



LYFORD CAY
INTERNATIONAL SCHOOL

OPPORTUNITY STATEMENT

PRINCIPAL





ABOUT THE SCHOOL



LYFORD CAY
INTERNATIONAL
SCHOOL PROVIDES
A TRANSFORMATIVE,
CHALLENGING
AND EMPOWERING
INTERNATIONAL
EDUCATION.



Founded in 1962, Lyford Cay International School (LCIS) is an independent, non-denominational day school for students from Preschool through 12th grade, offering a high-quality International Baccalaureate (IB) curriculum. With a vision of “Educating the Leaders of Tomorrow,” LCIS provides a transformative, challenging, and empowering international education.

LCIS’ two picturesque campuses are located on the western end of New Providence island in The Bahamas. The Lower School is nestled within the renowned Lyford Cay community, while the Upper School is a mere half-mile away; and, both campuses are within walking distance of a beach and sailing marina.

Diversity thrives within the LCIS community. The school’s 400 students represent 45 nationalities and there are 14 different languages spoken between home and school. Between the school’s two campuses, there are nearly 100 dedicated and talented faculty and staff members from all over the world, deeply committed to the growth, development, and well-being of students. This rich, multicultural community creates an environment to facilitate the development of curious, caring, and engaged global citizens.

LCIS is one of only 55 schools in the world, and the only school in The Caribbean, authorized to offer all IB programs across all grades (PYP, MYP, DP and CP). The IB aims to cultivate 21st-Century problem solvers, with the critical-thinking skills needed to navigate the complex challenges of the future. Additionally, with over 50 co-curricular activities offered ranging from sailing to steel band, coding to kayaking, and gymnastics to Bahamian Junkanoo, LCIS develops well-rounded students and embraces its connections to the surrounding local community.

LCIS upholds the highest international standards in curriculum, staffing and administration, and is highly regarded for its outstanding academic results and graduate university placements. The school is accredited by the New England Association of Schools and Colleges and the Council of International Schools. LCIS is also a member of the Round Square schools network, which opens avenues for unique international service, language, and leadership development opportunities. Additionally, LCIS proudly holds a Green Flag through the Eco-Schools Programme.

Learn more about Lyford Cay International School [here](#).



THE OPPORTUNITY

The Board of Governors and Directors at Lyford Cay International School (LCIS) seeks an accomplished educational leader with passion, experience, and vision to lead the foremost preschool-Grade 12 school in The Bahamas—a school committed to inspiring excellence in its students, teachers, and community since its founding in 1962. In partnership with a talented senior leadership team, a fully engaged faculty and staff, and a dedicated board of governors and directors, the Principal will join a warm, welcoming community to lead an academically rigorous, globally minded school that embraces the opportunity to prepare students for an increasingly complex world.

The next Principal will be a fierce advocate and champion for the school's robust International Baccalaureate (IB) curriculum, co-curricular and experiential education programs and will explore opportunities to strengthen the education of the students. In this tight-knit community, the leader will relish the opportunity to be a highly visible and fully engaged member in the life of the school and local Bahamian community. Given the great diversity of the student body and faculty, the next Principal will embrace building and sustaining a culture at the school where all students, faculty, and staff feel an authentic sense of value and belonging.

The next Principal is responsible for all aspects of the school. As chief educational leader, the Principal is responsible for the school's curriculum, overall program, and enrollment; as administrative officer, they are responsible for the operational and financial condition of the school and relationships with parents, alumni, donors, and other constituencies. The next Principal, in partnership with the Board of Governors and Directors, is responsible for setting the school's strategic priorities and achieving the school's mission.

The next Principal of LCIS will lead with courage and ambition for this iconic international school in The Bahamas, and will forge a positive path forward with a clear focus on providing a transformational education for its students.





CANDIDATE PROFILE

IDEAL EXPERIENCE

- Experience as an educational leader, broadly speaking, and authentic understanding of the values and practices in international schools and the International Baccalaureate curriculum.
- A track record of effective communication at the highest level, encompassing tested and superb external relations skills, playing a key role in admission, marketing, fundraising, and community engagement.
- Ability to apply strategic, creative, and tactical leadership to the financial and operational framework of an international school.
- An inspirational team builder and confident decision-maker who has experience identifying, attracting, and retaining top talent.
- Demonstrated strong organizational and operational skills.
- A demonstrated and clear commitment to diversity and inclusion.
- Ability to collaborate with a board effectively and transparently.

CRITICAL LEADERSHIP CAPABILITIES

Educational Leadership and Vision

In an international school community with an enduring commitment to academic excellence, intellectual curiosity, and preparation for life, the Principal will be an educator dedicated to a transformative experience for all students, faculty, and staff. Leveraging the robust International Baccalaureate curriculum, the Principal will focus on developing a program that reflects the goal of encouraging students to not learn what to think, but how to think. Recognizing that the educational needs of future global citizens continue to evolve, the next Principal will ensure that the program is responsive and agile. A forward-looking educator, the next Principal will set priorities for new investments in STEM (including robotics, AI), academic technology, and other critical emerging areas.

The Principal will be passionate about teaching and learning, and will encourage the faculty to think expansively about real-world experiences that ensure all offerings reflect the values fundamental to the school. Recognizing that a creative, devoted, and caring community of adults is the at the heart of LCIS, the Principal will be relentless in recruiting, developing, and supporting a talented and diverse faculty and staff.

Community Building

In a school with a treasured sense of community, the next Principal will embrace the school's history, culture, and relationships; celebrate its global nature and strong diversity; and strive to ensure that all members feel connected, valued, and included. With an appreciation for the importance of forging strong connections with the students, parents and families at the school, the Principal will find joy in these moments, understanding that every discussion – be it in the classroom, on the playground, on a kayaking trip, or in a meeting – is an opportunity to strengthen rapport and connections. Visible in and around the campuses and in the local Bahamian community, the Principal will listen attentively, convey appreciation and respect, and communicate consistently about the priorities, values, and goals for LCIS.

Organizational Capacity Building

Leading an ambitious school, the next Principal will be an inspiring leader who ensures that all constituents—those on campus, alumni, current and prospective students and families—understand the distinctiveness and dynamism of LCIS and its offerings. In a competitive enrollment environment, the Principal will be the chief spokesperson for the school, ensuring that all families understand the unique attributes of an IB education and appreciate the specialness of the Lyford Cay school community. The next Principal will foster a culture of philanthropic support from parents and alumni, serve as an effective fundraiser, and communicate the values of LCIS in a compelling way, driving success.

The next Principal will be an effective steward of the school's financial, physical, and human assets, and in partnership with key stakeholders, they will set and execute priorities, ensuring that aspirations align with available resources. The next Principal will lead and empower a talented and diverse senior leadership team, faculty, and staff, building a culture where professional development and continuous improvement are expected. The Principal will ensure that policies serve the needs of the employees and institution and balance the need to establish appropriate levels of autonomy and accountability. The Principal will invest in developing strong relationships with the school's Board of Governors and Directors to effectively advance major institutional issues.



CANDIDATE PROFILE

OTHER PERSONAL CHARACTERISTICS

- Accessible, engaging, ambitious, and energetic; genuinely interested in, and excited by, the lives of students, all colleagues, and members of the extended LCIS community.
- Confidence and willingness to listen empathetically, empower others, share credit, and lead with purpose, integrity, and kindness.
- Open-minded, global citizen energized by the idea of being fully immersed as a visible member of a vibrant, multicultural island community.
- Exceptional verbal and written communication skills—someone who is thoughtful, driven, inspiring, and eager to connect people from a range of backgrounds.
- Patience and the ability to see around corners and anticipate future needs and potential impacts.
- An excitement to model responsible stewardship of environmental resources, and an eagerness to embrace Bahamian culture and treasured local recreational activities.
- A sense of humor.

SEARCH PROCESS

Lyford Cay International School is being assisted by Spencer Stuart in this search process. The Principal Search Committee welcomes comments, questions, nominations, or expressions of interest.

To contact the committee, please send an email with any supporting materials to the following confidential email address: LyfordCayHOS@spencerstuart.com.



LCIS is an equal-opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this important leadership position. The school's policies rest on inclusivity including, but not limited to, diversity in nationality, ethnicity, race, religion, gender, gender identity and expression, sexual orientation, age, disability, and economic status.