



COLEGIO BOLIVAR®
An Educational Community



POSITION ANNOUNCEMENT

Primary 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 Primary School Principal.

Located in Cali, Colombia, Colegio Bolívar is a vibrant learning community committed to academic excellence, belonging, innovation, and the development of thoughtful, compassionate, globally minded young people.

We believe schools are at their best when every child is known, valued, challenged, and supported. We seek a Primary Principal who shares that belief and understands that outstanding elementary education develops the whole child - academically, socially, emotionally, linguistically, and physically.



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 Primary School



The Primary School should be a place of joy, curiosity, discovery, belonging, and intellectual challenge.

We believe children learn best when they experience strong relationships with adults and peers; have agency and voice in their learning; engage in meaningful, authentic experiences; receive appropriate challenge and support; and feel physically and emotionally safe.

The Primary Principal serves as the educational and cultural leader of the division, working closely with

teachers, instructional leaders, counselors, student-support professionals, families, and the school's broader leadership team.

This is not simply an administrative role. We are looking for an instructional leader who loves elementary education - someone who enjoys being in classrooms, talking with children about their learning, collaborating with teachers, engaging families, studying evidence of student growth, and continually asking:

How can we make the learning experience even better for every child?

The Opportunity

The next Primary Principal will inherit a strong community and will also have an opportunity to help shape Colegio Bolívar's next chapter. Working collaboratively with the Director, Director of Learning, fellow principals, faculty, and student-support teams, the Primary Principal will help advance a coherent PreK-12 vision for teaching and learning while honoring the developmental needs and unique identity of the Primary School.

- **Teaching & Learning:** Ensure consistently excellent, research-informed instructional practices and meaningful learning experiences across the Primary School.
- **Student Growth & Achievement:** Develop a culture in which evidence of student learning informs instruction, intervention, enrichment, and continuous improvement.
- **Inclusion & MTSS:** Strengthen systems that provide appropriate academic, behavioral, social-emotional, and language support so that students receive what they need to thrive.
- **Multilingual Learning:** Champion language development and multilingualism as strengths within our international and Colombian context.
- **Professional Learning:** Develop teacher capacity through collaboration, coaching, feedback, professional learning, and distributed leadership.
- **Student Wellbeing & Belonging:** Ensure that every child is known, supported, challenged, and connected to the community.
- **Family Partnership:** Build trusting, transparent relationships with families and create meaningful opportunities for partnership in children's learning.
- **Culture & Community:** Foster a joyful, inclusive Primary School culture characterized by high expectations, strong relationships, curiosity, kindness, and belonging.
- **Child Protection & Safeguarding:** Maintain an unwavering commitment to student safety, wellbeing, child protection, and professional responsibility.
- **Organizational Leadership:** Develop clear, effective systems that allow teachers to focus their energy on students and learning.
- **Whole-School Leadership:** Contribute actively to Colegio Bolívar's Senior Leadership Team and support strategic priorities that extend beyond the Primary School.



The Leader We Seek

Colegio Bolívar seeks an inspiring, thoughtful, relational, and highly capable educational leader.

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 an educator and educational leader.

Highly Desired

- Previous experience as an Elementary/Primary Principal, Assistant Principal, or comparable division-level leader.
- Experience in an 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 working within a U.S./international standards-based educational model.
- Experience leading inclusive educational practices and MTSS.
- Experience supporting multilingual learners.
- Experience with accreditation and continuous school-improvement processes.





Professional Experience & Leadership Capacity

INSTRUCTIONAL LEADERSHIP

Demonstrate deep knowledge of elementary teaching and learning and the ability to translate educational research into excellent classroom practice. Work alongside educators to examine curriculum, instruction, assessment, student work, and learning data to build collective professional capacity.

LEADERSHIP & CULTURE

Be a highly visible leader who builds trust through relationships, consistency, transparency, and follow-through. Intentionally cultivate a division in which students and adults experience both high expectations and high support.

INCLUSION & STUDENT SUPPORT

Believe deeply that learner variability is normal and that schools must design systems responsive to students. Experience with inclusive practices, MTSS, differentiation, learning support, counseling, restorative practices, and collaborative problem-solving is highly valued.

DEVELOPING PEOPLE

Recognize that one of a principal's greatest responsibilities is developing other leaders. Provide meaningful feedback, create opportunities for professional growth, identify and cultivate teacher leadership, and build effective teams.

DATA-INFORMED IMPROVEMENT

Use quantitative and qualitative evidence thoughtfully to understand student learning, identify patterns and inequities, evaluate programs, and guide improvement. Data should inform professional curiosity - not replace professional judgment.

FAMILY & COMMUNITY PARTNERSHIP

Communicate with clarity, empathy, responsiveness, and transparency and engage families as essential partners in both celebrations and difficult conversations.

OPERATIONAL LEADERSHIP

Translate vision into effective systems, with experience in scheduling, staffing, budgeting, supervision, resource allocation, student services, safety, emergency preparedness, and day-to-day school operations.



Personal Qualities

We seek someone who:

- Loves children and loves schools.
- Is visible, approachable, optimistic, and deeply engaged in daily school life.
- Leads with warmth while maintaining high expectations.
- Listens before acting and seeks to understand context.
- Builds trust through consistency and integrity.
- Is intellectually curious and committed to continuous learning.
- Can make difficult decisions thoughtfully and communicate them clearly.
- Values multiple perspectives and works effectively across cultures.
- Sees diversity and multilingualism as strengths.
- Is comfortable with complexity and capable of leading through change.
- Builds teams rather than dependence on a single leader.
- Has humility, perspective, and a healthy sense of humor.
- Believes that adults, like children, thrive when they feel known, valued, challenged, and supported.





A Builder and a Steward

Colegio Bolívar is not looking for someone to arrive with a predetermined blueprint.

We seek a leader who will listen carefully, learn deeply, honor what is already strong, and work collaboratively with our community to determine what comes next.



At the same time, this leader must have the courage and educational expertise to ask difficult questions, challenge assumptions when necessary, and help move ideas into action.

Our next Primary Principal should be excited by the opportunity to help Colegio Bolívar continue developing a coherent educational experience in which academic excellence, inclusion, wellbeing, belonging, multilingualism, innovation, and community are not separate initiatives, but interconnected threads of an exceptional education.





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:

- Letter of interest explaining why Colegio Bolívar and why this particular Primary Principal opportunity.
- Current résumé/CV, preferably no more than three pages.
- Leadership statement (maximum two pages) responding to: *How do you create an elementary school in which academic excellence, belonging, inclusion, and joy reinforce rather than compete with one another?*
- 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

Email: jgilway@colegiobolivar.edu.co



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(+57 602) 485 5050 - 387 6160 • 316 3887036 • Calle 5 No. 122 - 21 vía a Pance Cali, Colombia

www.colegiobolivar.com