



**INTERNATIONAL
CHRISTIAN
SCHOOL**

EXCELLENCE FOR LIFE. ANCHORED IN CHRIST.

DEAN OF CURRICULUM & INSTRUCTION

The Dean of C&I is a strategic position overseeing the Curriculum and Instruction department of ICS. It is a senior leader position; the major requirement is servant-hearted leadership across all divisions. Divisional Principals are instructional leaders of Elementary, Middle and High Schools, whilst the Dean of C&I provides the systems and support, including professional development, to nurture our **ICS Centre of Excellence in Christian Education**. ICS has an established teaching philosophy (Christ-centred Biblical integration), practice (knowledge-based curricula and cognitive-science-informed pedagogy), and assessment system (ICS Standards). The position has a wide-ranging brief, encompassing oversight of academic and university advising, learning support, and our Chinese Education programme.

APPLY ONLINE >

WHAT YOU WILL DO

- Serve as a senior leader on the Academic Leadership Team, supporting strategic initiatives across all school divisions.
- Oversee academic systems including scheduling, advising, grading policies, and graduation requirements.
- Lead and manage key departments such as University Advising, Learning Support, Library Services, and Chinese Education.
- Ensure curriculum documentation is current and aligned with ICS Teaching & Learning Principles.
- Coordinate and resource professional development, including New Teacher Orientation and ongoing PD days.
- Lead accreditation processes with the Association of Christian Schools International (ACSI).
- Develop and manage a balanced assessment system and oversee standardized testing.

- Analyze school-wide data to identify trends and present findings to leadership and stakeholders.

WE'RE LOOKING FOR SOMEONE WITH

- A Master's Degree in Education, Educational Leadership, Curriculum & Instruction, or a related field.
- At least 5 years of successful K–12 teaching experience and 3 years in academic leadership.
- Deep knowledge of educational research, curriculum standards, and best practices in pedagogy and assessment.
- Proven ability to use data to drive instructional improvement and strategic decision-making.
- Exceptional communication and interpersonal skills to collaborate with diverse stakeholders.
- Strong organizational and systems-thinking capabilities to manage complex projects.
- A commitment to servant-hearted leadership and the mission of Christ-centered education.
- Experience in leading professional development and accreditation processes.

WHAT WE OFFER

A competitive international remuneration package will be offered to suitable candidates. As part of the ICS Community, you will have the opportunity to work with colleagues and students of diverse cultural backgrounds. We provide resources and support to teachers and support staff with professional development for their career progression. We have a supportive and engaging working environment marked by a distinctive Christian ethos.

TO APPLY

Join us by submitting an online application with your resume and salary expectations.

We are committed to providing a secure environment safeguarding and promoting the welfare of children and young people. All applicants must be willing to undergo thorough background checks and child protection screening.

All personal data collected will be kept in strict confidence and will only be used for recruitment purposes.

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ABOUT ICS

ICS is a Christ-centred K-12 school dedicated to the spiritual formation and academic excellence of our 1,100 students. As one of Hong Kong's premiere college preparatories, we offer a classical US Liberal Arts curriculum encouraging a love of truth, beauty and goodness. Students are formed as **'Oaks of Righteousness'** to serve God and neighbor in their generation.