

## Executive Search Services



### ISS EXECUTIVE SEARCHES

A recognized leader in international education, ISS seeks to assist international schools and the students they serve, and recognizes that strong leadership is a critical success factor.

ISS Executive Search focuses on the needs of our clients and combines our vast experience with the latest technology. The ISS Search Team has more than 300 years of combined international and U.S. experience in education, as well as a full complement of support from the home office in Princeton.

Our process is customized for each school, and begins with a school head leadership profile specifically designed for the needs of the school. We acknowledge the uniqueness each school brings and excel in matching the candidate's skill sets and leadership style to the school's needs and culture.

*"I had the opportunity to work with ISS during the recruitment for our new Head of School. We were in a very difficult situation...They took great effort to guide us through a time that not only ended in a very successful recruitment, but also in a reunited Board. ISS is a welcome addition to any team."*

**Board HOS Election Committee, International School of Helsinki, Finland**

### Our Commitment

ISS operates as a partner in its client searches, with a commitment to fully supporting the search committee.

Our team will anticipate our clients' needs and exceed expectations throughout the entire search process.

Contact **Dr. Paul DeMinico**,  
ISS Vice President Executive  
Searches, to discuss how ISS  
can assist your school with its  
next Executive Search

**[pdeminico@iss.edu](mailto:pdeminico@iss.edu)**

Tel: 609-452-0990 ext. 307

Tel: 603-520-2783

### Recruiting Top Talent

The demand for talented school leadership has never been greater. Governing Boards need a recruiting partner who will deliver the best candidates (innovative, experienced and dynamic administrators) under tight deadlines. We recognize that international schools are constantly evolving with global demands and our personal attention and continuous learning mentality allow ISS to anticipate and meet these needs.

#### The ISS Approach

Our commitment to quality has characterized our recruitment business for nearly 60 years, and we will find the right balance to satisfy the complex interests of different stakeholders, while taking the school's cultural setting into account.

Our Executive Search team is constantly recruiting new administrators through partnerships with international regional associations, top teaching colleges and professional associations.

## The ISS Experience

Since 1955, we have been involved in all disciplines required to support international education. Our professional expertise spans the full educational spectrum: starting and managing a school, supplying, staffing, and foundation management. We currently manage international schools in twelve countries, and are engaged in business with approximately 300 international schools.

ISS is a well known non-profit organization, trusted by our large pool of international candidates. Many of our candidates began their extraordinary international careers with ISS. This gives us a unique advantage when these same candidates rise to the level of administrator; our candidates know and trust us.

ISS routinely conducts searches for the following:

- Superintendent
- Head of School
- Assistant Superintendent
- Principal
- Other Administrators

## Our Services

### Executive Search

ISS offers three levels of service, designed to meet each school's specific needs. Each level provides the same level of professional commitment and quality of work. Our involvement ranges from acting as the marketing agent through full development of the search. Our most comprehensive search, Level III, offers a Leadership Profile, school analysis [SWOT] and an unprecedented warranty.

### Professional Development

Nearly six decades of experience working with international schools has made ISS a leader in professional development. ISS regularly conducts workshops for school leaders, including new and current administrators, to help meet the challenges of shifting educational paradigms.

### Board Training and Consulting

ISS offers board governance seminars, facilitated by qualified, internationally experienced administrators. Each session is customized to meet specific needs of the Board.

## ISS Executive Search Process

### Develop Leadership Profile

ISS engages with our clients to become knowledgeable about the school's unique needs. Our comprehensive Leadership Profile reflects the qualities required from the new leader.

### Establish Recruiting Requirements

After collaboration and thorough consultation with you, ISS develops a set of comprehensive requirements. An action plan, including marketing campaign and strategy, is also developed to guide the search process.

### Candidate Vetting and Final Selection

Interested candidates are screened by ISS; qualified applicants are then sent to you for review. After the short list of finalists has been identified, ISS supports you through on-site visits and discussions with stakeholders.

### Transition Support

The Team offers additional transition support that helps excel the performance and induction of the new leader into the school and community so they can *hit the ground running*.

## Our Team

ISS has assembled an exceptionally strong and experienced team of international educators, representing over 300 years of combined administrative experience, accumulated on six continents. Each member has impressive professional achievements and a proven track record of delivering results.

### Executive Search Team

- Mr. Roger Hove, *ISS President*
- Dr. Paul DeMinico, *Vice President of Executive Searches*
- Ms. Laura Light, *Director of Educational Staffing*
- Dr. Harlan Lyso, *ISS Consultant*
- Mr. David Randall, *Vice President Caribbean*
- Mr. Ken Wiswell, *ISS Consultant*

## Our Commitment

ISS is committed to delivering tailored, high quality service to its member schools. We offer a warranty for our services to ensure schools are truly satisfied with the process and result of their searches.