

POSITION STATEMENT

Seoul Foreign School

HIGH SCHOOL PRINCIPAL SEARCH

START DATE: AUGUST 1, 2026



OVERVIEW

Nestled in the vibrant heart of Seoul, where tradition meets tomorrow, Seoul Foreign School extends an invitation to lead; a call to shape the minds and hearts of future global citizens. Seoul Foreign School (SFS) is widely recognized as South Korea's premier international school, an innovative and welcoming learning community with over 110 years of excellence and more than 1,500 students. Located on a beautiful hilltop campus in the heart of Seoul, SFS is known for its extraordinary care, international diversity, Christian foundation, and commitment to academic and personal excellence. As a PK–12 International Baccalaureate (IB) World School, SFS nurtures global citizens through its mission to learn, love, and serve.

The SFS High School embodies this mission with rigor, purpose, and heart. Serving more than 500 students in Grades 9–12, the High School offers the IB Middle Years Programme (MYP) in Grades 9–10 and the IB Diploma Programme (DP) in Grades 11–12, with nearly all students pursuing the full IB Diploma. The school boasts a proud record of student achievement with IB exam scores and pass rates significantly above global norms. In addition to its academic strength, the High School is known for its vibrant visual and performing arts programs, competitive athletics, and deep commitment to student well-being.

The next High School Principal will be a dynamic, student-centered leader, with a commitment to the IB experience and a collaborative mindset. This leader will oversee all aspects of the High School, from instructional leadership and faculty growth to student and family engagement. As a key member of the Senior Leadership Team, the Principal will also help advance the school's strategic direction, SFS2030, with particular attention to teaching and learning, inclusion, service and well-being. The position begins in August 2026.



THE PEOPLE

Students: Students at SFS are thoughtful, ambitious, and deeply committed to excellence, excelling across disciplines from academics and athletics to service and the arts. Nearly all of the students in the High School pursue the IB Diploma and engage in the full programme. They often balance high expectations from families with full academic loads and extensive extracurricular commitments, requiring a Principal with deep empathy, the ability to foster balance, and a proactive approach to well-being. SFS students are responsible, internationally minded citizens, who are intentional in their preparation for life beyond SFS.

Educators: Faculty and staff in the High School are among the most dedicated in international education, thoughtfully recruited and highly experienced in the IB. They are passionate about students, with a culture of excellence, collaboration, and continuous improvement. Teachers expect a leader who will support their growth, challenge assumptions, and foster trust. The High School has over 65 educators; faculty turnover is typically low, with teachers staying an average of six or more years.

Parents: Parents are active, engaged, and invested, caring deeply about their children's success and working closely with the school to support academic and personal development. The next Principal must be a skilled communicator who brings clarity, calm, and warmth to this high-touch parent partnership.

The High School Principal will join a talented leadership team, including two Assistant Principals and Director of High School Counseling and University Admissions, and will follow the very successful tenure of Nancy Le Nezet. They will report to the Head of School and work closely with school-wide colleagues as part of a collaborative Senior Leadership Team.

THE PROGRAM

The High School academic program at SFS is rigorous, future-focused, and aligned with the IB. The MYP cultivates critical thinking and inquiry habits, while the DP challenges students to engage deeply and authentically with ideas. Nearly 95% of students pursue the

full IB Diploma, and graduates matriculate to top universities worldwide, with over 70% attending college in the United States. Students benefit from small classes, expert pedagogy, and a comprehensive counseling program that supports academic, social-emotional, and college planning needs. Assessment, reporting, and feedback are important aspects of the learning process, with systems in place to ensure transparency, and relative consistency. The school maintains robust protocols for assessment and communication, ensuring academic standards and student success are met with professionalism and care.

High School life includes a robust offering of service projects, leadership opportunities, and extracurricular activities. From Model United Nations and academic quiz teams to drama productions and jazz ensembles, student voices and passions are celebrated and supported. The arts and athletics programs are highly emphasized, with state-of-the-art facilities and opportunities for students to excel. The opportunities for students to explore and thrive are practically endless.





THE PLACE

The SFS campus is a serene, purpose-built environment perched above the dynamic city of Seoul. The 80,000 square-foot High School building, opened in 2018, features light-filled classrooms, flexible learning spaces, and one of the most beautiful school libraries in Asia. The campus also includes a black-box theatre, world-class music studios, design labs, and extensive athletic facilities including a pool, tennis courts, golf training facility, and playing fields. SFS is situated on 25 acres in a park-like environment that is an enviable space. The High School and its designers (Ennead Architects) were honored by Chicago Athenaeum Museum of Architecture and Design with multiple international architecture awards.

Seoul itself is a bustling global metropolis, offering exceptional quality of life, rich cultural heritage, and endless opportunities for exploration. Efficient public transportation, world-class healthcare, and a low crime rate make it an ideal home for international educators and their families. Faculty and administrators are housed on or near campus, reinforcing a tight-knit and collegial school culture.

OPPORTUNITIES AND CHALLENGES

The next High School Principal at SFS will inherit a thriving school that is strong and continuing to trend upward, and will also step into a demanding, high-energy environment that requires balance, strategic clarity, and emotional intelligence. Key opportunities and challenges include:

- Advancing SFS2030 with a focus on inclusion, well-being, and service learning, alongside continued academic excellence.
- Fostering balance for students who often face notable pressure from high expectations, full academic loads, and extensive extracurricular commitments.
- Nurturing a collaborative environment for faculty, supporting their growth, and fostering trust across the school.
- Bringing clarity, calm, and warmth to the culture of the High School, including families and cultivating positive parent partnerships.
- Leveraging the resources and strengths of SFS to further extend excellence in the High School.
- Providing leadership in continued development of the International Baccalaureate (IB) program and advancing pedagogical practices.
- Providing effective, dynamic and inspirational leadership for the students, staff, faculty, and community of the High School, while leading the daily operation of the High School.
- Guiding and supporting High School faculty through a developmental, trust-based approach to professional growth that brings accountability and transparency
- Effectively upholding the school's ethos and values and projecting the school's image in the community.



IDEAL CANDIDATE PROFILE

SFS is seeking an inspiring and experienced leader who is:

- Adept in high school leadership and IB philosophy, with a strong record of faculty development, curricular and programmatic expertise, and pedagogical excellence.
- A collaborative, culturally competent communicator, capable of building trust, leading with humility, and sustaining the strong sense of community and care for which SFS is known.
- A strategic and visionary contributor with commitment to continued excellence in the High School and to whole-school improvement.
- A dynamic, student-centered leader who listens, values student voices, and moves forward with a collaborative mindset.
- Possesses successful experience as a high school administrator, particularly in an international context, and is proficient in leading and managing the daily operation of a large school.
- Skilled in guiding and supporting faculty and developing a collaborative, nurturing environment based on accountability, clarity of expectations, transparency and trust.



- A visible and engaged presence on campus.
- Empathetic and caring, especially given the fast moving environment and the need to support both student and staff well-being.
- Resilient and hardworking, ready to manage the attention needed for a large international high school and the intense pace of life at SFS.
- Has experience within the IB framework, including a strong understanding of IB assessment, curriculum development, and philosophy.
- Proven ability to be an instructional leader as well as an effective manager.
- Able to work collaboratively with the Head of School and CFOO to develop and manage a strategic budget that aligns with the school's mission and optimizes the use of resources
- Confident in engaging with the SFS board and contributing to strategic planning
- Successful classroom teaching experience; and demonstrated knowledge of current educational practices for high school students.
- Demonstrated experience in the recruitment of high quality teaching faculty.
- Proven ability as an innovative, results-oriented, self-motivated, energetic, creative problem solver.
- Unquestioned personal integrity, commitment to school values, and professional ethics; a leader who promotes the philosophy and goals, and the Mission Statement of Seoul Foreign School.

THE APPLICATION PROCESS

Seoul Foreign School has retained Resource Group 175 (RG175) as the leading partner in the search for its next High School Principal. All inquiries and applications are directed through RG175. In addition, TruFit Talent will leverage its analytics platform to provide insight into selected candidate's leadership impact, results orientation, and cultural fit.

Interested candidates should prepare and submit:

- Cover letter
- Updated resume
- Writing sample and/or educational philosophy
- A list of at least five references

The application deadline is **September 9, 2025**, with a start date of **August 1, 2026**.

Candidates are requested to submit these materials online at <https://rg175.com/candidate/signup> in a timely manner.

For any questions about this exciting leadership position and to register your interest in the position, please contact RG175 consultant, Jeremy Moore, at jeremy.moore@rg175.com.

