



# FIS

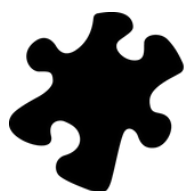
Frankfurt  
International  
School

## PRINCIPAL

Start Date: August 1, 2026

Frankfurt International School

Wiesbaden, Germany | [www.fis.edu](http://www.fis.edu)



Carney  
Sandoe  
& ASSOCIATES

# MISSION, VISION, AND VALUES

FIS has recently undergone a review of its Mission, Vision, and Values. While our beliefs and the ethos of our current mission remain the same, we will be unveiling a new mission, vision, and values that will exemplify our focus on the present with our emphasis on success in the future. As reference, please see below for the Mission and Beliefs that are being revised.

## MISSION UNDER REVIEW

To be the leading, culturally diverse, and family-oriented international school with English as the principal language of instruction. FIS inspires individuals to develop their intellect, creativity, and character to become independent, adaptable, socially responsible, and internationally minded citizens, by ensuring a dynamic, inquiry-driven education of the highest standard.

## At a Glance



~1,800

total enrollment



60+

nationalities represented  
in the student body



30+

languages spoken



375

total faculty



50%

faculty with  
advanced degrees



8:1

average student-faculty ratio

## FIS Beliefs Under Review

- Each person is unique and has equal worth.
- Education of the highest standard is a shared responsibility of students, family, and school.
- Expectations that are challenging lead to higher levels of performance and allow us to reach our potential
- All people are responsible for their actions.
- Honesty, integrity, and respect are essential for building trusting relationships.
- Open-mindedness, empathy, and compassion are essential for living in a diverse community.
- Leading a healthy and active lifestyle improves the quality of life.
- Commitment, enthusiasm, and perseverance lead to success.
- Contributing positively to society and the environment is our shared responsibility.
- Nurturing curiosity and creativity stimulates exploration and discovery throughout life.
- Our lives and the life of our community are enriched by diversity.

# OVERVIEW

**Frankfurt International School (FIS)** is a non-profit international school, providing students aged 3 to Grade 12 a world-class education across two campuses – FISW (age 3 to Grade 8) in Wiesbaden, and FISO (age 3 to Grade 12) in Oberursel. Current student enrollment is approximately 1,820 (1,600 at Oberursel and 220 in Wiesbaden). Founded in 1961, the school's teaching and learning practices are rooted in the International Baccalaureate (IB) with a strong emphasis on academic rigor and preparation for university studies. While academic success is at the center of school life, the arts, sciences, humanities, language learning, life skills and athletics provide the foundation for their learning community.

FIS is accredited by the New England Association of Schools and Colleges (NEASC). It is also a founding member of the *International Baccalaureate Organization* (IBO) and has been offering the IB Diploma Programme for over 50 years, as well as an American High School Diploma. The school is a founding member of the European Council of International Schools (ECIS), which was renamed The Educational Collaborative for International Schools in 2016 and is also a member of the Association for German International Schools (AGIS).

Frankfurt International School (FIS), an extraordinary school in Europe with global recognition, now seeks an exceptional, vision-forward and operationally strong Principal to lead the Wiesbaden Campus, serving approximately 220 students from Age 3 through Grade 8, beginning in August 2026.

This is a rare opportunity to lead a close-knit, family-oriented campus with outstanding resources, a strong culture of trust, and the flexibility to innovate as part of a large, high-performing IB World School. The Principal will advance FIS's *Designed to Thrive* ethos by fostering a campus where learning, wellbeing, and belonging are intentionally designed and sustained.





# POSITION OVERVIEW

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The Principal is the instructional leader and administrative head of the FIS Wiesbaden Campus and a key member of the FIS Senior Leadership Team. As the leader of a small satellite campus, the role requires both instructional leadership and operational oversight, along with close collaboration with central leadership to ensure alignment, sustainability, and coherence across the school.

The Principal will build upon a learning culture that is intentionally designed for student growth, agency, well-being, and inclusion, with particular attention to strong learning support practices and the needs of diverse learners. Leveraging the inquiry-driven Primary Years Programme (PYP), the role promotes purposeful, developmentally responsive learning experiences that balance academic rigor with creativity and care. Within a campus structure that supports innovative, student-centered approaches (including outdoor education, schedules designed for depth of instruction, and learning grounded in clear progressions) the successful candidate will translate vision into meaningful and sustainable outcomes through strong partnerships with families, staff, and the broader school community.



# KEY RESPONSIBILITIES

- Developing the individual vision, culture, and strategy on the FISW campus while maintaining alignment and connection with the larger FISO campus
- Overseeing teaching and learning, including leading a teacher leadership team, managing professional development, working closely with curriculum leaders to map out change, and managing initiatives related to changes in our language instruction models
- Providing operational oversight in partnership with the schoolwide Finance & Operations department
- Working closely with parents and the community to ensure FISW remains family-oriented and collaborative with the local community
- Various additional expectations relevant to a principal role



**€2.3M**

tuition assistance  
budget



**150**

Average number of  
students receiving tuition  
assistance



**€28M**

endowment



**€62M**

annual schoolwide  
operating budget



**400**

classes and clubs  
for students and adults



**30**

annual fine arts  
productions/exhibitions



# QUALIFICATIONS & PERSONAL ATTRIBUTES



- Proven experience as a school principal or senior school leader
- Passionate about the unique needs of learners from age 3 (First Steps) through Grade 8
- Experience leading within the IB PYP preferred
- Master's degree preferred
- Vision-forward mindset, effective organizational ability, and initiative
- International experience preferred
- German language proficiency is helpful, but not required

## SAFEGUARDING and BELONGING

Frankfurt International School is committed to ensuring the safeguarding and wellbeing of its students and expects all faculty, staff and volunteers to share this commitment. The recruitment process at FIS is carried out in accordance with recommendations of the International Task Force on Child Protection and includes rigorous background checks prior to appointment.

## SALARY AND BENEFITS

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate. The initial contract is for a period of two years, but FISW is looking for a candidate willing to stay for an extended commitment.



# LEARN MORE

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- [School Website](#)
- [School History](#)
- [Strategic Direction](#)
- [FIS Leadership Profile](#)
- [School Profile](#)
- [About Frankfurt, Germany](#)







# TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position and indicating strengths they believe that qualify them for consideration;
- A current résumé;
- Statement of educational philosophy and leadership practice;
- A list of five professional references with name, relationship, phone number, and email address of each, including the most recent supervisors (References will not be contacted without the candidate's permission.)

The deadline for applications is 22 February 2026, and the search is projected to close by 29 March 2026. On-site interviews will be arranged as soon as possible thereafter. FIS reserves the right to conclude the search prior to the dates indicated above if the right candidate is found.

Candidates need to submit the four documents above to:

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