



Concordia
INTERNATIONAL SCHOOL SHANGHAI
上海协和国际外籍人员子女学校

DIRECTOR OF TECHNOLOGY

Start Date: August 2027

Concordia International School Shanghai

Shanghai, China | concordiashanghai.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

At Concordia, we view every student as a gift from God, entrusted to us by parents, and are committed in Christian stewardship to educate students holistically in a nurturing environment that includes comprehensive and challenging opportunities in academics, creative arts, spirituality, athletics, co-curricular activities and service.

At a Glance



1998
established



1,110
total enrollment



33
nationalities represented
in student body



162
total faculty



82%
faculty with
advanced degrees



8:1
student-faculty ratio



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OVERVIEW

Concordia International School Shanghai is a leading academic institution offering a rigorous American-style curriculum within a holistic approach to teaching and learning for preschool-grade 12 students. Situated on a state-of-the-art, green campus in the beautiful Pudong district of Shanghai, Concordia adopts a wide array of teaching methodologies to produce students with a unique balance of global citizenship, leadership, athleticism, artistic talent, and scholarship.

Concordia was founded in 1998 by a group of teachers in conjunction with the Lutheran Church-Missouri Synod (LCMS) with the shared goal of offering a world-class, holistic education founded on Christian values. Since its inception, the school has been committed to educating the whole child: spiritually, physically, emotionally, socially and intellectually with a student population of 1110, there are 33 passports represented across the entire student body. The top three passports represented are: USA (52%), Hong Kong (13%) and South Korea (9%). Graduates of Concordia go to a wide variety of colleges and universities around the world.

Student-teacher connections are at the core of the Concordia experience. The dedicated faculty provides a premier education, wrapped in loving, joyful relationships. Nationalities among Teaching staff: USA (62%), China (8%), Canada (6%). All faculty members are certified teachers and 83% hold master's degrees or higher. Concordia is accredited by the Western Association of Schools and Colleges (WASC) and the National Lutheran Schools Association (NLSA).

The Director of Technology provides visionary leadership across both Educational Technology and Information Technology, ensuring Concordia's technology ecosystem is responsive to current needs and strategically positioned for the future. This role leads and unifies the technology team to deliver seamless, mission-aligned support across all divisions — partnering with academic and operational leaders to integrate technology meaningfully into teaching, learning, and school systems.



KEY AREAS OF RESPONSIBILITY

Strategic Technology Leadership

- Scan the horizon continuously — tracking industry trends, emerging technologies, peer school practices, and security developments to inform strategic decision-making
- Develop, communicate, and implement a multi-year technology vision and roadmap aligned with the School's mission and educational goals
- Promote unified, consistent approaches to technology adoption across all divisions
- Represent the School at professional conferences and learning communities to stay current and bring best practices back to the school



IT Leadership and Infrastructure

- Provide oversight and strategic direction for all IT systems, infrastructure, and services
- Establish and supervise technology policies and procedures in collaboration with the compliance department
- Ensure the integrity, security, and reliability of the School's technology systems and data
- Manage vendor relationships with accountability and stewardship
- Plan, approve, and oversee all technology equipment, software, and service procurement
- Maintain organized records of warranties, licensing, manuals, and setup materials

Financial & Resource Management

- Manage the technology budget with transparency and strategic intent
- Align resource allocation with institutional priorities and long-term technology planning

Team Leadership & Development

- Lead, supervise, and develop the full technology team across EdTech and IT functions
- Oversee the Tech Help Desk to ensure responsive, high-quality support for the school community
- Foster a team culture of collaboration, service, and continuous growth

Educational Technology Integration

- Partner with academic leaders to ensure technology is integrated meaningfully into curriculum, instruction, and assessment
- Support and develop teacher capacity through professional learning opportunities focused on purposeful technology use

Other duties as assigned



92%

AP passing average



\$38M

annual operating
budget



10.8 acres

campus size



400

co-curricular activities



15

performing arts CCAs



199

athletic championships

QUALIFICATIONS & PERSONAL ATTRIBUTES



Requirements

Education

- Bachelor's Degree in a Technology-related field
- Master's degrees preferred

Experience

- A minimum of 5 years of solid technology experience in foreign investment organization/entities
- A minimum of 3 years of solid technology experience in an educational or comparable institution
- A minimum of 3 years of successful experience of managing a multi-cultural team of at least 5 people
- Experience working in China

Skills and Dispositions

- Ability to bridge technology and education, explaining complex technical matters clearly to teachers, parents, and school leaders
- Ability to analyze data and make data-informed decisions
- Working knowledge of IT infrastructure, cybersecurity, and data privacy, including China's regulatory requirements and international compliance considerations
- Knowledge of U.S. education systems, structures, and documentation
- Knowledge of current and emerging EdTech tools, platforms, and trends, including AI
- Commitment to the ethical and responsible use of technology, including AI literacy
- Fluency in Mandarin is a plus



Concordia Fit

Spiritual Leader

- Demonstrates moral integrity, honesty, kindness, faithfulness.
- Models a Christian faith walk.
- Models servant leadership characteristics.
- Is collegial and contributing member of the school wide community.

Mission Centered-Vision Focused

- Takes personal ownership in fulfilling the mission.
- Can “see” the future and articulate, plan, and execute next steps.
- Demonstrates a positive, optimistic, can-do attitude.
- Demonstrates a passion for teacher and student success.

Instructional Leader

- Leads curriculum based on the most recent understanding about learning.
- Ability to develop, implement, and monitor curriculum and learner progress.
- Is a leader of learning.
- Promotes professional development focused on improving student achievement.

Team Focused

- Respectful of all, builds people up, is equitable in relationships.
- Is transparent, flexible, and adaptable.
- Demonstrates commitment to school improvement.
- Works collaboratively with all in the school and community.
- Advocates and nurtures a positive school culture conducive to student learning and teacher growth.

Management Competence

- Manages resources to provide a productive environment for learning.
- Demonstrates ability see the big picture and to break large tasks into small, achievable components.
- Clearly communicates, both orally and in written form, to a diverse group of cultures and in diverse settings.
- Demonstrates proficiency in required technology.
- Desire and ability to design, create and present professional development opportunities to the staff.
- Desire and ability to organize projects, build coalitions, and move projects forward.
- Be considered by colleagues as the go-to person for questions related to assigned areas.
- A passion for education and a commitment to fostering an inclusive learning environment.
- Must be a Christian who demonstrates Christian values in all interactions within the school community.
- Ability to work collaboratively with varied stakeholders in a diverse school environment.

SHANGHAI, CHINA

At the mouth of the Yangtze River Delta in eastern China, Shanghai is halfway between Beijing and Hong Kong. Shanghai is the largest city in China and, counting the population within the city limits, the most populous city in the world. Shanghai has experienced unprecedented double-digit growth over the last two decades and has been named one of the fastest developing cities in the world. A global city and major financial center, Shanghai is also one of the primary industrial centers of China. The world's busiest containership port is Shanghai Port. A cosmopolitan metropolis with a rich history dating back over a thousand years, Shanghai offers distinctive architecture, including some of the tallest buildings in the world, cultural attractions including many of China's finest museums and more than 30 colleges and universities. More than 150,000 foreigners live in Shanghai, mostly Japanese, Americans and Koreans. Shanghai is well-known for historical landmarks including The Bund, City God Temple, and Yuyuan Garden, as well as the extensive and growing Lujiazui skyline.



LEARN MORE

- [School Website](#)
- [School Values and History](#)
- [Virtual Campus Tour](#)
- [College Matriculation](#)

Faith and Religious Affiliation

Concordia's mission is to provide students with both an outstanding educational experience and provide an opportunity to share in a community where the faculty's active involvement in their Christian faith is lived out in their interactions with students and parents, we desire to identify candidates able to bring that Christian component as well as exceptional instruction.





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 résumé;
- A statement of educational philosophy;
- A statement of faith expressing what you believe, as a Christian, how your faith is part of your lifestyle and how you are currently growing in your faith;
- 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:

KAREN NEITZEL, Ed.D.

Senior Consultant

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