

Profile and-Job description



Groningse Schoolvereniging

*tweetalige basisschool met een internationale afdeling
en een afdeling voor voltijds onderwijs aan hoogbegaafden*

Recruitment and selection
Executive director
Groningse Schoolvereniging

Amsterdam, January 2023
Marja de Kruif

The Groningse Schoolvereniging, an organisation for bilingual primary education, gifted education and international primary education, is looking for an

Executive director

who would like to work with an engaged and driven team to develop a future-proof course for our school. Do you want to lead a versatile organisation which offers different types of education? Do you have an international focus? Then read on and apply!

What do we offer?

The Groningse Schoolvereniging (GSV) governs a general special school¹, providing primary education across three departments. The GSV gives pupils a solid foundation and allows them to develop skills they will need throughout their lives. There is a department for bilingual primary education (TPO), a department for gifted students (HB) and an international department (IPS). The school is maintained by the GSV Foundation. The GSV has a statutory director, who has final responsibility and is accountable to the supervisory board, which consists of parents and two external members.

The Groningse Schoolvereniging is an association of parents which, together with its teachers, has the following mission:

"We want to help our students grow into independent global citizens who can find their place in the international society of the 21^e century, in all areas of their lives: in relationships, studies, work and society, being mindful of their immediate environment."

The GSV creates these conditions by offering ground-breaking education within an atmosphere of security and mutual respect. The team and parents work together towards the same goal: high quality education for its pupils.

Core themes in our education are:

- Inclusion & diversity;
- Growth & ambition;
- Flexibility & creativity;
- Communication & cooperation.

We offer you a dynamic, learning school with a great diversity and quality. The GSV is a growing school with 850 pupils at various locations between which you, as executive director, play a connecting role. You will work with an excellent team of about 120 employees, including many specialists who raise the bar together in order to offer just that little bit extra. Your assignment for the coming period will be focused on the areas of talent development, further digitalisation, research and entrepreneurship.

We are looking for a steadfast and communicatively strong leader with an international focus, someone who listens carefully and stands beside and behind their people.

The Groningse Schoolvereniging operates within the framework of the Dutch education system. All three departments are financially stable and have highly qualified staff. Parents and carers consciously choose our school. We offer all parents a warm welcome and we make those who are new to the Groningen society feel at home. You can find further information about the GSV and its position on their [website](#) and in the job description attached.

What will you be doing?

The school's management teams consist of an executive director and six team leaders. Together, they lead the departments of TPO, HB and IPS and the development of policy. As executive director, you set the main policy and represent the school both internally and externally. The departmental team leaders are responsible for the day-to-day running of the school and for implementing policy at their departments. The management team is supported by the executive secretariat.

¹ The GSV Foundation governs a school for 'general special' education ('*algemeen bijzonder*' onderwijs). General special education means that the school has a neutral standpoint in the religious, lifestyle or political sense.

In the coming period, you will work with the GSV staff on the following tasks (in no particular order):

- developing strategic policies, which clearly express the ambitions and mission of the GSV, thus reinforcing the school's right to exist;
- positioning the GSV in the immediate and regional environment;
- guiding the (re)construction and likely move to a new location;
- perpetuating bilingual education within the Dutch department, strengthening the international character of the GSV and making full use of the synergy between the various departments;
- addressing the teacher shortage, both in recruitment and good employment practices.

What will you contribute?

Clear vision

The GSV seeks an executive director with relevant experience and a broad vision on education. Your vision and experience will support the realisation of challenging and future-oriented education. Experience in supervising accommodation projects is a plus, as is experience with TTO education, international experience or work experience in an English-speaking sector. You have an eye for the international character and cultural diversity within the GSV and you are Dutch-speaking with a fluent command of the English language.

Coaching leadership

As a coaching leader, you steer towards your colleagues taking initiative and responsibility. You know how to use the knowledge and skills that are represented in your team. Learning together and from each other is an important premise. You connect to the drive and professionalism of the employees and stimulate exchange between our departments, so that the available knowledge is put to optimal use and goals are achieved together. You are empathic and think along with colleagues.

Committed and visible

You are visible in the departments, know what is going on in the daily routine and adjust goals accordingly. Your genuine interest, open communication and ability to put things into perspective make colleagues and chain partners feel trusted by you and creates mutual respect. You are a politically sensitive networker, who also approaches value chain partners in an open and connecting way.

Decisive

You take decisions decisively and with support. You are inquisitive and know how to differentiate between main and minor issues. You are calm and collected and are able to set frameworks within which there is sufficient room for autonomy and development. You are a strategic thinker who builds on previously made choices. You ensure structure and synergy through clear processes and agreements.

Practical information and procedure

If this vacancy appeals to you and you recognise yourself in this profile, we would like to hear from you! We assume that, as a candidate, you have the competences appropriate for this position with this profile.

The position is a 1.0 FTE position in scale B2 in accordance with the "bestuurders CAO PO".

Pre-selection interviews will be held on Thursday 9 February 2023. The first round of interviews with the appointment advisory committee is scheduled on Wednesday 15 February and the second round on Monday 20 February. All interviews will take place in the region.

You can send your letter and curriculum vitae via [this webpage](#), for the attention of **Marja de Kruif**, stating vacancy number 20220642. You can submit your letter and CV in Dutch and/or English.

For more information, please visit our [website](#) or contact us by phone on 088-20 51 600.

We look forward to receiving your response by Monday, 6 February 2023.