



ASSOCIATE SUPERINTENDENT

Start Date: July 2028

American International School - Riyadh

Riyadh, Saudi Arabia | aisr.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Together, we cultivate inquisitive, independent, and resilient learners who inspire positive change in their communities.

AIS-R's mission is supported by five core values emphasizing the dignity of every individual, learning from diversity, lifelong learning and personal growth, responsibility within interconnected global communities, and open and honest communication.

At a Glance



1963
established



1,550
total enrollment



68
nationalities represented:



146
total faculty



64%
faculty with
advanced degrees



11:1
student-faculty ratio



USD \$40.5M
annual operating budget



92,821 SQM
campus size

Accreditations: NEASC and CIS



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OVERVIEW

The American International School–Riyadh (AIS-R) is one of the Middle East's leading international schools, distinguished by its American educational foundation, global outlook, diverse community, and commitment to continuous improvement. Founded in 1963, AIS-R is an independent, nonprofit, coeducational school serving more than 1,550 students from Pre-Kindergarten through Grade 12, representing more than 65 nationalities. AIS-R is located in northern Riyadh on a campus purpose-built in 2014, and adjacent to Al Bustan Village, a renowned, highly-desirable living community. The school offers an enriched American curriculum with an international perspective and multiple pathways that include the International Baccalaureate Diploma Programme. AIS-R is accredited by both the New England Association of Schools and Colleges (NEASC) and the Council of International Schools (CIS) and has earned CIS Global Citizenship Certification.

AIS-R's academic program combines a rigorous college-preparatory curriculum with an emphasis on inquiry, conceptual understanding, independent learning, and the development of the whole child. Teaching and learning are concept-driven, inquiry-based, and standards-aligned, with an emphasis on the ability of students to apply their learning independently in new and authentic contexts. The curriculum draws upon Common Core, AERO, Next Generation Science Standards, and other internationally recognized standards, while students in Grades 11 and 12 may pursue a US Diploma and/or the IB Diploma Programme.

The school's educational philosophy extends well beyond traditional measures of academic achievement. AIS-R seeks to develop inquisitive, independent, and resilient learners who inspire positive change in their communities. Four school-wide transfer goals - Inquisitive Learner, Independent Learner, Resilient Learner, and Influencer of Positive Change - provide a common language for learning across the school. Global citizenship, intercultural competence, service, experiential education, social-emotional learning, athletics, the arts, design thinking, and systems thinking further contribute to a rich and well-rounded student experience.



AIS-R's current five-year strategic direction emerged from an inclusive community process and is organized around its core values and two Mission Impacts: ensuring that students are curious and actively engaged in their own learning, and that they actively participate in and positively contribute across communities. Three accompanying strategies focus on delivering a competitive curriculum through highly qualified educators; strengthening understanding and engagement within the AIS-R community; and expanding the school's visibility and partnerships in Saudi Arabia and beyond. Now in the fourth year of this five-year direction, AIS-R is approaching 2026–27 as a bridge and consolidation year before beginning a new cycle of community engagement and strategic planning in 2027–28. The school's strategic priorities are actively monitored through regularly reviewed KPIs and are closely connected to budgeting, human resources, and governance, ensuring that strategy remains a living framework for institutional decision-making.



AIS-R is a high-performing, values-driven school distinguished by the international diversity of its community, the quality and commitment of its educators, and its emphasis on belonging, well-being, and continuous learning. Students and families describe a community that is easy to enter and in which students can quickly develop a deep sense of belonging. Although many internationally mobile families spend only a few years in Riyadh, AIS-R is not a “placeholder” school: the aspiration is that every student’s time at AIS-R, whether three years or thirteen, represents a complete and meaningful educational experience. At the same time, a substantial core of students remains from the early years through graduation, contributing continuity and institutional memory. Its extensive facilities—including science, STEM and robotics laboratories, arts and music spaces, athletic facilities, and a 700-seat performing arts theater—support an ambitious educational program. Students graduate to universities around the world, and the school enjoys a strong institutional foundation from which to continue evolving.

The composition of the community is also evolving. Approximately 20–30% of students remain at AIS-R from the early years through Grade 12, including Saudi students and long-term families based in the Middle East. Saudi enrollment has grown over time and now represents approximately one-fifth of the student body. This mix of continuity and mobility reinforces the importance of creating an educational experience in which students can “plug in” quickly, feel known and challenged, and experience meaningful growth for however long they are part of AIS-R.

This evolution is taking place within one of the world’s most vibrant cities and countries. Riyadh is experiencing remarkable economic, social, cultural, and physical development, creating significant opportunities for AIS-R to deepen partnerships, extend authentic learning beyond the campus, and strengthen students’ engagement with Saudi Arabia and the wider world.

AIS-R will also enter an important leadership transition in 2028. Superintendent Colin Boudreau will conclude his tenure in June, and current Associate Superintendent Caroline Rennie will succeed him. The appointment of a new Associate Superintendent therefore represents both continuity and opportunity: the successful candidate will join a high-performing school, form a new senior leadership partnership and help shape AIS-R’s next chapter.

OPPORTUNITIES AND CHALLENGES

AIS-R presents a compelling senior leadership opportunity shaped by institutional strength, an ambitious educational mission, a diverse international community, and the pace of change taking place in Saudi Arabia and further afield. This is not a school that needs to be fixed; rather, the challenge is to preserve what the community values—its heritage and heart—while extending its horizons and continuing to evolve in a competitive educational landscape. Reporting directly to the Superintendent and serving as a key member of the Senior Leadership Team, the next Associate Superintendent will help translate the school's mission and strategic priorities into a coherent PreK–12 educational experience, develop leadership capacity, and help position AIS-R for its next chapter. The successful candidate will need to combine educational vision with organizational and commercial awareness, helping AIS-R sustain its position as a leading school while remaining true to its mission and culture. The following areas represent some of the most significant opportunities and challenges.

Advancing Excellence and Coherence in Teaching and Learning

AIS-R has established an educational framework centered on inquiry, conceptual understanding, transfer, student agency, and the development of the whole child. The Associate Superintendent will need to ensure that these aspirations translate into consistently excellent teaching and learning across grades, divisions, and disciplines.

Working closely with the Director of Teaching & Learning and divisional leaders, the Associate Superintendent will strengthen curricular vertical and horizontal alignment, promote effective use of assessment and data, and support a shared understanding of excellent pedagogy. The role will also require keeping AIS-R at the forefront of educational practice, including consideration of emerging technologies such as artificial intelligence and of the knowledge, skills, and dispositions students will need to flourish in a changing world. Innovation must be purposeful and sustainable: the next Associate Superintendent will help the school remain at the cutting-edge while being attentive to organizational capacity and the pace of change.

Strengthening One-School Alignment and Organizational Capacity

With more than 1,550 students spanning Pre-Kindergarten through Grade 12 and distinct Elementary, Middle, and High School divisions, AIS-R is a complex organization. A key priority will be ensuring that students, families, and employees experience AIS-R as one school, while preserving the specific developmental needs and character of each division.

The Associate Superintendent will work across the school to strengthen consistency through communication and collaboration; support well-managed transitions between divisions; and ensure that school-wide priorities are understood and implemented. This requires a leader who can see both the whole and its constituent parts—someone capable of developing effective systems and structures while remaining attentive to people, relationships, culture, and learning.

Developing and Empowering Leaders and Faculty

AIS-R's continued success will depend upon attracting, developing, and retaining exceptional educators and building leadership capacity throughout the organization. The school already demonstrates a strong commitment to professional learning through coaching, personalized professional development, collaboration, and opportunities for continued professional growth.

The Associate Superintendent will build upon these foundations by coaching and mentoring leaders, clarifying roles and expectations, providing meaningful feedback, and fostering accountability and collaboration. Equally important will be creating conditions in which faculty and leaders feel empowered to innovate and take initiative. The successful candidate will know when to provide direction and when to distribute leadership, building both individual capability and collective organizational strength.



Leading through Culture, Change, and Community

AIS-R brings together students, families, faculty, and staff from more than 65 nationalities within the distinctive cultural context of Saudi Arabia. Its diversity is one of the school's defining strengths and makes intercultural competence, belonging, and global citizenship essential dimensions of leadership.

The Associate Superintendent will need to be an accomplished relationship builder and communicator, able to listen carefully, bridge perspectives, and navigate complexity with cultural humility and sound judgment. The leader must understand and honor the "American feel" of AIS-R, its educational heritage, openness and spirit. AIS-R's strength lies in blending American educational traditions with international perspectives and deep respect for its Saudi context. The successful candidate will be genuinely curious about Saudi Arabia, willing to engage beyond the expatriate community, and able to recognize that no one set of assumptions is universal. At a pivotal time for Saudi Arabia, the opportunity is to embrace change and possibility.

Partnering with the Superintendent to Shape AIS-R's Next Chapter

The arrival of a new Associate Superintendent will coincide with an important leadership transition. Caroline Rennie's move from Associate Superintendent to Superintendent provides institutional continuity while creating an opportunity to establish a new senior leadership partnership. The successful candidate will bring complementary and additive experience, perspective, and expertise while developing a relationship grounded in trust, candor, clear communication, and shared commitment to AIS-R's mission.

The Associate Superintendent will help translate strategic priorities into action, balance innovation with organizational capacity, and ensure that initiatives are well implemented and evaluated. The role will be an active partner in the school's next strategic cycle. Following a 2026–27 bridge and consolidation year, AIS-R expects to begin renewed community engagement in 2027–28 as it considers its next strategic horizon, building on recent accreditation work and priorities that include global citizenship, athletics, and deeper partnerships within Saudi Arabia and beyond. The Associate Superintendent will help the Superintendent, Board, Leadership Team, faculty, and community use evidence, community dialogue, and regularly reviewed KPIs to shape priorities that connect directly to budgeting, human resources, and governance. Riyadh's remarkable transformation offers a particularly attractive context for this work, with opportunities to deepen relationships with universities, cultural institutions, businesses, government entities, and other organizations and to make Saudi Arabia itself an increasingly rich resource for student learning. The Associate Superintendent will thus play a key role not only in sustaining what AIS-R does well, but also in helping define what the school can become.

QUALIFICATIONS AND PERSONAL ATTRIBUTES



Educational and Strategic Leadership

- An experienced senior-level educational leader with a proven ability to align academic excellence, operational effectiveness, and cultural understanding around a clear and compelling strategic vision
- Ability to inspire and lead educational excellence and innovation
- Visionary and strategic leader who is curious, creative, and willing to be a positive innovator—bringing fresh ideas and challenging assumptions while protecting institutional stability and translating goals and aspirations into systems, structures, and sustainable practices
- Engagement with emerging technologies and their application, impact and use in the education environment
- Demonstrated ability to innovate and evolve without exhausting the organization, balancing a forward-looking mindset with respect for AIS-R's heritage, heart, community culture, and enduring strengths



Organizational, Operational and Business Leadership

- Proven proficiency in managing school operations, including budgeting, financial planning, fundraising, alumni development, resource allocation, and staff management, coupled with the business and organizational acumen to help AIS-R remain highly competitive in an evolving market
- Sound understanding of admissions, marketing, communications, school finances, and resource allocation in the context of an increasingly competitive international-school landscape, with the ability to help position AIS-R for sustained success



Community, Culture and Leadership Qualities

- Ability to interact genuinely and effectively with the school community, including parents, alumni, and wider community partners, and to foster the strong sense of belonging that characterizes AIS-R
- Genuine enthusiasm for contributing to a large, engaging school community, with the sustained energy, calm, resilience and even-keeled judgment required to lead through rapid change, unexpected events and competing demands
- A flexible, energetic, and selfless leadership style: someone listens deeply, shares credit, and is motivated by making the institution better; a leader prepared to invest deeply in AIS-R and its community over a meaningful period of time
- Broad cultural adaptability and genuine curiosity, with experience navigating diverse cultures and communities with sensitivity, humility, and grace; a willingness to engage deeply with Saudi Arabia and life beyond the expatriate community



Experience and Education

- Specific experience with US based curriculum is required, previous experience working in the United States would be preferred. The successful candidate will appreciate AIS-R's American educational heritage while embracing its distinctly international identity and Saudi context
- This role is also the Designated Safeguarding Lead for AIS-R, so previous experience leading this work in a school community is required.
- Candidates must have at least one degree in education and an advanced degree with teaching experience and curriculum development.

ABOUT RIYADH, SAUDI ARABIA

Riyadh is one of the world's most rapidly evolving capital cities, a place where deep-rooted Saudi traditions meet ambition, investment, and innovation. At the heart of the Kingdom's transformation, Riyadh offers a one-of-a-kind opportunity to experience a society undergoing significant change while remaining firmly connected to its history, culture, and traditions.

As Saudi Arabia's political, economic, and increasingly cultural center, Riyadh is attracting professionals and families from around the world. The city has a large and well-established international community, supported by a substantial network of international schools offering American, British, IB, and other global curricula. Major investments in arts and culture, entertainment, transportation, technology, tourism, and urban development are further reshaping the city.





Riyadh offers:

- A growing international community and an expanding cultural, culinary, arts, sports, and entertainment scene
- Modern housing, excellent healthcare, and a wide range of services and amenities for international families
- A well-developed transportation network, including the new Riyadh Metro, alongside expanding urban infrastructure
- Excellent air connections to destinations across the Middle East, Europe, Asia, Africa, and beyond
- Easy access to the dramatic desert landscapes, historic sites, and cultural heritage of Saudi Arabia
- A unique vantage point from which to experience the economic and social transformation taking place across the Kingdom

For educators and their families, life in Riyadh offers both an attractive professional opportunity and a distinctive personal experience in one of the world's most consequential and rapidly changing regions.

LEARN MORE

- [School Website](#)

- [Core Values](#)

- [School Profile](#)

- [Teach at AIS](#)





TO APPLY

Interested and qualified candidates should contact the consultants in confidence as soon as possible. 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;
- Statement of educational 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:

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