



THE BRITISH SCHOOL
IN THE NETHERLANDS



Chief Finance and Operations Officer (CFOO) of The British School in the Netherlands

Starting January 2026

CFOO of The British School in the Netherlands

Are you an experienced senior leader with high-level communication skills, an open and inclusive style and the ability to develop people and bring them along? Do you have an overriding commitment to and passion for the education, wellbeing and development of young people within a vibrant, internationally British 3-18 curriculum?

The Board of Governors seeks an *outstanding candidate to work alongside the CEO in providing vision, challenge, motivation, and support* for a strong team of experienced Headteachers, central services leaders, and our diverse client community to further improve educational outcomes for our children and young people. This is an extraordinary opportunity for a progressive but considered strategic thinker who can drive our vision for the school's continuing development, taking account of the dynamics of the modern and international environment in which we operate and into which our students will enter.

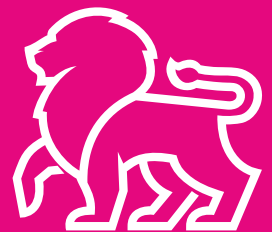
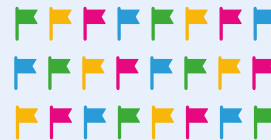
1,900
Students



Ages
3-18



90
nationalities



est. 1931

The British School in the Netherlands

The British School in the Netherlands (BSN) is one of Europe's largest and most successful British international schools. With four campuses based in and around The Hague, we have around 1,900 students aged 3-18. Approximately 20% of our student body is British, with 80% coming from nearly 90 other countries. Our students consistently achieve outstanding results in all fields - from foundation level to examination outcomes at GCSE, and A Levels, BTEC and IB, in the Sixth Form. Our graduates gain entry to top universities around the world and pursue studies in an incredible range of fields and disciplines.

The BSN emphasises personalised learning, inclusion, and celebrating cultural diversity from the Early Years Foundation Stage to the Sixth Form. The school provides the space and breadth of opportunities for every student in our care to discover and develop their interests and support their future aspirations both within and beyond the classroom.

Inspiring Changemakers Since 1931

Founded in 1931, the BSN has thrived through times of change, continuously adapting, growing, and evolving into the school we are today. Building on the solid foundation of over 90 years of experience, our school has provided a high-quality education and invaluable experience to thousands and thousands of students. The quality of facilities is first-rate. Our commitment to educating for international understanding is a core part of our identity, reflected in our rich diversity and the breadth of our community: we are proudly international AND British.

A Reflective School Community Committed to Progress

The school is a founding member of the Council of British International Schools (COBIS), a COBIS Training School, and an international member of HMC. It has IB accreditation for both the IB Diploma and the IB Career Related Programme and is an IB World School. Most recently, the BSN achieved COBIS Accreditation (March 2024), and joined the high Performance Learning network, reflecting our commitment to providing an exceptional educational experience. In addition, the school was awarded the title of a Beacon School for demonstrating excellence in the student welfare standard.



Mission and Governance

The BSN was founded in 1931 as a not-for-profit 'Association' (a 'Vereniging' under Dutch law), and its mission is to provide education in the British tradition with an international perspective. This mission makes the BSN somewhat different from many other schools; we are here to serve our clientele—the international professional community, as well as the local Dutch community, in The Hague region—so we are not defined by a fixed number. Meeting this mission has required both flexibility and vision; we have successfully adapted to meet both changing student numbers and the developing aspirations of the international community.

The Association consists of up to 35 members, chaired ex officio by H.E. the British Ambassador. The members represent many major international organisations and areas of interest. A governing body of eight people is elected every four years from this group, to which the CEO reports. The successful candidate will work closely with the board members to support the sustainable development of the school, and the wider BSN strategy and should evidence the ability to work with confidence at board level.

Our Mission and Values

Mission

The BSN's mission is to prepare young people with the knowledge, skills and characteristics that they need to become successful global citizens who can make an impact and help to build a better world.

We do this in three ways:



Academic Excellence:

We meet each student's individual needs and maximise their love of learning, progress and achievement across a range of subjects.



Breadth of Experience:

We provide every student with opportunities to participate in activities and experiences, both within and outside the classroom, so that they can discover and develop their unique talents, creativity and interests.



Character & Community:

We celebrate our diverse international community, helping students to develop a sense of pride, confidence and compassion and encouraging them to challenge themselves, build their resilience and play their part in improving society.



Our Campuses

The BSN comprises two junior schools (Junior School Leidschenveen and Junior School Vlaskamp) and two senior schools (Senior School Leidschenveen and Senior School Voorschoten). Senior School Leidschenveen is our newest campus, welcoming its first cohort in 2018, and now hosts Years 7 to 13. Headteachers at each campus have a degree of autonomy in leading their schools. This ensures that each campus has its own identity, whilst being part of a wider, coherent BSN community with common core values.

Our Facilities

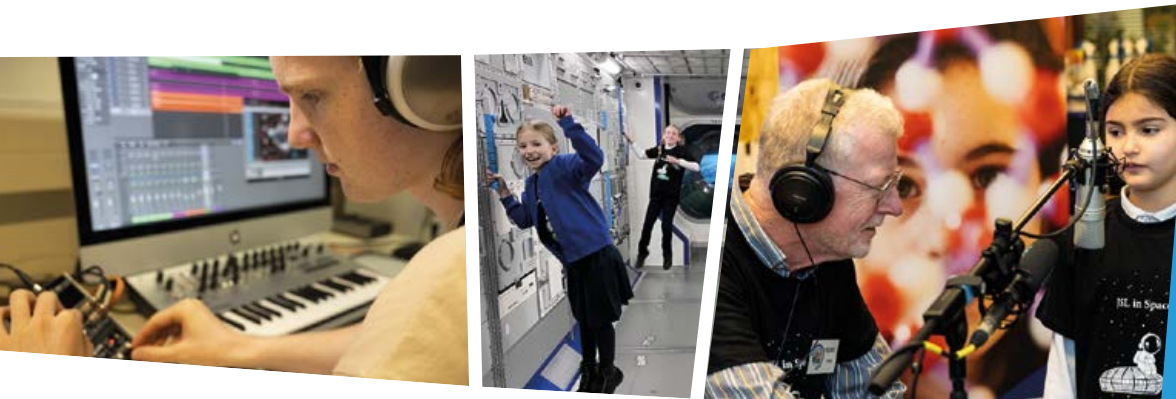
Our facilities are excellent. All four of our campuses were purpose-built to meet the diverse needs of an international school community. Our award-winning buildings all follow the highest school standards and reflect the changes in teaching methods, with additional flexible working areas and larger social spaces. We are also proud of the large sports fields, excellent outdoor learning areas and stimulating playgrounds. The quality of equipment and learning materials in all our schools is of a consistently high standard. Learning and administrative technology is centrally supported, and all classrooms have first-class technology facilities.

Junior students' learning is supported by touch screens, smart boards, and specialist computing lessons, and iPads are used to enhance their learning. Senior school students are each provided with a student device to ensure outstanding synchronicity with our well-developed virtual learning platforms. Our education technology strategy is consistently under review to ensure the school keeps pace with technological innovation that may benefit students.

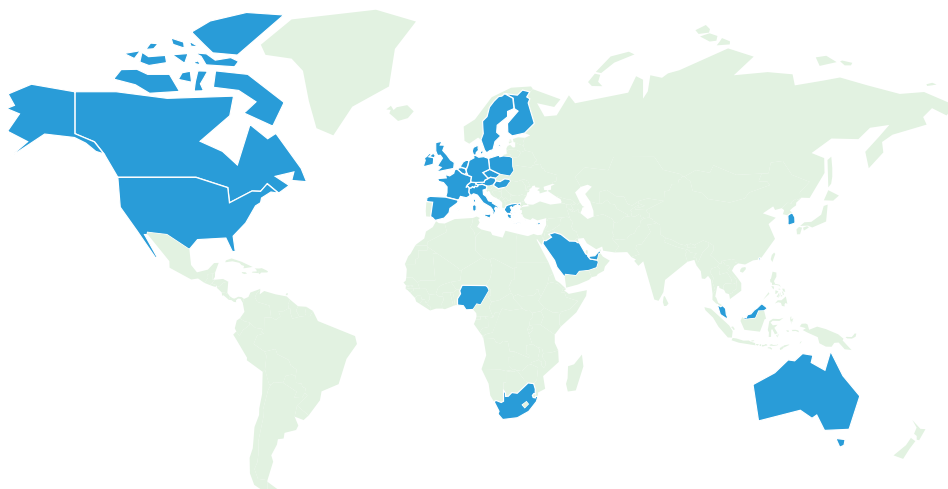


Results

- Our schools offer a curriculum based upon the English National Curriculum which is revised and developed to suit the specific needs of our truly international student body and benefit from the local context in the Netherlands. There is an increasing demand for the Dutch language within the curriculum;
- Our exam results are excellent - our students' grades for GCSE, A Levels/AS, BTEC, and the IB Diploma and Career-related results are always ahead of the world average by some margin, resulting in students gaining places at top universities around the world - including Oxbridge, Ivy League universities in the US and colleges on all continents. Last year, 96% of students obtained either their first or second choice of university;
- The school is an inclusive one, welcoming pupils with a broad range of academic ability and from a wide range of educational backgrounds. Our Additional Educational Needs department offers extensive support for a range of children's needs. With students from nearly 90 countries, support for English as an Additional Language is important and well-developed.



DESTINATIONS BY COUNTRIES



306
UNIVERSITIES
IN 32 COUNTRIES

100% IBCP
Pass Rate

100% BTEC
pass rate

IBDP students
earned an
impressive average
of **34.1 points**

96% of students
earned places to
their first or second
university choice



Local Market

Over the years, we have developed strong relationships with a wide range of major international corporations, large international organisations, and national embassies. While the Netherlands and The Hague region have seen societal and political changes that impact independent international education, we anticipate that the provision offered at the BSN will remain well-positioned in the market, and our reputation amongst the international community will sustain its prominence. The Hague's international economic policy efforts are increasingly aimed at attracting and retaining international organisations that align with the focus of the 'International City of Peace and Justice' and contribute to solving global societal challenges.

Our students are drawn from the families of international mobile professionals, and while we cater to all abilities, the overall motivation, aspirations, level of parental support, and standards of student behaviour are high. A great deal of effort is put into making arriving families feel welcome, developing a sense of community and belonging and maintaining close contact at a high level with representatives of client organisations. The successful candidate will possess networking and engagement skills to further enhance and support the relationships which underpin the success of our admissions and marketing strategy.



**"My children
are accepted for who
they are and can follow
their own interests."**

BSN Parent



**"Every time I walk into
the building, it feels
like a **second home!**
No other school in my
11 years of life has ever
managed to do that!"**

BSN Junior School Student

**"I think that since moving
to the BSN, I have
become **more confident**
and I feel more **safe**
expressing **my thoughts**
and **opinions** on things."**

BSN Senior School Student

Our Staff

The BSN employs around 550 staff. They come from all over the world, though the largest number are from the UK, bringing considerable experience of the British educational tradition. A significant number—especially support staff—are recruited locally. The school has a good balance between local and international experience. Remuneration compares competitively with the UK and other international and local schools.

We run a package of wellbeing measures to help our staff feel welcome and settled. This includes an employee assistance programme, which offers staff and their families access to confidential support and professional advice. We consider ourselves a people-centric organisation.

Professional Development at the BSN

The BSN Professional Development Academy provides comprehensive training for all employees. The professional development offer includes five different pathways with a range of programmes: career development, learning communities, mandatory training & qualifications, school-based professional development, and peer and self-guided development. Our commitment to professional development has assisted us in training and retaining talent and attracting top-quality applicants for vacancies.

All staff participate in a comprehensive induction process on arrival, which includes programmes and social events during their first year.

550+
Staff members

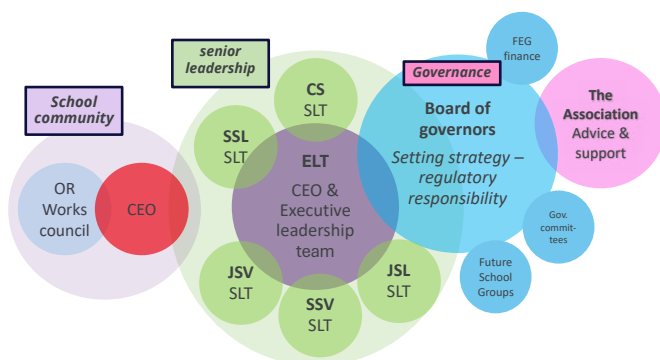
**A wide range
of professional
development is
offered to staff**



Leadership Structure

The CEO leads the management of the BSN, together with the Executive Leadership Team (ELT). Chaired by the CEO, this comprises the four Headteachers, the Chief Finance & Operations Officer (CFOO), the Head of Human Resources and the Director of Engagement & External Relations. An experienced Headteachers and senior leadership team lead each campus. Several central services departments provide strong central support for school operations and development. These professionally staffed units are human resources; communications & admissions; information technology; finance; security & data protection; and operations & facilities. Several committees have been established to effectuate the management of and develop the strategy for the School.

The School operates in accordance with Dutch law. As such, we have an Ondernemingsraad (Works Council), which represents the interests of the employees and of the organisation as a whole, and has rights to information, consultation, and approval over certain decisions.



Finance

This is a key element of the CFOO role. Annual accounts, current budget information, and long-term financial strategy will be shared with candidates selected for the final interview. Annual operating turnover is approximately €50 million. We receive no subsidies from any government, so planned development is funded from fee income and, where needed, through structured bank loans. The changes in the local context and global concerns mean we must be agile, ambitious and astute as an organisation to meet financial challenges.

Any successful candidate must be adept at working with large budgets in the context of strategic planning. They are likely to hold a financial qualification, and have led a finance team. Their ability to translate and interpret complex financial data into a format which non-financial specialists can understand will be important.



Future Opportunities and Challenges

The BSN is an ambitious school that faces exciting opportunities and challenges. With increased competition in international education, we remain committed to innovation, adapting to shifts in the global landscape, and exceeding our community's educational expectations. Like all good organisations, we intentionally plan our developments using a three-year development plan. The new CFOO will play a pivotal role in navigating this evolving landscape.

An increasingly complex and challenging social-political landscape has impacted the number of internationals moving to the Netherlands. More newcomers to the region are hired on local contracts, remuneration packages that include education allowances have decreased, and some organisations that have traditionally covered full fees have reduced their education contributions. These challenges are contrasted by a sustained appetite for British international education in both the multinational and local communities. The BSN offers programmes that address gaps in the international education offer in the region.

Longer-term planning regularly occurs with the Executive Leadership Team and Board of Governors. Recent discussions, for example, have focused on considering the impact of technology on the 'shape' of the school in the future and how developments in this area might affect teaching and learning, as well as the type of facility and estate we will need over the 5-10 year time frame.

The Opportunity

The CEO and Board of Governors seek an outstanding candidate with the skills and vision necessary for sustainable strategic financial management in the context of an exceptional and inclusive education, who can steer the organisation through the next period of our success in one of the most dynamic and renowned British international schools worldwide. They welcome applications from a broad range of backgrounds and contexts.

The British School in the Netherlands aspires to attract staff that match the social and cultural diversity of its student intake. Ultimately, the most important factors are having the right skills, abilities, and attitude for the job, which will improve the wellbeing, education and aspirations of the students; a leader who can both inspire and be inspired by our remarkable community.

The Person

This is a demanding but immensely interesting post—a wonderful opportunity for someone with energy who enjoys leadership, has a passion and vision for supporting an ambitious educational establishment, can manage a large and diverse team, and values working in an international context. The ideal candidate will have excellent interpersonal and communication skills—a 'people person' able to motivate and inspire with a considered, open-minded, and inclusive approach.

It is a job for someone who likes working in a dynamic, modern, and developing organisation. There is a real opportunity to contribute and positively influence the lives of a wonderful body of students—many of whom, as part of the next generation, will take up leadership positions in international organisations and companies in the future.

The position will suit a calm, confident, integrative leader—a consolidating force—with vision, the ability to inspire greatness in others, and the courage to face dynamic challenges.

Our next CFOO should bring:

- An overriding commitment to and passion for the education, wellbeing and development of young people within a curriculum catering to ages 3-18;
- An understanding of modern education and all methods and contexts;
- A strong business acumen, with the ability and passion to consolidate and strengthen the school's position and success in an increasingly competitive market;
- Outstanding communication skills and style, demonstrating inspiration, engagement, trust and transparency;
- Someone who leads with compassion and can bridge differences and make compromises when needed while keeping focus on the core priorities and direction of travel of the organisation;
- An appreciation of and interest in the role and potential of advancing technology and its ongoing impacts on development in learning and education;
- An international outlook and an appreciation of the richness that a diversity of cultures brings to a British international school context;
- The ability to deal with the full range of the financial, business and strategic aspects of operating a group of schools in the context of our 'one school' ethos;
- The ability to represent the school and promote its interests at all levels of external engagement;
- A proven leader in a senior managerial or equivalent position who has effectively developed and implemented strategic goals and vision within an organisation;
- The skills and experience to oversee both the educational and the business aspects across all schools;
- The ability to stimulate and motivate senior leadership to work cohesively and to actively share the 'one school' vision throughout the campuses and beyond;
- A clear "learner mindset" with the self-awareness, reflection skills and curiosity to continually develop and improve.

Core Leadership Accountabilities

- Provide effective strategic, financial and operational leadership and management across the BSN;
- Develop and implement strategies, key objectives, systems, processes and procedures for finance, operations & facilities, IT, and security & data protection and deliver efficiencies in those areas;
- A member of the Executive Leadership Team, contributing to strategic planning and decision-making, and attending meetings as required;
- Deliver improvements in finance, operations, IT and security, including plans for excellence in areas such as real estate, facility management, asset management, health & safety, project management, security, ICT, data management, catering and business administration;
- Provide clear information, advice and recommendations to the CEO, Executive Leadership Team and Board of Governors regarding the strategic development of finance, operations & facilities, IT, and security & data protection, and the utilisation of assets, to ensure the best possible learning environment for students and optimise the financial performance and efficient deployment of resources at the BSN;
- Line manage the team leaders of the finance, operations & facilities, IT and security & data protection departments, and motivate staff to ensure high performance, providing relevant training opportunities for staff development, in line with BSN policies and procedures;
- Work closely with the Head of HR on managing staffing costs, balancing financial prudence with the need to attract, retain and develop excellent people;
- Chair the Health and Safety Committee ensuring compliance across all campuses.

Qualities, knowledge, experience and skills

- Educated to Master degree level and a recognised financial or business qualification;
- Articulates clear values and moral purpose, compellingly communicating the BSN vision;
- Demonstrates an optimistic personal behaviour, encourages positive relationships and attitudes towards all stakeholders and employees, and leads by example;
- Significant working knowledge of financial systems, asset, facility and contract management, IT, Security and procurement;
- A working knowledge of governance, compliance, Dutch financial and tax rulings;
- Experience of managing change, providing advice and implementing new systems/ procedures/controls at organisational and departmental level, preferably in education;
- Political and financial astuteness, within a clear set of principles centred on the BSN vision, ably translating local and national policy into development and practice;
- Excellent analytical, financial decision-making and problem-solving skills, including the ability to maximise efficiencies;
- Excellent written and verbal communication skills in both English and Dutch.

A more detailed job description will be provided under separate cover.

Terms of Appointment

This is a full-time position based in The Hague, the Netherlands. We offer a highly competitive remuneration package that reflects both the candidate's experience and the seniority of the role.

The package also includes 33.5 days annual leave, pension benefits and relocation support if applicable.

The BSN is an equal opportunities employer and is fully committed to safeguarding and promoting the welfare of young people. Aligned with the recommendations of the International Task Force on Child Protection, we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All applicants are subject to a rigorous screening process that includes: verification of qualifications; obtaining two supervisory references (including current employers), checks on social media accounts, and obtaining current and previous Police Checks. Any gaps in employment history will be explored during interview.

How to Apply

The British School in the Netherlands is partnering with Chasse Executive Search to manage this procedure; the coordinating partner is Marrit Smit.

Applicants should send a motivation letter and curriculum vitae (in PDF format), to info@chassesearch.nl

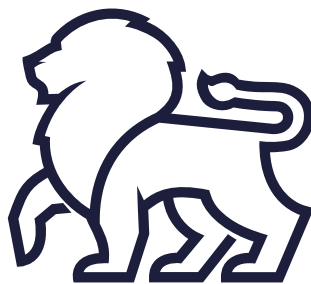
The closing date for applications is Friday 21 November 2025.

Your application is subject to Chasse's privacy statement. You can find more information about the privacy statement [\[here\]](#).

Initial interviews will be conducted by the search partner Marrit Smit. All discussions and applications will be treated with the utmost confidentiality.



Inspiring **Changemakers**
Since 1931



est. 1931

www.britishschool.nl