

## J O B   D E S C R I P T I O N

Organisation:

**The British School in the Netherlands**

Position:

**Chief Finance & Operations Officer (CFOO)**

*A strategic senior leader committed to driving financial and operational excellence, ensuring the British School in the Netherlands remains a highly effective, compliant, and future-ready school.*

Chasse Executive Search  
Version: October 2025

## **1. The British School in the Netherlands**

The British School in the Netherlands (BSN) is one of Europe's leading British international schools, serving approximately 1,900 students aged 3 to 18 across four campuses in and around The Hague. Founded in 1931, the BSN has a proud history of providing high-quality education in the British tradition with an international outlook.

The BSN community brings together students from nearly 90 nationalities. Academic excellence, breadth of experience and character development are at the heart of the mission of the British School in the Netherlands — preparing young people with the knowledge, skills, and values to become successful global citizens who contribute positively to society.

As a not-for-profit Vereniging under Dutch law, the BSN is governed by an Association chaired by the British Ambassador and composed of members representing major international organisations and embassies. The Board of Governors provides strategic oversight and guidance.

The CEO leads the organisation, supported by the Executive Leadership Team (ELT), which includes the four Headteachers, the Chief Finance & Operations Officer (CFOO), the Head of Human Resources and the Director of Engagement & External Relations. Together, they ensure coherent strategy, operational excellence, and a strong, values-driven culture.

With a turnover of approximately €50 million and no government subsidy, the BSN must operate with financial prudence, foresight, and agility. The school is experiencing changes in its market context, including shifts in the international population of The Hague and increased competition. This demands strategic leadership and sound financial stewardship to remain fit for the future while maintaining premium quality and service.

## **2. The Position: Chief Finance & Operations Officer (CFOO)**

The Chief Finance & Operations Officer is a key member of the Executive Leadership Team and plays a pivotal role in securing the school's long-term financial and operational success. Reporting to the CEO and working closely with the Board of Governors, the CFOO ensures that BSN's finances, infrastructure, and support functions enable the delivery of an outstanding education for every student.

The CFOO combines financial excellence with strategic insight and human understanding — bringing clarity to complex decisions, helping the organisation make the right decisions based on sound analysis and context. This is a demanding but rewarding position that

requires strong business acumen, composure under pressure and an appreciation of the educational environment.

#### *Core Leadership Accountabilities*

- Provide strategic, financial, and operational leadership across Finance, Operations & Facilities, IT, and Security & Data Protection.
- Develop and implement strategies and systems that ensure efficiency, sustainability and value for money while safeguarding educational quality.
- Serve as a trusted partner to the CEO, Board of Governors, and senior colleagues, helping the organization make informed, strategic decisions grounded in financial reality.
- Lead financial planning, forecasting, and reporting, ensuring accuracy, transparency and full compliance with Dutch financial and tax regulations.
- Oversee capital investment, infrastructure, and long-term maintenance planning, ensuring a safe, modern, and inspiring learning environment.
- Work collaboratively with the Head of HR to manage staffing — the school's largest cost area — balancing financial prudence with the need to attract, retain and develop excellent people.
- Ensure robust risk management, governance, and compliance frameworks.
- Chair the Health & Safety Committee and ensure compliance across all campuses.
- Spend visible time on campus, maintaining close relationships with academic and support colleagues to understand the realities and needs of the school community.
- Represent BSN externally, maintaining relationships with auditors, banks, advisors, and peer networks in international education.

### **3. Candidate Profile**

The BSN seeks an experienced and strategic financial and operational leader who brings both professional depth and personal warmth. The successful candidate will appreciate the distinct nature of education — an environment that combines high standards, human purpose and service to families who invest in a premium educational experience.

#### *Qualifications and Experience*

- A master's degree and a recognised financial or business qualification.
- A proven track record of senior financial and operational leadership in a complex organization; experience in education or a service-oriented sector is advantageous but not essential.
- Excellent analytical and decision-making skills, with the ability to communicate complex financial information to non-specialists.

- Proven success in developing and implementing financial strategies, business models, and long-term capital planning.
- Experience in financial modelling, strategic planning, and scenario analysis to inform key decisions.
- In-depth understanding of governance, compliance, risk management, and Dutch financial/tax regulations.
- Experience leading multidisciplinary teams and managing organizational change.
- Experience engaging with boards, external auditors, and senior stakeholders.
- Excellent communication skills in English; Dutch fluency or proficiency is strongly preferred.

#### *Personal Qualities and Leadership Style*

*The next CFOO will be:*

- **Strategic and forward-thinking** – capable of looking five years ahead, understanding trends and shaping BSN's future.
- **Commercially astute** – able to manage finances with a business mindset while appreciating the values and nuances of an educational environment.
- **Empathetic and people-oriented** – genuinely interested in education and those who work in it; someone who listens, respects and values colleagues.
- **Warm and approachable** – with a sense of humour, humility, and balance.
- **Trustworthy and accurate** – ensures confidence through reliability, correct figures, and consistent delivery.
- **Resilient and calm under pressure** – able to handle a demanding and fast-paced role with clarity and composure.
- **Collaborative and communicative** – works effectively with the CEO, Headteachers and staff; builds relationships based on openness and mutual respect.
- **Culturally aware** – comfortable in an international environment, ideally with experience working with British colleagues and within a multicultural context.
- **Customer-focused** – understands that families pay premium fees and expect exceptional service and value.

Please find more in depth information on the position and organisation in the [brochure](#) provided by the British School in The Netherlands.

#### **4. Terms of Appointment**

The position is based in The Hague, the Netherlands. It is a full-time senior executive appointment, offering a highly competitive remuneration package that reflects both the candidate's experience and the seniority of the role.

The package also includes pension benefits and relocation support.

The British School in the Netherlands is an equal opportunities employer, committed to safeguarding and promoting the welfare of young people. All appointments are subject to appropriate reference and background checks.

## **5. Procedure / 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.

### **Applications – closing date: Friday November 21st, 2025**

The closing date for written applications, including a motivation letter and curriculum vitae (in English, in PDF format), is Friday November 21st, 2025. Please submit your application via [info@chassesearch.nl](mailto:info@chassesearch.nl).

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.



## Planning

| Planning                     | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 31 October – 1 December 2025 | <ul style="list-style-type: none"> <li>Publication of the vacancy and targeted search by Chasse: <b>Friday October 31<sup>st</sup> – Friday November 21<sup>st</sup>.</b></li> <li>In parallel: pre-selection and candidate interviews by Chasse.</li> <li>Review of candidate overview with the selection committee: <b>Monday December 1<sup>st</sup>.</b></li> </ul>                                                                                                                                                                                                                    |
| 4 - 19 December 2025         | <ul style="list-style-type: none"> <li>First interview round: 30 minutes 'coffee meetings' with shortlisted candidates. Candidates will meet with the selection committee and receive a campus tour: <b>Thursday December 4<sup>th</sup> between 12.30-18.00.</b></li> <li>Second interview round with approximately four candidates: <b>Wednesday December 10<sup>th</sup> between 13.00-18.00</b></li> <li>Third interview round with approximately 2–3 candidates: <b>Friday December 12<sup>th</sup> between 9.00-12.00</b></li> <li>Reference checks and employment terms.</li> </ul> |
| January - March 2026         | <b>Start of the new CFOO of BSN (depending on notice-period).</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |