

POSITION STATEMENT

NIST

International School

BANGKOK, THAILAND



HEAD OF SCHOOL SEARCH
START DATE: JULY 1, 2027 OR JULY 1, 2028



OVERVIEW

Established in 1992, NIST International School is one of the premier schools in Thailand, with continued strong ties to the Thai, diplomatic and business communities. NIST also commands international respect and recognition as a top-tier school globally. With strong enrollment demand, solid finances, an excellent academic and co-curricular program, outstanding facilities, and a diverse and cohesive community, NIST is poised for the next chapter in its evolution. It is a remarkable leadership opportunity for a proven and visionary educational leader.

NIST is the only not-for-profit school in Bangkok to offer the full International Baccalaureate continuum (i.e. the PYP, MYP

and Diploma Programme), providing continuity and high expectations for students while attracting excellent teachers from around the world. The school welcomes more than 1800 students representing over 75 nationalities. Funds raised through fees and philanthropy are reinvested into the school to enhance student learning and campus development.

Although it's the school's rigorous academic expectations and performance that often receive initial attention, the NIST program provides a comprehensive and globally focused education with an impressive array of student co-curricular opportunities. The school is a celebration of diversity, innovation, and continuous growth.



NIST AT-A-GLANCE

The only not-for-profit IB World School in Thailand

34 years educating well-rounded scholars and global citizens

1 of 10 schools in the world to offer the Global Citizen Diploma

37 average IB score

1,800 students ages 3-18

75+ student nationalities

56% of students earn the IB Bilingual Diploma

12 world languages taught (& even more after school!)

270 teachers and academic assistants

350+ student activities offered throughout the year

145 annual student expeditions

45 student-led service groups



BANGKOK

The NIST campus is an urban oasis within Bangkok, the capital and most populous city of Thailand. Bangkok is a dynamic and bustling world capital with a deep cultural history and contemporary life. Modern skyscrapers, centuries-old temples, and vibrant street markets sit alongside international arts venues, world-class restaurants, major cultural festivals, and research universities. Bangkok is a compelling place to live and a gateway to the other regions of Asia. It is such a comfortable place to live that NIST enjoys very low faculty/staff turn-over.



NIST GUIDING STATEMENTS

MISSION: To inspire growth, empower excellence, enrich lives

VISION: To be a preeminent international school that develops global citizens who flourish and make a positive impact in the world

CORE VALUES: Integrity, Caring, Community, Growth

PILLARS OF THE STRATEGIC PLAN:

- Program: To offer a world-class learning program
- People: To cultivate an extraordinary professional environment
- Place: To build an oasis for learning
- Processes: To create systems that sustain and empower
- Partnerships: To foster a culture of belonging and purposeful connections



COMMUNITY

The diverse, welcoming, and caring community at NIST is a widely celebrated strength. Current enrollment is approximately 1800 students from age 3 to Grade 12 from dozens of countries across the world, with the largest groups being Thai (25%) and United States (15%) nationals. NIST students love the balance and breadth of academics, athletics, arts, and service opportunities. They are motivated, bright, talented, accomplished, and engaged. They feel connected to their teachers and supported by the school.

Nearly half of the NIST class of 2025 attend a range of high-caliber colleges and universities in the United States and United Kingdom, and the rest study across prominent schools in Australia, Canada, Europe, Thailand and East Asia. See the School Profile for more details:

<https://www.nist.ac.th/about-nist/academic-performance/nist-school-profile>.

The talented faculty at NIST are equally motivated and engaged. Their professional growth is encouraged and generously supported by the school. NIST is seen as an international school of choice for faculty, and recent faculty attrition has been very low.

Parents at NIST feel welcomed, included, and supported by the school and by a very active parent association. There are educational programs and cultural groups that support NIST parents. The recently opened Pavilion Building, part of the extensive recent facilities improvements, includes a comfortable space for families to spend time at the school. Learn more about the NIST community at <https://www.nist.ac.th/community>.



PROGRAM

The learning program at NIST has been carefully curated to provide academic rigor through the IB program, along with an impressive array of student experiences. While academics are fundamental to the learning experience, NIST recognizes the importance of student wellbeing, numerous activities, service learning, and expeditions. Along with academics, these interrelated elements work together to provide a breadth of opportunities for students' holistic development, helping them find their interests and reach their full potential. And its exceptional offering of twelve home languages enables over half of NIST graduates to obtain a Bilingual IB Diploma—a remarkable testament to NIST's commitment to global citizenship. In Early Years and PYP, all students study Thai as well.

The International Baccalaureate is a globally recognized education framework designed to develop well-prepared, well-rounded, inquisitive, and compassionate individuals who are ideally prepared to make a positive impact on the world.

Learn more about the learning program, IB, activities, arts and sports at NIST here: <https://www.nist.ac.th/learning/overview>.

CAMPUS



NIST is an urban campus nestled as an oasis in the heart of one of Bangkok's busiest business districts. The campus houses over 90 classrooms and state-of-the-art facilities. The Primary students enjoy a purpose-built Early Years Center providing a safe, age-appropriate environment that includes a modern playground, a small pool, an explorative garden and shared community spaces.

The Elementary and Secondary buildings contain subject-specific flexible classrooms, science and technology labs, counseling and language rooms, art, music and recording studios and two well-resourced and truly beautiful libraries. The Sports Complex includes a gymnastics studio, multiple basketball and volleyball, swimming pool, tennis courts, and a football pitch. Students enjoy freshly prepared meals from the central cafeteria.

The Creative Arts Building and Black Box Theatre provide a 350-seat auditorium, performance and dance studios, instrumental and vocal music rooms, practice rooms and recording studio.

The newly opened Pavilion Building is the hub of parent activity, featuring a parents' lounge, meeting areas, and a lecture hall. It is designed

to enhance the school's collaborative and family-friendly atmosphere. The exciting and ambitious recent development of the NIST campus supports and extends teaching and learning. For a more detailed description of campus facilities see <https://www.nist.ac.th/professional-learning/information-package/campus-facilities>

FINANCES, ENROLLMENT, AND FUNDRAISING

NIST is in a strong financial position, with prudent fiscal control and stewardship to support long-term financial sustainability. The annual budget consistently runs a healthy surplus. There are ample financial reserves. All fees collected in addition to tuition are used to enhance student learning and to support the campus development plan.

The school's financial health is a result of very strong enrollment demand. NIST receives approximately 1,800 inquiries and more than 1,000 applications annually for ~300 available spaces. Approximately 30% of the families are Thai and around 25% come from diplomatic and United Nations backgrounds.

As Bangkok's only non-profit full IB school, NIST maintains a strong culture of philanthropy that supports the long-term growth and future development of the school. In addition to tuition and fees, philanthropic support strengthens and adds value to the student learning experience through innovative learning environments, campus development, and future-focused student initiatives. The next Head of School will be expected to play a critical role in executing this ambitious philanthropic vision.



GOVERNANCE

Comprised primarily of current parents, the 23-member NIST Foundation Board supports the work of the NIST Executive Board and the school's leadership team. The Board provides oversight, foresight, and insight through five active committees: Finance and Campus Financing; Strategic Development; Marketing, Communications, and Fundraising; Campus Development; and Human Resources and Governance. The NIST Foundation Board and its committees meet frequently to review performance indicators for the school, consider trends in education, and develop strategic initiatives with the Head of School and the leadership team.

SCHOOL STRENGTHS

The new Head of School has the opportunity to lead NIST International School through a major new chapter in the school's history. Thirty-five years since the school's founding, NIST is perfectly poised to vigorously pursue its vision to be a preeminent international school that develops global citizens who thrive and make a positive impact in the world.

Among the school's very notable strengths:

- Full enrollment around 1800, a robust enrollment pipeline with selective admissions (~30% of applicants)
- A highly skilled and engaged faculty and staff with low attrition
- Consistently strong academic results, with average IBDP results of 37 in 2025
- A holistic, expertly designed learning program comprising intertwined elements of Academics, Service, Expeditions, Wellbeing and Activities
- Strong family support and engagement, with a recent family NPS of 58
- Transformative facilities that create an "Oasis of Learning" in the heart of Bangkok, including new Pavilion and Elementary buildings and extensive renovations
- An engaged Board invested in the school's success, and strong philanthropic support
- Robustly healthy finances, with annual surpluses in the 4% range

OPPORTUNITIES AND CHALLENGES

The Head of School will work collaboratively with the Board, leadership, faculty and all constituencies of the school to address these core challenges and opportunities.

Further refine and deepen the NIST educational program to provide all students with a transformational, future-ready learning experience.

Ensure that NIST's curriculum is rigorous, coherent and innovative, preparing students exceptionally well for the rigors of higher level education. Build on the program's deep strength integrating academic excellence with wellbeing, service, activities and expeditions. Architect the wise integration of AI and innovative practices into learning at NIST.

Forge cohesive, healthy and high-performing leadership teams, beginning with the senior leadership.

Foster high trust, collaboration and excellence by all NIST leaders across academic and operational areas of the school. Guide school leadership to define clear priorities, uphold high expectations and ensure continuous learning and growth for all.

Pursue university acceptances that are aspirational (selective, globally prestigious) and individually appropriate (well-chosen, great-fit for each student).

NIST students, befitting the school's highly international character, already [matriculate to outstanding colleges and universities across the world](#).

Maintain consistent focus on the student experience, academic program and counseling program to enable desirable, selective and great-fit higher education for every graduate. Skillfully balance tensions and pressures around university admissions.



Foster a culture of excellence, growth and development throughout the school.

Implement a high-quality faculty appraisal system so that teachers receive meaningful, ongoing feedback and evaluation that supports their growth and development. Build the leader skills, culture and faculty engagement needed to fully realize this throughout the school.

Ensure that school operations function at a high level of excellence.

Expertly manage the financial and operational areas and identify opportunities to further improve school operations to a world-class standard. Wisely steward the school's resources to address current priorities and long-term sustainability, and ensure that NIST maintains its enviable market position with full enrollment and waitlists.

Build a strong partnership between the NIST Foundation and Executive Boards and the Head of School, enabling each to exercise complementary roles and responsibilities in service of the School.

Provide the Board with insight into progress against strategic priorities. Partner with Board leadership to position the Board to exercise its governance, strategic and generative functions, particularly as intensive campus development winds down. Also with Board leadership, ensure aligned priorities and optimally effective collaboration between the Board and senior leadership.

Diplomatically balance the variety of perspectives that are inevitable in a highly diverse, polyglot international school in Thailand. NIST's exceptional viewpoint and cultural diversity among its families is both a deep strength and a key challenge for the Head of School. The Head must honor the special importance of the Thai community, who comprise around a third of all families and feel profound investment in the school. Equally important, the Head must wisely balance differing attitudes around university outcomes, academic rigor, wellbeing, and other aspects of a NIST education.



KEY LEADERSHIP ATTRIBUTES FOR THE SUCCESSFUL CANDIDATE

The leader who thrives as Head of School at NIST International School will bring these skills, qualities, and mindsets to the position:

- A track record of successful senior leadership in high-caliber international, public or independent schools, especially in larger and/or more complex institutions
- A sophisticated educational leader and thinker, with a vision for the future of education and a keen sense of the highest quality curriculum and pedagogy
- Skill in building healthy, high-performing leadership teams and hiring, managing, and developing other leaders across educational and operations areas
- Ability to further develop an already excellent faculty through rigorous recruitment, appraisal, and professional learning
- Strong ability to lead operational as well as educational excellence throughout a complex school
- High cultural intelligence with keen relational and political abilities to lead in a highly international, Thai-plurality community with a majority-Thai board
- Pursue desirable, selective university admissions results, balancing aspiration and individual fit
- Financial and business acumen. As comfortable with a data dashboard or P&L statement as with a presentation to faculty or a coffee with families
- A leader who expertly balances humility and confidence. Highly diplomatic with a strong backbone, skilled at leading in complex governance contexts
- A compelling speaker and skillful ambassador for the school
- Leadership experience as a Head of School or equivalent, and advanced degree(s) related to education and/or business, are desirable

APPLICATION PROCESS

NIST has retained Resource Group 175 to support the search for its next Head of School.

The application deadline is August 28, 2026 for a start date of July 1, 2027 or July 1, 2028.

Candidates are encouraged to apply well before the deadline at:

<https://rg175.com/candidate/signup>

Applications should include a thoughtful cover letter, an updated resume, a sample(s) of professional writing, and names of four current references and contact information (references will not be contacted until later in the process).

For questions about this leadership position please contact the RG175 consultants directly:

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