



Luanda International School

## SECONDARY SCHOOL PRINCIPAL

Start Date: August 2027

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Luanda International School

Luanda, Angola | [lisluanda.com](http://lisluanda.com)



**Carney  
Sandoe**  
& ASSOCIATES

# MISSION STATEMENT

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

## At a Glance



**1998**  
established



**620**  
total enrollment



**50** student body  
**22** faculty

nationalities represented



**193**  
total faculty



**70%**  
faculty with  
advanced degrees



**22:1**  
student-faculty ratio



**6.5-hectare**  
site includes 14,400 m<sup>2</sup>  
campus size



# VISION AND VALUES

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## Vision

Courage to empower.

Passion to inspire.

Together shaping our future.

## Our values

- A strong community is built on inclusion, participation, communication, kindness and mutual respect.
- Student voice is integral to our school culture.
- A commitment to continual improvement for all members of the community is paramount.
- Learning is a social and emotional process that is authentic, differentiated and fosters international mindedness.
- Learning cognitive, creative, physical, social and emotional skills are fundamental for a balanced learning experience.
- Learning thrives when positive, respectful relationships exist in an inclusive environment.
- Sustainable thinking is critical to decision making and actions.
- Integrity, empathy, and trust are fundamental.
- Respect for ourselves and others, our environment, and our cultural contexts guides our thoughts, actions and relationships.
- The courage to stand by our principles, face adversity, take risks, make mistakes is essential for growth.



# OVERVIEW

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Founded in 1998 with 106 students as a non-profit international school, Luanda International School has now grown into a vibrant institution. Today, LIS proudly educates over 600 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.

The school's guiding statements – its mission, vision and values – are the foundation which unite the community, foster a sense of belonging, and provide a compass for decision-making. As an International Baccalaureate World School, LIS is authorised to offer 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 IBEN and IB site visitors.

With over 25 years of operation, LIS is fully accredited with the New England Association of Schools and Colleges (NEASC) and the Council of International Schools (CIS). LIS is a member of the Association of International Schools in Africa (AISA) and competes for sport within the SAISA (Southern African International Schools Association) league. LIS has a very strong local, national and international reputation, due to its dedicated and talented staff, active parental involvement, and a supportive community.

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, workshops and through online training courses.





On its modern 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, 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 an inclusive atmosphere and 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 program keeps the campus alive with extensive opportunities in sports, arts, and outdoor education experiences every day, including over the weekend. Overseas trips for secondary students for Dance, Swimming, Model United Nations and football are offered. Valuing its relationship with the local community and putting service as action into practice, LIS also provides opportunities for students to get involved with local NGOs and organisations. In many ways, LIS is serious about living its mission and making a difference both locally and globally.

## **POSITION OVERVIEW**

Luanda International School is seeking a new Secondary Principal for 2027. This is a compelling opportunity to lead within a vibrant, forward-looking international school set in one of Africa's most dynamic and rapidly evolving capitals—Luanda, Angola. Serving as a core member of the senior leadership team, the Secondary Principal will work in close partnership with the Head of School, the Deputy Head, the Primary Principal as well as with leaders in the Secondary School to shape and advance the School's strategic goals in alignment with the School mission, vision, and core values.

The successful candidate for this position will be a dynamic, inspiring, and trustworthy educational leader who champions excellence in teaching and learning while fostering a deeply engaging, inclusive, and student-centered school culture. As the instructional and administrative head of the Secondary School, this skilled communicator has the day-to-day responsibility for maintaining a positive learning environment and workplace culture, supervising faculty and staff, and prioritizing learning, safety, and wellbeing.

# OPPORTUNITIES AND CHALLENGES

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As LIS finalizes its strategic plan, the following areas will be priorities for the incoming Principal of the Secondary School:

## **Strengthening Inclusive Practices**

A key opportunity is to establish a clear, shared approach to inclusion, so all students are supported to succeed. The Secondary Principal will be a collaborative instructional leader who builds staff capacity, clarifies expectations, and fosters collective responsibility for student success. This will require experience leading professional learning, knowledge of differentiation and multi-tiered support, and the ability to align a diverse faculty around consistent inclusive practices and systems. The successful candidate will ensure inclusion is embedded—not isolated—within teaching and learning.

## **Coherence in Teaching and Learning**

Strengthening alignment across curriculum, instruction, and assessment is another priority. The Secondary Principal will bring a systems-oriented mindset, ensuring alignment in teaching and learning across the MYP and DP. The successful candidate will have experience in fostering collaboration, building shared expectations, and implementing structures for high-quality instruction, ensuring a coherent and seamless student learning journey.





### **Wellbeing and Student Voice**

LIS has strong foundations in wellbeing and student voice, with the opportunity to deepen and formalize these practices. The Principal will be a visible, relational leader who ensures students feel safe, valued, and heard. Strengthening pastoral systems and embedding student voice in decision-making, while demonstrating emotional intelligence, cultural awareness, and strong listening skills will be familiar experiences for this Secondary Principal.

### **School Culture and Community**

Building a connected and inclusive community remains essential. The Secondary Principal will act as an intentional culture builder, fostering trust, belonging, and shared values. The successful candidate will engage a diverse community, celebrate differences, and model professionalism, collaboration, and respect.

### **Organizational Leadership**

An additional priority is strengthening clarity, alignment, and accountability across the division. The Principal will bring structure and focus to complex systems while developing a cohesive team. Key work will include defining roles, strengthening systems, and aligning operations with strategic priorities. The successful candidate will communicate transparently, build trust, and balance strong support with clear accountability.

# EXPERIENCE, QUALIFICATIONS, AND PERSONAL ATTRIBUTES

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- Approachable, visible, and collaborative leadership style that builds trust and values diverse perspectives
- Strong organizational skills, clear communication, and the ability to initiate and follow through on plans
- Commitment to inclusive school culture, student involvement, and differentiated support for diverse learning needs
- Willingness to engage fully in school life, build relationships, attend events, and contribute to the wider community
- Genuine care for Years 7–13 students and an ability to connect with adolescents across developmental stages
- Proven success improving student learning and academic excellence within MYP and DP programmes
- Cultural competence and ability to build trust, equity, and belonging in a diverse international community
- Experience recruiting, supporting, and developing faculty and staff
- Successful school leadership experience, such as Principal, Assistant Principal, or equivalent
- Strong facilitation skills, including Adaptive Schools training, and experience leading effective meetings
- Ability to collaborate and contribute strategically as a member of the Senior Leadership Team
- Ability to communicate effectively with Board committees and in Board meetings
- Secondary teaching experience
- International experience preferred
- Master's degree or equivalent preferred; relevant administrative credentials required
- Strong English proficiency; Portuguese an asset
- Sense of humor, generosity of spirit, and a warm, caring presence

# LEARN MORE

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- [School Website](#)
- [School Campus](#)
- [IB Diploma Programme at LIS](#)
- [School Profile](#)
- [About Luanda, Angola](#)





# 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 why they are interested and how their experiences match 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:

Please submit application materials directly to:

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