

# DIRECTOR OF BELONGING AND SOCIAL IMPACT SEARCH

TAIPEI AMERICAN SCHOOL

Taipei, Taiwan

tas.edu.tw

Start Date: July 1, 2025



**Taipei  
American  
School**



**Carney  
Sandoe**  
& ASSOCIATES

CARNEYSANDOE.COM

# Mission

Taipei American School's mission is to cultivate an enduring commitment to learning, personal well-being, and service. We provide a broad American-based education with a global perspective that develops students of character who are committed to making the world a better place.

## At a Glance



Established  
**1949**



Enrollment  
**2,365**



Total faculty  
**322**



Student-faculty ratio  
**8:1**



Nationalities represented  
in the student body  
**35**



Language of instruction  
**English, Mandarin**



Faculty with advanced degrees  
**85%**



Campus size  
**15 acres**

Nationalities in the faculty: United States, Taiwan,  
Canada, UK, New Zealand, and Australia

Annual operating budget: \$82M

AP courses: 31

IB courses: 37

Governance: Up to 14 members: 9  
elected and 5 appointed

Accreditation: Western Association  
of Schools and Colleges (WASC).  
Reaccreditation was completed in  
Spring 2024



## Overview

On the island of Taiwan, in the dynamic capital city of Taipei, an energetic learning community exists that provides a transformative experience for students who will make their mark in the world. Grounded in the belief that their students will be catalysts for change, Taipei American School strives to educate leaders who will use their knowledge, skills, and character as positive forces to impact their communities and the world.

TAS has flourished as one of Asia's top independent schools for 75 years, offering a rich American curriculum with a global perspective that emphasizes the cultivation of an enduring commitment to learning, personal wellbeing, and service. Students are mentored and taught by an exceptional faculty who challenge them with real world problem solving and guide them in personalizing their coursework to align with their individual learning goals. Learning in state-of-the-art facilities, TAS has a deep commitment to the creative arts, service, and a passion for all things STEAM.

The recently developed Schoolwide Learning outcomes and TAS's Strategic Plan lay the foundation for an ambitious, integrated, mission-driven view of 21st century learning in a vibrant international environment. The main goals of the plan include the creation of systems that support the implementation of the school's values and outcomes into all aspects of its program and operations – with a particular focus on ensuring best practices around curriculum and pedagogy, student well-being and support, and community belonging.

The school is committed to intentionally fostering, communicating, and celebrating the unique identities of all individuals while deepening our collective understanding of and dedication to issues of Diversity, Equity, Inclusion, and Belonging throughout the entire TAS community.

The Director of Belonging and Social Impact will work to ensure that TAS is living the essential promise of our mission to ensure that our graduates develop into values-driven human beings with a global perspective and a deep commitment to service and social justice.





As a key member of the Senior Leadership Team, the Director will spearhead efforts to cultivate a diverse, equitable, and inclusive community, ensuring that these values are reflected in both daily school life and TAS's educational outcomes. The Director will also focus on creating meaningful engagement with the broader Taiwanese and international communities, enhancing TAS's role as a positive, impactful force in the world.

The Director of Belonging and Social Impact will oversee the development and implementation of a comprehensive K-12 Diversity, Equity, Inclusion, and Belonging (DEIB) strategy, as well as a service-learning program aimed at fostering students' identity development, multicultural competence, and commitment to service learning. This role will help empower students with a deep sense of self and equip them with the skills necessary to address complex global issues in diverse environments.

## About Taipei, Taiwan

Taipei, the capital of Taiwan, is located at the northern tip of the feather-shaped island, about 1,300 miles southwest of Tokyo, 425 miles south of Shanghai, and 700 miles north of Manila. The city retains much of the cultural environment of ancient China but is also representative of new and modern ways of life. A recent [article about Taipei in the New York Times](#) notes, "Young artists, chefs and curators are redefining and embracing Taiwanese identity as its own distinct category, with a conscientious pursuit of food and design endemic to the island's history."

With verdant scenery, excellent health care, low crime, and welcoming people, Taipei is consistently named one of the best places in the world for expats to live. The subway and bus systems are clean and efficient, with signs both in Mandarin and English. Markets feature open air food stalls, artisanal food products and contemporary textiles. Weekends can be spent viewing art exhibits, touring ornate temples, visiting new wave teahouses and enjoying locally sourced cuisine. With accessible hiking trails, therapeutic geothermal baths and beaches a short train ride away, there is a lot to like about this Asian metropolis whose culture is deeply ingrained with Confucian values of respect, diligence, and humility.



## Position Responsibilities

### Strategic Leadership and Policy Development

- In partnership with the Head of School and administrative team, leads the development, implementation, and evaluation of policies, procedures, and programs that advance diversity, equity, inclusion, belonging, and service learning across all aspects of the school, in alignment with the Strategic Plan.
- Chair the Cross-Divisional DEIB Committee, as well as the Service Learning Committee creating a vision for the work and articulating clearly measurable goals to implement various DEIB initiatives.
- Lead ongoing review and revision of school policies, including disciplinary policies and student handbooks, to ensure they reflect the values of equity, inclusion, and belonging.

### Program Development and Implementation

- Establish a vision and a road map to develop a school wide service-learning program tied to identity development, multicultural awareness, and experiential learning, leveraging TAS's vast resources to positively impact the local and international community.
- Design and implement a comprehensive professional education program for school leadership, Board of Directors, and the entire TAS professional community around key DEIB competencies, mindsets, and culturally responsive practices.
- Collaborate with divisional leadership to explore restorative justice as an approach to promote understanding of identity, address dignity violations, and support constructive dialogue around diversity and belonging.
- Work closely with the Director of Teaching and Learning, divisional leaders, and counselors to coordinate divisional and schoolwide curricular development initiatives with regards to DEIB and service learning to ensure that the school's curriculum and instruction are inclusive and foster multicultural perspectives.





### **Community Engagement and Partnerships**

- Develop and lead strategic partnerships with external organizations, including NGOs, local businesses, and other educational institutions, to advance DEIB and service-learning initiatives, ensuring meaningful engagement with the local and global communities.
- Serve as a liaison to TAS Cultural Connections Group and partner with the organization to facilitate community education on DEIB topics and foster an inclusive campus.

### **Student and Faculty Development**

- Oversee the school's affinity groups and create student leadership opportunities focused on DEIB and service-learning, empowering students to take an active role in shaping the school's culture of belonging through clubs, mentorship programs, or student-led workshops.
- Foster a school-wide culture of accountability by establishing mechanisms for reporting incidents related to equity, inclusion, and belonging, and exploring a restorative justice approach to addressing them to ensure learning and that all community members feel heard and supported.
- In partnership with the Head of School and administrative team, assist in recruiting, hiring, and mentoring faculty who reflect and/or support a diverse and inclusive school community.

## **Qualifications and Personal Attributes**

### **Required Education/Experience**

- A master's degree in education, social impact, or a related field is preferred.
- A minimum of three years of full-time experience in an elementary or secondary school setting, with at least two years in a leadership role focused on DEIB or service-learning initiatives.
- Completion of formal, in-depth training in diversity, equity, inclusion, multicultural education, and service learning, and restorative justice.



**Successful candidates will demonstrate most of the following qualifications and attributes:**

- Demonstrated ability to develop and communicate a compelling vision for belonging and social impact, coupled with the strategic planning and project management skills to bring this vision to life;
- A proven record of accomplishment of leading efforts of belonging, equity, inclusion and social justice, preferably in international schools;
- Exceptional emotional intelligence, resilience, and interpersonal skills, with the ability to engage in and facilitate sensitive conversations;
- Strong pedagogical understanding of curriculum development across various subjects, with experience building programs that incorporate multicultural perspectives;
- The ability to adapt DEIB best practices to Taiwanese society and TAS culture;
- Experience with place-based learning models and a commitment to leveraging Taiwan as a learning environment, fostering partnerships with local organizations;
- Outstanding communication and leadership skills, with the ability to inspire and influence diverse stakeholder groups;
- Experience working in an international setting or with diverse, multicultural communities is preferred.



# Learn More

Click on the links below to learn more about Taipei American School.

[School Website](#)

[School Profile](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A current résumé;
- A cover letter, specifically explaining their interest in this particular position and how they see their experiences matching the stated responsibilities of the post, as well as the qualifications and attributes desired;
- Selected candidates may also be asked to provide written answers to targeted questions specific to this search.

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