



COLEGIO BOLIVAR®
An Educational Community



POSITION ANNOUNCEMENT
High School Principal

Cali, Colombia | Starting July 2027



Many Threads. One CommUNITY

Weaving the Future Together

Colegio Bolívar seeks an exceptional, student-centered educational leader to serve as our next High School Principal.

Colegio Bolívar is a bilingual community of creative learners committed to developing young people who embrace multiple perspectives, pursue the highest aspirations, and become catalysts for positive change.

The High School Principal will lead a dynamic Grades 9-12 learning community at a pivotal point in students'

development. We seek a leader who understands that an exceptional high school must simultaneously provide intellectual challenge, meaningful choice, strong relationships, wellbeing, belonging, leadership opportunities, and preparation for life beyond Colegio Bolívar.

Our next High School Principal will join a collaborative Senior Leadership Team and help Colegio Bolívar build upon its strengths while imagining the future of secondary education in an increasingly complex, multilingual, interconnected world.



Our School

Colegio Bolívar is an international, bilingual educational community located in Cali, Colombia. Our school brings together Colombian and international perspectives and provides students with a rigorous educational experience grounded in strong relationships, inquiry, intellectual curiosity, intercultural understanding, and a deep sense of community.

At Colegio Bolívar, education extends beyond academic achievement. We seek to develop students who know themselves, care for others, engage meaningfully with their communities, and have the skills and dispositions necessary to thrive in an increasingly complex and interconnected world.



The High School



Colegio Bolívar's High School serves students in Grades 9-12 and provides a rigorous bilingual, college-preparatory education leading to both the Colombian Bachillerato and U.S. High School Diploma.

As an AP Capstone school, Colegio Bolívar provides students with opportunities for advanced study, interdisciplinary inquiry, research, critical thinking, evidence-based argumentation, collaboration, communication, and college-level academic experiences. Our broader High School program provides students with meaningful choice through advanced coursework and a diverse range of electives and learning experiences.

We seek to balance academic rigor with student agency, creating multiple pathways through which students can pursue their interests, challenge themselves, and prepare for universities in Colombia, the United States, and around the world.

Preparation for life beyond Colegio Bolívar begins well before graduation. Students and families receive university guidance as they consider admissions in Colombia and internationally, while the High School experience provides opportunities for leadership, service, extracurricular participation, research, and meaningful contribution.

Academic excellence is only one dimension of the High School experience. Colegio Bolívar intentionally attends to students' social-emotional wellbeing, autonomy, character, belonging, and capacity to make thoughtful decisions as they prepare for university and adult life.

The High School Principal is responsible for bringing these elements together into a coherent, challenging, inclusive, and joyful student experience.

The Opportunity

The High School Principal serves as the educational, cultural, and organizational leader of Grades 9-12.

This is not simply an administrative role. We seek an instructional leader who genuinely enjoys adolescents and who wants to be present in classrooms, hallways, performances, athletic events, student activities, faculty collaboration, and conversations about teaching and learning.

Working closely with the Director, Director of Learning, fellow principals, counselors, college counselors, learning-support professionals, faculty, students, and families, the High School Principal will advance a coherent PreK-12 educational vision while ensuring that High School maintains the identity, rigor, opportunities, and developmental responsiveness required by adolescents preparing to enter the world beyond Colegio Bolívar.

- **Academic Excellence & Innovation:** Lead a rigorous, future-focused academic program while supporting multiple pathways for student success.
- **Teaching & Learning:** Ensure consistently excellent, research-informed secondary instructional practices and meaningful learning experiences.
- **AP Capstone & Advanced Academic Programs:** Support the continued strength of AP Capstone and advanced coursework, including inquiry, research, critical thinking, communication, and interdisciplinary learning.
- **Student Agency & Voice:** Create authentic opportunities for students to exercise leadership, choice, responsibility, and autonomy.
- **College, University & Future Readiness:** Partner with counseling teams to prepare students for postsecondary pathways in Colombia and internationally.
- **Inclusion & MTSS:** Strengthen academic, behavioral, social-emotional, language, intervention, and enrichment systems so students receive the support and challenge they need.
- **Student Wellbeing & Belonging:** Ensure students are known, supported, challenged, safe, and connected to the community.
- **Multilingual Learning:** Champion bilingualism, multilingualism, and language development as strengths.
- **Professional Learning:** Develop faculty capacity through collaboration, coaching, feedback, professional learning, and distributed leadership.
- **Family Partnership:** Build trusting, transparent relationships with families and engage them as essential partners.
- **Child Protection & Safeguarding:** Maintain an unwavering commitment to student safety, wellbeing, child protection, and professional responsibility.
- **Operational Leadership:** Build clear and effective systems for scheduling, staffing, budgeting, student services, safety, and daily High School operations.
- **Whole-School Leadership:** Contribute actively to Colegio Bolívar's Senior Leadership Team and strategic priorities.



The Leader We Seek

Colegio Bolívar seeks an inspiring, thoughtful, relational, courageous, and highly capable educational leader who combines a deep understanding of secondary education with the ability to build relationships and lead a complex organization.

EDUCATIONAL QUALIFICATIONS

Required

- Master's degree in Education, Educational Leadership, Curriculum and Instruction, School Administration, or a related field.
- Appropriate educational leadership/administrative credential or equivalent preparation.
- Significant successful experience as a secondary educator and educational leader.
- Demonstrated understanding of contemporary research and best practice in secondary teaching and learning.

Highly Desired

- Previous experience as a High School Principal, Secondary Principal, Assistant Principal, or comparable division-level leader.
- Experience in an international, American international, or bilingual school environment.
- Functional biliteracy in English and Spanish, with

the ability to communicate effectively with students, families, faculty, staff, and community members in both languages.

- Experience with U.S.-style college-preparatory curriculum and graduation requirements.
- Experience with Advanced Placement (AP) and/or International Baccalaureate (IB) programs. Candidates with experience in either or both frameworks are encouraged to apply.
- Experience with AP Capstone, AP Seminar, AP Research, or other inquiry- and research-based secondary programs is particularly valued.
- Experience designing and supporting rigorous, flexible student pathways that include advanced coursework, electives, interdisciplinary learning, and opportunities for student choice.
- Familiarity with Colombian educational requirements or experience working within dual-diploma systems.
- Experience with university/college counseling programs and international university admissions.
- Experience leading inclusive educational practices and MTSS.
- Experience with accreditation and continuous school-improvement processes.





Professional Experience & Leadership Capacity

INSTRUCTIONAL LEADERSHIP

The successful candidate will demonstrate deep knowledge of adolescent learning and high-quality secondary instruction. The Principal should be comfortable working alongside faculty to examine curriculum, assessment, instructional practice, student work, and evidence of learning while cultivating a professional culture characterized by reflection, collaboration, innovation, and continuous improvement.

ACADEMIC EXCELLENCE, AP CAPSTONE & STUDENT PATHWAYS

The High School Principal will provide leadership for a rigorous, future-focused academic program that maintains high expectations while recognizing that excellence can take multiple forms. As an AP Capstone school, Colegio Bolívar values inquiry, research, evidence-based argumentation, collaboration, communication, and the transfer of learning across disciplines. The successful candidate may bring significant experience with Advanced Placement, International Baccalaureate, or both. More important than allegiance to a particular program is the candidate's demonstrated ability to lead rigorous secondary teaching and learning, support advanced academic opportunities, develop faculty capacity, and create coherent pathways that prepare students for success at universities in Colombia and internationally.

STUDENT AGENCY, LEADERSHIP & VOICE

Adolescents should increasingly become authors of their own educational journeys. The Principal will create authentic opportunities for students to exercise voice, leadership, choice, responsibility, and autonomy while maintaining clear expectations and appropriate adult guidance.

COLLEGE, UNIVERSITY & FUTURE READINESS

The Principal will work closely with the college counseling team to ensure that students and families receive thoughtful guidance as they consider universities and future pathways in Colombia and around the world. The broader goal is not simply university admission, but preparing students with the knowledge, skills, character, independence, and adaptability to thrive after graduation.



INCLUSION & STUDENT SUPPORT

The successful candidate will believe that high expectations and inclusion strengthen one another. The Principal will help develop coherent MTSS and student-support systems integrating academics, learning support, counseling, language development, behavior, wellbeing, and enrichment.

DEVELOPING PEOPLE

One of the Principal's most important responsibilities is developing other leaders. The successful candidate will provide meaningful feedback, cultivate teacher leadership, support professional learning, build collaborative teams, and create the conditions in which excellent educators want to remain and grow.

DATA-INFORMED IMPROVEMENT

The Principal will use quantitative and qualitative evidence to understand student learning, identify patterns and inequities, evaluate programs, and inform decisions. Data should generate better questions and professional curiosity rather than replace professional judgment.

FAMILY & COMMUNITY PARTNERSHIP

The Principal must be an exceptional communicator who can build trust, explain complex decisions, listen genuinely, and navigate difficult conversations with clarity and empathy. Families are essential partners in students' education.

OPERATIONAL LEADERSHIP

The Principal should demonstrate expertise in scheduling, staffing, budgeting, supervision, student information systems, resource allocation, safety, emergency preparedness, student activities, graduation requirements, and the many interconnected systems necessary to operate an excellent High School.

Personal Qualities

We seek someone who:

- Loves working with adolescents and believes deeply in their capacity.
- Is highly visible, approachable, optimistic, and engaged in daily school life.
- Combines warmth and approachability with clear expectations.
- Possesses exceptional integrity, judgment, and ethical standards.
- Listens carefully before acting and seeks to understand context.
- Communicates clearly, transparently, and effectively.
- Understands the complexities of leading across cultures and languages.
- Sees multilingualism and diversity as strengths.
- Is intellectually curious and committed to continuous learning.
- Can navigate complexity, ambiguity, and change without losing sight of purpose.
- Builds trust across students, faculty, staff, families, and leadership.
- Develops other leaders rather than creating dependence on themselves.
- Has humility, perspective, resilience, and a healthy sense of humor.
- Understands that academic excellence, wellbeing, belonging, character, and student agency are mutually reinforcing rather than competing priorities.



A Builder and a Steward

Colegio Bolívar is not looking for a leader who arrives with a predetermined blueprint.

We seek someone who will listen carefully, learn deeply, understand our Colombian and international context, honor what is already strong, and work collaboratively with our community to determine what comes next.



At the same time, stewardship does not mean preserving everything as it is. The next High School Principal must bring the educational expertise and courage to ask important questions, challenge assumptions when appropriate, strengthen systems, and help Colegio Bolívar continue evolving.

The High School should be where our aspirations for creative learning, multiple perspectives, high aspirations, character, growth, transfer of knowledge and skills, and positive impact become increasingly visible in the choices, experiences, responsibilities, and accomplishments of our students.





Living In Cali, Colombia

COME FOR THE SCHOOL. DISCOVER CALI.

Cali offers an extraordinary setting for international educators: a vibrant Colombian city known for its warmth, cultural richness, music, food, outdoor lifestyle, and strong sense of community.

Nestled in the Valle del Cauca and surrounded by mountains and remarkable biodiversity, Cali provides access to both dynamic city life and Colombia's extraordinary natural landscapes.

For educators joining Colegio Bolívar from abroad, the experience offers something particularly meaningful: the opportunity not simply to work internationally, but to become part of a deeply connected Colombian school community.

Come ready to contribute.

Come ready to learn.

Come ready to become part of our CommUNITY.

Application process

Candidates are invited to submit:

- A letter of interest explaining why Colegio Bolívar and why this particular High School Principal opportunity.
- A current résumé/CV, preferably no more than three pages.
- A leadership statement (maximum two pages) responding to the candidate leadership prompt above.
- Four professional references, including the candidate's current supervisor and previous supervisors.
- Optional links or examples illustrating the candidate's professional leadership or educational work.

Application Deadline: October 20, 2026

Starting: July 2027

Contact: Dr. Jessica Gilway, Director

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