

DEPUTY DIRECTOR SEARCH

LUANDA INTERNATIONAL SCHOOL

Luanda, Angola

lisluanda.com

Start Date: August 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

A diverse community of learners, committed to fostering compassionate, confident and socially responsible individuals who thrive in the world.

Vision

Courage to empower.
Passion to inspire.
Together shaping our future.

At a Glance



Established
1998



Enrollment
618



Total faculty
193



Student-faculty ratio
7:1



Nationalities represented
in the student body
50



Nationalities represented
in the faculty
23



Faculty with advanced degrees
70%



Campus size
6.5-hectare site
includes 14,400 m²



Overview

Founded in 1998 with 106 students as a non-profit international school, Luanda International School has now grown into a vibrant institution and Angola's only fully authorised IB World School. Today, LIS proudly educates over 620 students representing 50 nationalities, from Early Years to Year 13 from the expatriate and local community in Luanda, Angola, fostering a truly global learning environment. Luanda International School is proud of its strong local, national and international reputation, its dedicated and talented staff, active parental involvement, and supportive community. LIS is fully accredited with the New England Association of Schools and Colleges (NEASC) and the Council of International Schools (CIS) and is an active member of the Association of International Schools in Africa (AISA).

The school's guiding statements – its mission, vision and values – are the foundation which unites the community, fosters a sense of belonging, and provides a compass for decision-making. Following a review process in 2023, the community affirmed continued support for the mission: ***to be a diverse community of learners committed to fostering compassionate, confident, and socially responsible individuals who thrive in the world.*** As an International Baccalaureate World School, LIS is authorised to offer all three International Baccalaureate programmes: Primary Years Programme (PYP), Middle Years Programme (MYP) and the IB Diploma Programme (DP). These programmes provide the framework for an inquiry-based approach to learning and teaching. A number of faculty at LIS are official members of the International Baccalaureate Educator Network (IBEN) and serve as official IB site visitors. The school places the highest priority on the health and safety of its community. The school maintains a close relationship with its founding companies (Oil and Gas), as well as with the US Embassy, other diplomatic entities and local authorities, which supports the school's legal status and ensures that appropriate security measures are implemented reliably. All staff receive annual training in safeguarding and child protection practices along with a code of conduct.

LIS is committed to supporting the professional learning of all faculty and staff. The school hosts on-site professional development workshops and encourages all staff members to engage in their own development at conferences and through online training courses. The Center for Applied Special Technology recently conducted training in Universal Design for Learning (UDL) practices for all faculty. External consultants are invited to lead specific workshops on campus, such as training early childhood educators and leadership development for middle level leaders.



On its colorful campus, the school is well resourced with two libraries, science labs, design tech spaces, music and visual art studios, language classrooms, a theatre, IT Center, a medical office, two outdoor swimming pools, two gyms, a fitness center, outdoor sports fields and basketball court, a cafeteria and dining room, lounges and office spaces. The school takes its commitment to sustainability seriously, with green spaces for students and staff to enjoy and solar panels to enhance energy supply.

LIS has a welcoming, inclusive, community atmosphere where parents are encouraged to play a fundamental role in the success of their children's progress and achievement. An active Parent Association contributes to a strong sense of community across differences in language, countries, and cultures. A full co-curricular activities program keeps the campus alive with extensive opportunities in sports, arts, and outdoor education experiences every day. Secondary students have the opportunity for overseas trips to other international schools for Dance, Swimming, Model United Nations, and football tournaments. LIS values its relationship with the local community and prioritizes putting service learning into practice, offering various opportunities for students to take action. In 2024, LIS was awarded the AISA Service Award, a prestigious recognition of their exceptional and sustained commitment to service learning. Service is a core part of the LIS educational philosophy. Students in the Middle Years Programme through the Diploma Programme initiate projects to serve their local community, partnering with local NGOS, mentoring younger students, and even co-designing long term sustainable projects in response to community needs. LIS is serious about living its mission and making an impact both locally and globally.

The Position

The Deputy Director is a unique new leadership position at Luanda International School, coming at a key period in the school's history, with an amazing opportunity to make a positive impact across the school. As a core member of the Senior Leadership Team, this position will hold a pivotal leadership role, in partnership with the School Director, in shaping and implementing the strategic goals of the school. The individual selected for this position will enjoy the enthusiastic support of the Director and the Senior Leadership Team, in a kind and welcoming environment. Individuals with prior experience as a divisional principal or deputy principal or those who have held a schoolwide leadership role will be most interested in this next step forward as a school leader.



The Deputy Director will work closely with the School Director to provide strategic leadership to the school across all divisions. In LIS's dynamic learning environment, balancing creative innovation with coherence and accountability will assist the strategic efforts of the school. Using systems-thinking and adaptive practices, the Deputy Director will support other leaders in becoming more agile and impactful in achieving the strategic goals of the school.

A key area of responsibility for the Deputy Director will be to serve as the Designated Safeguarding Lead (DSL) for the entire school, ensuring that the culture and ethos of the school continue to reflect its mission and values and enabling all members of the community to thrive in a safe and caring environment. In addition, the Deputy Director will be responsible for oversight over the whole school learning program from Early Years through the Diploma Program. Working closely with members of the whole school leadership team (WSLT), the Deputy Director will ensure excellence in teaching and learning and coherence in programs of support to meet the various needs of learners. The Deputy Director will be involved in board meetings, and will have responsibilities in the recruitment process, in developing the schoolwide calendar, and contributing to other strategic goals of the school.

The Deputy Director will maintain a visible, engaged presence in classrooms and at school events, including serving as the School Director in the SD's absence from campus.

Position Responsibilities

Schoolwide Designated Safeguarding Lead

The Deputy Director will oversee the child protection and safeguarding programme at LIS, including oversight for safeguarding practices in recruitment, professional learning, and parent education as well as the integration of safeguarding into the educational programmes in Primary and Secondary divisions. Working alongside the Deputy Designated Safeguarding Lead, the Deputy Director will ensure that all community members understand their responsibilities to support child safeguarding. The Deputy Director will provide annual safeguarding training sessions for all staff, orientation for new members of staff and workshops for parents and other community members to learn about the programme. The Deputy Director will follow the LIS Child Protection Policy and Procedures for handling incidents of potential abuse or neglect in coordination with the divisional principal and counselors.



Strategic Leadership for Learning

The Deputy Director will oversee all aspects of teaching and learning across the Primary and Secondary divisions, to ensure coherence in the learning experience of all students and to champion excellence in instructional practice for all students across the PYP, MYP and DP programmes. The Deputy Director will lead the whole school leadership team (WSLT) to advance the learning priorities as informed by IB Programme Standards and Practices, CIS and NEASC Accreditation protocol and the LIS Strategic Plan.

Two major priorities for the Deputy Director will be leading efforts for the alignment of curriculum, instruction and assessment practices as well as the delivery of inclusive learning practices across all programs. The Deputy Director will work closely with PYP, MYP and DP coordinators to ensure that curriculum, instruction, and assessment practices are aligned, effective and relevant, with processes for ongoing review and improvement. The Deputy Director will also work closely with divisional Student Support Services Leaders of Learning and Principals to ensure that comprehensive support systems are in place and effective in meeting the diverse academic, social, and emotional needs of all students. Ultimately, the Deputy Director will prioritize the establishment of whole school systems and structures to ensure all students can access learning.

The Deputy Director will work in collaborative partnership with the Principals and divisional leadership teams to support effective professional learning for faculty. Together, schoolwide priorities for professional learning, along with divisional and department priorities, will be established to enhance inclusive practices and systems and structures to support student learning in both the Primary and Secondary divisions.

Administrative Responsibilities

- The Deputy Director will support the implementation of schoolwide initiatives guided by the strategic plan, reporting regularly to the school community regarding strategic initiatives, school performance, and related topics. They will assist in the preparation of the annual operating budget, ensuring that fiscal resources are aligned with the implementation of the strategic plan and are in support of the school's mission. They will manage schoolwide surveys (such as the community experience survey), reporting results to the community as required.
- The Deputy Director will be a member of the Senior Leadership Team (SLT) and will lead the whole school leadership team (WSLT), running those meetings regularly.



- The Deputy Director will support principals and divisional leadership teams with the recruitment of teachers.
- The Deputy Director will lead and coordinate with others to create the annual school calendar, including the coordination and scheduling of all events, professional development activities, and meetings.
- The Deputy Director will attend Board meetings regularly, providing input into Board meetings and committee reports.
- The Deputy Director will assume the full responsibilities of the School Director in her absence, ensuring that the school's operations and strategic initiatives continue seamlessly.

Qualifications and Personal Attributes

LIS seeks the following qualifications and attributes in the Deputy Director:

- An experienced educational leader with a proven background in curriculum development, pedagogy, and leading strategic change management
- Extensive experience in an IB World School and deep knowledge of implementing the IB mission as an integral part of the school program
- Deep understanding of best practices related to inclusive practices and personalized instruction and systems for supporting various learning needs among a diverse student population
- A community builder who enjoys being an active and visible presence in the life of the school
- Track record of working effectively with individuals from diverse cultural, ethnic, or linguistic backgrounds and adapting communication styles and work habits to align effectively with a diverse community
- Demonstrated ability to participate in collaborative teams, with an inclusive leadership style balanced by both humility and confidence
- An educational philosophy and practice that is aligned with the LIS Mission
- Excellent communication and interpersonal skills with both students and adults
- Excellent organizational and management skills with proficiency in using relevant technology tools and administrative tools
- A Master's degree or higher in Education or a related field
- Fluency in Portuguese would be advantageous
- Experience working in an international school setting is preferred

Learn More

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

[School Website](#)

[Primary Years Programme](#)

[School Campus](#)

[School Profile](#)

[IB Diploma Programme at LIS](#)

[About Luanda, Angola](#)

[Middle School Programme](#)



To Apply

Interested and qualified candidates are invited to contact the consultant 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 CV;
- A statement of educational and leadership philosophy (ideally 1 page, maximum of 2);
- 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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