



ILIM OPERATOR APPLICATION OVERVIEW

International Leaders in the Making (ILIM) School

WELCOME

Thank you for your interest in becoming an ILIM School Operator. This packet outlines the full application, required submissions, and the first phase of ILIM's Operator Launch Process. ILIM Operators are high-caliber leaders who represent the mission of ILIM in their city, manage high-performing campuses, and uphold our unique global, multilingual education philosophy.

Only 10–15% of applicants advance to the Certified Operator Training Program.

SECTION 1 — OVERVIEW OF THE ILIM OPERATOR LAUNCH PROCESS

PHASE 1 — SELECTION & VETTING (Months 0–2)

Goal: Identify leaders with integrity, discipline, cultural insight, business acumen, and the capability to build a thriving ILIM campus.

Stage	Actions / Deliverables	Responsible
1. Application & NDA	Applicant completes application packet, uploads documents, and signs NDA & Non-Compete.	Applicant
2. Screening Interview	Virtual behavioral interview assessing communication, charisma, leadership, and alignment with ILIM.	ILIM Interview Panel
3. Leadership Simulation Tasks	Assessing Quick Problem-solving and leadership: <ul style="list-style-type: none">• Parent communication challenge• Team burnout plan	Applicant
4. Evaluation Panel	ILIM Corporate Committee reviews integrity, leadership, research depth, market knowledge, intelligence, community fit, and judgment.	ILIM Corporate
5. Acceptance & Fee	Selected candidates pay the \$25,000 Training Fee and enter the ILIM Operator Training Program.	ILIM Finance



SECTION 2 — REQUIRED DOCUMENTS (UPLOADS)

Applicants must upload the following: for all that will be included in their LLC

A. Personal & Professional Documents

1. Name
2. Email
3. Phone Number
4. Government-issued photo ID
5. Updated résumé or CV
6. Photo of self (selfie)
7. 3 professional references (contact information)
8. Proof of current employment or business ownership
9. Background check consent

B. Financial Documents

7. Last 2 years of personal tax returns
8. Business Tax returns (if owned)
9. Last 2 months of bank statements
10. Credit report summary (self-pulled)

C. Market Research, Marketing and Plan Uploads

1. Research Brief Presentation PDF or Powerpoint
 - Top 3 potential school locations with addresses
 - Market comparison chart of the top 3 competitors
 - Demographic summary (income, households, schools nearby)
 - One year count down plan to get new parents to join the waitlist for your new school opening.
 - “Why ILIM would excel in my city”
2. Mock Pitch ILIM to parents about the school (Video)
3. Mock Pitch ILIM to teachers you want to recruit (Video)



D. Leadership Simulation Uploads

18. Leadership philosophy statement (300–500 word document)(What is your leadership Style?
19. Case study response: Budget cut strategy (written or video)
20. Case study response: Parent communication scenario
21. Case study response: Teacher burnout solution

1. Budget Cut Scenario

“You must reduce the upcoming year’s operating expenses by 10% without harming student education model and maintain family satisfaction. What do you cut first, and why?”

Send a video of your mock presentation to your leadership team.

2. Parent Communication Challenge

“A Teacher is having a hard time with a student. They have not sent much communication to the parents, but now the child is out of control, and the teacher wants the student completely removed from their class. A parent teacher conference needs to be scheduled. How do you handle this conversation professionally and confidently?”

1. Send a video of the mock conversation with the teacher
2. Send a video of a mock conversation with the Parents

3. Teacher Burnout Solution

“Your teachers are overwhelmed because of some recent turnover. Outline a plan to stabilize morale, re-engage your team, and strengthen culture.”

1. Send a video of a mock conversation with you teachers.



SECTION 3 — INTERVIEW QUESTIONS TO PREPARE FOR

A. Personal Alignment & Integrity

1. Why are you interested in becoming an ILIM Operator?
2. What core values guide your leadership?
3. Share an example of a decision you made based on integrity rather than convenience.
4. What is something people appreciate most about you?
5. What constructive criticism have you received in your career?

B. Leadership & Management

6. Have you directly managed people before? How many?
7. Describe your leadership style and how you motivate teams.
8. How do you hold high performers and low performers accountable?
9. How do you create positive culture and energy?
10. What does “community presence” mean to you as a leader?

C. Business & Financial Acumen

11. What are the top three school options families choose in your area?
12. Describe the typical parent that would thrive in an ILIM environment.
13. What are the main financial responsibilities of a school operator?
14. If given a budget cut of 10%, where would you prioritize and why?
15. What are the most important indicators of a healthy school operation?

D. ILIM-Specific Understanding

16. What research have you done on ILIM so far?
17. How would you describe ILIM to a potential parent?
18. How would you describe ILIM to a potential teacher?
19. In your own words, why is multilingual education important?
20. What kind of operator do you believe ILIM is looking for?

E. Market Readiness

21. Which city or region do you want to operate in?
22. How connected are you to your local community?
23. Who are three potential partners ILIM could collaborate with locally?
24. What types of events would you host to introduce ILIM to your community?
25. What makes your region a strong market for ILIM?



SECTION 4 — SELECTION :PANEL CRITERIA

The ILIM Corporate Committee evaluates applicants on:

- 1. Integrity & Character**
- 2. Leadership & Team Management**
- 3. Communication & Charisma**
- 4. Market Understanding & Research Quality**
- 5. Financial Stewardship**
- 6. Cultural Intelligence & Alignment**
- 7. Problem-Solving & Judgment**
- 8. Presence & Community Connectivity**
- 9. Operational Readiness**
- 10. Long-term Fit with ILIM**

SECTION 5 — Agreements

E. Signed Agreements

22. ILIM Non-Disclosure Agreement
23. ILIM Non-Compete & Non-Solicit Agreement
24. Operator Acknowledgment of Standards
25. Application Disclosure Consent



CHECKLIST FOR COMPLETION

All documents must be submitted before the review panel begins.

- ✓ Personal Information
 - ✓ Resume / CV
 - ✓ Selfie Pic
 - ✓ Three References
 - ✓ Government ID
 - ✓ Background Check Consent
 - ✓ Two Years Tax Returns
 - ✓ Bank Statements (6 months)
 - ✓ Personal Financial Statement
 - ✓ Credit Report
 - ✓ Parent Pitch Video
 - ✓ Teacher Pitch Video
 - ✓ Market Analysis and marketing plan
 - ✓ Budget Cut Case Study video
 - ✓ Parent Communication Video
 - ✓ Teacher Burnout Video
 - ✓ Leadership Philosophy Statement
 - ✓ Application Questions Completed
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