



Schule Schloss Salem is looking for a

Head of Boarding (m/f/d) for Salem International College

Starting date: August 1, 2025

Location/place of residence: Überlingen (at either Schloss Spetzgart or Campus Härten)

Schule Schloss Salem is one of the leading boarding schools in Europe and combines over 100 years of tradition with modern, value-oriented education. Founded in 1920 by Kurt Hahn, Germany's largest boarding school stands for a sense of responsibility and holistic support for young people. Our pupils, from over 40 nations, live in an educational community in which academic challenges, personal development and social commitment go hand in hand.

We are looking for an inspiring, experienced and committed leader who is willing to take responsibility for Upper School Boarding (Abitur and IB, grades 11 and 12), to further develop and enrich our value-oriented educational vision and tradition.

Your tasks

1. strategic and organizational management of the boarding school:

- Development and implementation of strategic concepts for the boarding school in close cooperation with the leadership team of Schule Schloss Salem.
- Responsibility for the overall coordination and organization of boarding school operations, including budget planning, resource management and further development of standards.
- Ensuring the harmonious running of boarding school life, considering the academic and individual needs of an international student community.
- Working closely with school management to ensure that the boarding school philosophy is in line with the overall aims of the school.

2. pedagogical leadership and supervision:

- Promoting the wellbeing, safety and holistic development of boarders through reliable care and guidance.
- Leading a dedicated team of House Tutors and support staff, including mentoring and training.
- Comprehensive knowledge of Safeguarding and Pastoral Care and committed implementation in line with national and international standards to ensure the highest quality.

3. shaping boarding school culture:

- Developing and leading a vibrant boarding school culture that balances respect for tradition with the promotion of modern values.
- Organizing and supporting academic, social, cultural and sporting activities and programmes that strengthen a sense of community and contribute to character development.
- Integrating international and cultural perspectives into the boarding school philosophy to promote global citizenship and togetherness.

4. representation:

- Taking a visible leadership role within the boarding school community and with external stakeholders, including parents, alumni and supporters of the school.
- Strengthening the school's reputation through active engagement, e.g. at events and public appearances.



Your profile

- Professional qualifications: Completed university degree, preferably in teaching. Additional qualifications in education management or leadership, ideally in a 24/7 working environment, are an advantage.
- Experience: Several years of experience in a management position in boarding / in a boarding school, preferably in an international environment.
- Strategic competencies: Ability to design and implement long-term concepts for the further development of the boarding school.
- Personality: High-level interpersonal and social skills, excellent communication skills in German and English and the determination to act as a role model for the school values.
- Flexibility and resilience: Willingness to actively participate in the life of the boarding school community, living on campus, including evenings and weekends.
- Internationality: understanding and sensitive to working in a multicultural community; other languages an advantage.

What we offer

- A key role in a world-renowned boarding school with an outstanding reputation.
- Attractive remuneration package in line with the TV-L scale, including special company payments and employer-funded pension scheme.
- Affordable and attractive accommodation on campus.
- Access to first-class training and development programs.
- An inspiring and dynamic working environment in a unique cultural landscape on Lake Constance.

Application

Please send your complete application documents (letter of motivation, CV, certificates and references) to:

Schule Schloss Salem
Human Resources Department
88682 Salem
Germany

Become part of the leadership team at Schule Schloss Salem.

We look forward to receiving your application!