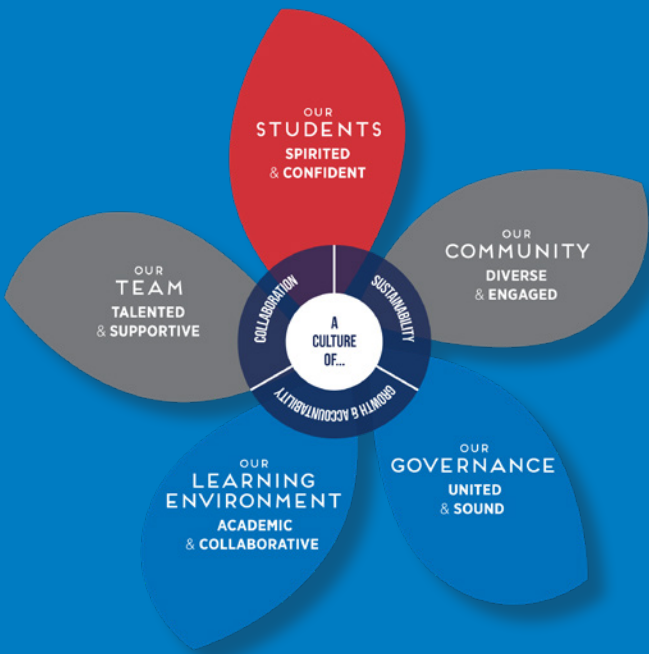
[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# 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  
2,900



Total faculty and staff  
400+



Student-teacher ratio  
11:1



Student nationalities  
represented  
50+



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 over 2,900 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.

Reporting directly to the Head of School, the Director of Academics provides strategic leadership for all academic programs, ensuring alignment with the school's mission to enable every student to achieve their full potential.

Supported by a pedagogical leadership team of four Principals and eight Vice-Principals across the Primary and Secondary divisions in both the French and International streams, this role is central to driving coherence in pedagogical practice, elevating overall performance, and ensuring consistency in teaching and learning. A core focus is the individualization of the educational offering to empower each student to achieve their unique potential.





## 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

Reporting directly to the Head of School, the Director of Academics provides strategic leadership for all academic programs, ensuring alignment with the school's mission to enable every student to achieve their full potential.

### **Key Responsibilities:**

#### Academic strategy & vision

- Define and implement the strategic academic vision across all divisions and streams
- Lead curriculum innovation and program development to advance institutional goals
- Ensure educational coherence and excellence throughout the academic journey

#### Teaching & Learning Excellence

- Oversee instructional quality and pedagogical innovation across both the French and International streams.
- Monitor and enhance the implementation of the System of Support for All Learners.
- Drive academic excellence through research-based practices and a culture of continuous improvement.
- Ensure the coherence and consistency of the teaching and learning experience for every student.

#### Leadership & Professional Growth

- Mentor, support, and hold accountable the team of Principals and Vice-Principals in their leadership roles.
- Design, implement, and evaluate a strategic professional development programme to build capacity in research-based instructional practices and pedagogical leadership.





- Foster and champion professional learning communities to deepen practice and encourage cross-stream collaboration.
- Develop and analyse robust student achievement data to inform strategic decisions, tailor support, and report on academic outcomes.

#### Resource management

- Align all academic resources with the institution's strategic priorities.
- Optimise the allocation of academic resources and budgets.
- Champion the strategic integration of educational technology to enhance learning.
- Ensure sustainable investment in academic programmes and initiatives.

## Qualifications and Personal Attributes

- Bilingual proficiency: full professional fluency in French and English;
- Pedagogical expertise: proven track record in curriculum development, instructional leadership, and inclusive teaching practices within an international context;
- Strategic leadership: significant experience leading large, diverse academic teams in a French international and demanding bilingual school setting (in a native English context preferably);
- Programme management: demonstrable experience overseeing complex programmes such as Learning Enhancement and Student Support systems;
- Demonstrated ability in integrating educational innovation, global citizenship, and the Sustainable Development Goals (SDGs) into curriculum and school culture;
- Inspirational leadership & influence;
- Collaborative, empathetic and student-centred educator;
- Exceptional communication and interpersonal abilities;
- Strategic problem-solving and change management skills.

# 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:

**Art Charles, Ph.D.**

Managing Associate, International Schools Practice

art.charles@carneysandoe.com