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A new beginning

2019
Autumn

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Dear ACCESS readers



Steve Joyce

ACCESS Editor

editor@access-nl.org

ACCESS has a network of counsellors and coaches to give advice to anyone

As internationals, the majority of us most likely initially arrived in the Netherlands because of work. Perhaps we were transferred here, or got offered the job-of-a-lifetime, or moved because our partner was making the career-based relocation. Personally, I arrived on a sunny summer afternoon for a freelance, month-long project. Over twenty years later I'm still here.

In this issue, Veena Joseph looks at the possibilities and challenges faced by accompanying partners pursuing their own careers after relocation. Giulia Quaresima has tips for looking for a new job, or new career, in the Netherlands, where with almost total employment, the international jobseeker finds themselves in a strong position whilst also needing to be flexible in their outlook.

Lorne Holyoak's experience as an anthropologist gives him interesting insights into Dutch business culture. He discovered that lazy stereotypes are, of course, unfounded and business here is a reflection of the country as a whole—outward-looking, honest, straight-talking and professional. In this issue we also look at the processes involved in checking that any academic or professional qualifications or certifications achieved outside the Netherlands are valid here. Unsurprisingly, there are Dutch organisations specifically created for that purpose.

Elsewhere, Anuja Tipnis-Randive carefully looks at what we can do to prevent stress and burnout, reminding that ACCESS has a network of counsellors and coaches who are there to give advice to anyone feeling overwhelmed.

As summer turns to autumn and the days get cooler, it's the perfect time to get out into the countryside, and Sally Squirrel reports on some great places for a walk or hike. And when you get home with a *frisse neus* (fresh nose), cook up something seasonal and regional—Kim McClure has autumnal fruit and vegetable dishes to warm every heart.

Finally, why not curl up on the sofa with a good movie? *Loving Vincent* is phenomenal: a ground-breaking animation plotted like a mystery. If you thought you knew Mr van Gogh, think again. Ann Raben describes the film as “a visual feast that does not disappoint.”

ACCESS is...

a dynamic volunteer run, not-for-profit organisation that serves the needs and interests of the international community in the Netherlands. We do so by:

- personally responding to inquiries and providing information through our helpdesks
- providing face-to-face support through the expat centres we work with
- offering answers to the most frequently asked questions on our website
- fostering cultural diversity, facilitating connections and encouraging growth for the volunteers we work with
- offering childbirth preparation courses in The Hague, Amsterdam, Utrecht and Rotterdam
- maintaining an on-call Counselling Services Network
- facilitating a network of Trainers to support the community
- producing an informative magazine intended to help the community get to know the Netherlands
- being available to international employers and their HRs to support their staff, partners & families

MISSION

ACCESS is an independent not-for-profit organisation serving internationals to settle successfully in the Netherlands.

ACCESS

The ACCESS vision is to provide unique, comprehensive and essential services nationally through the expertise and experience of its volunteer expatriate community.

VISION



0900 2 ACCESS (0900 2 222 377)
local rate 20c per minute



helpdesk@access-nl.org



www.access-nl.org



Laan van Meerdervoort 70 - 1st Floor
2517 AN The Hague

Colophon

Publisher

Stichting ACCESS

Editorial content

editor@access-nl.org

Advertising

070 345 1700

fnd@access-nl.org

Editor

Steve Voyce

Assistant Editor

Nancy Kroonenberg

Design & Layout

M-space | graphic designers

Printer

Edauw + Johannissen Drukkerij

Cover image

Elisabeth Schettler

Contents images (clockwise)

Darla Hueske, lovingvincent.com,

Bastian, Holland.com, Magu

Contributors

Olivia van den Broek-Neri,

Lorne Holyoak, Veena Joseph,

Kim McClure, Giulia Quaresima,

Ann Raben, Elisabeth Schettler,

Sally Squirrell, Tracey Taylor,

Anuja Tipnis-Randive,

Deborah Valentine, ACCESS

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ACCESS

Autumn 2019 Vol. 32 No. 3

Circulation: 5,000

Also available online at: magazine.access-nl.org

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Here to support

Perhaps what makes ACCESS unique is our supportive networks, offering assistance to internationals across the Netherlands.

BY OLIVIA VAN DEN BROEK-NERI

On-call counselling service

The ACCESS Counselling Service Network (CSN) consists of licensed professionals with practices all over the Netherlands. The CSN's strength is its diversity of psychologists, with different disciplines,

specialities, backgrounds and languages—English, Dutch, German, Spanish, French and Italian.

The CSN has two counsellors who can be reached by telephone or via the ACCESS website (access-nl.org/counselling/counsellor-on-call) between 8:30 and 20:30 daily.

Member of the CSN, Nuria Maldonado, MSc. moved from her native Spain to Utrecht in 2016 with her Dutch husband and their two dogs, so she understands expat life and the difficulties people can face when moving to another country.

“Two of us counsellors are on call,” says Nuria. The on-call counsellor screens the call, finds out where the caller lives, which language(s) they speak, and their needs. “From this information, the on-call counsellor finds the CSN counsellor that best fits,” she says. The fee for the counselling is set by the individual counsellor.

People contact the CSN for a variety of reasons, from anxiety and depression to losing a job or experiencing burnout to marriage problems.

“Normally all of our cases have an extra layer of complexity because most internationals, if not all, are going through a stage of migration grief,” says Nuria. Migration grief can be anything from missing your native language, to missing a close friend.

“Expats are often ashamed to feel bad as they can feel they are in a privileged situation,” Nuria says. While feeling an underlying guilt for their unhappiness, they might contact the CSN for one problem, before realising that they are dealing with additional problems. “While they don’t initially come for migratory problems,” says Nuria, “they often begin to deal with their migration grief once the denial is gone.”

Nuria encourages anyone to seek help when having problems, and the CSN is there to support and advise confidentially.



PHOTO: NIK SHULIAHIN



PHOTO: SHARON MCCUTCHEON



ACCESS childbirth preparation courses

Giving birth in a different country can be daunting, which is why ACCESS has designed courses for expectant couples. Weekly classes and one-day intensive courses take place in Amsterdam, Rotterdam, The Hague and Utrecht (check online, access-nl.org/childbirth-courses, for details and availability). It is recommended that expectant mothers are at least 26 weeks pregnant or during their third trimester when starting the course.

“It’s just amazing to be able to provide the right information to people, and accompany them during this big event,” says Bintou Keita, coordinator for The Hague and Rotterdam Childbirth Preparation Courses.

Bintou has known of people contacting ACCESS about the courses before they have arrived in the Netherlands, and often the courses fill up quickly. “Our courses also help internationals integrate into the community,” she says.

“You’re in one of the best places in the world to give birth!” Chitra Natarajan leads the ACCESS childbirth course in Utrecht, and is a certified HypnoBirthing practitioner and Lamaze Certified Childbirth Educator.

“We provide expectant parents with an understanding of the system, so that they can be prepared,” she says. Topics discussed during her course include ‘When do you call the mid-wife?’ ‘What happens during the contractions?’ and ‘Can I have a homebirth?’

You’re in one of the best places in the world to give birth

Aside from valuable information about giving birth, participants form a bond, and often stay in touch after the birth of their children. This bond helps the mothers, as “often without a family here, the group becomes her family,” says Chitra. »



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PHOTO: NATALIYA VOLOSOVYCH, FOTODELRAY



ACCESS Training Network

Building a career in a different country can be difficult, so the ACCESS Training Network (access-nl.org/what-we-do/meet-the-trainers) offers professionals who can assist in an individual's career journey and personal development.

I am partnering with you to find your answers

Cross-cultural consultant Cairtriona Rush has been a member of the ACCESS Training Network for eight years. "Being part of the network means we can meet and support each other," says Cairtriona, who is originally from Ireland.

Cairtriona helps expats adjust to life in the Netherlands. "What's normal in one country is not in another," she points out. Once people know these differences,

they can adjust to their life easier. "You don't have to become Dutch, but just be aware," she says.

"If you take a look at certain things that are happening in an expat's life, there's usually a lot of transitions going on," says Jac Rongen. These transitions, he calls them triggers, can include increased travel and learning a different language.

Jac approaches these triggers by beginning with teaching archery. "Archery might seem like a game, but it gives you access to the person," he says. "The body reflects what is happening in the head." From there he helps the individual deal with their personal issues.

"Every time you make a transition you need to reorient," he says, "which is really hard." Expats may find themselves getting ill more often or experiencing burnout, and Jac feels that dealing with the initial triggers can help prevent these secondary issues.

Ida Rutten returned to the Netherlands with her husband and three sons after living abroad for 12 years. "We moved to four different countries," she says. "So I know the feeling of getting started again and finding your way." Ida set up her video coaching business to assist those beginning their job search. "The answers are in yourself," explains Ida. "I am partnering with you to find your answers."

Find out more online

Detailed information about the CSN, Childbirth Preparation Courses and the Training Network can be found on the ACCESS website. "In the training network everybody has a different niche," says Ida. "Browse through and see what fits you best." «

About the author

California-native Olivia van den Broek-Neri works as Project Coordinator Communications & Events at Holland Expat Center South in Eindhoven, and was previously an ACCESS volunteer.

Become a **STAR** of **your own** relocation



PHOTO: ERIC FROEHLING

When one partner gets a job offer in another country, it can often mean the other partner leaving their job, life, friends and family to relocate alongside. Being an *accompanying partner, trailing partner, expat spouse*—whatever the term—can be a stressful time, often full of uncertainty, and even loneliness. But it can also be the perfect time for a change of direction and unexpected growth.

BY VEENA JOSEPH

Relocating to another country can be a journey of self-discovery and re-invention if we learn to embrace the challenges and possibilities. A fresh start can mean new avenues for growth, provided we embark with positive thinking. This is particularly true for accompanying partners. Jo Parfitt, once an accompanying spouse in the Netherlands and now an author and founder of *Career in Your Suitcase*, found things initially tricky but was resilient and flexible. “People were impressed to see how I kept my career alive,” she says. “Even with a stamp on my passport at one point saying ‘Not permitted to work.’”

72 percent of accompanying partners gave up a career, a job, or a business to relocate

The International Community Advisory Panel (ICAP) is an initiative that acts as an independent bridge between the international community and government and civic organisations in the Netherlands. ICAP recently conducted a survey of accompanying partners on the topic of finding work in the Netherlands. The results will be used to shape future information and services to support accompanying partners in their careers when they relocate to the Netherlands.

Preliminary results of the ICAP survey reveal that of the international accompanying partners who responded, 69 percent were employed before they came to the Netherlands, with 72 percent of these giving up a career, a job, or a business to relocate. Of those who relocated, 44 percent moved because their partner got a job and 39 percent came to join a Dutch or other nationality partner already living here.

Relocating to be with a partner brings more changes beyond simply moving to a different country. “I have moved to several countries for work, but this time around it felt different, it was a huge decision to move to live with my partner,” says Busra, an accompanying partner who recently moved to the Netherlands.

New opportunities

Accompanying partners often experience a considerable loss of identity, initially finding themselves in the ‘shadow’ of their relocating partner, and away from the career and life that they previously worked hard to build. Even a simple social inquiry, ‘so what do you do?’ can trigger feelings of low self-esteem; do you answer what you *were* doing, or what you *would like to be* doing?

Without the village

Relocating abroad with a family can cause extra stress. Families often experience a longer settling-in phase, and for each family member the transition might be experienced in a different way. While one experience might be positive, another can feel out of place and dwell on what is wrong with the move.

“Settling children in a new environment, into a new school took extra energy, and the first few months were not easy,” says one accompanying partner who moved to the Netherlands around two years ago. For another international, Arti, here for six and a half years, being far from home and family was particularly difficult. “Living so far away from family was hard, especially when my dad was sick, the circumstances were not easy.” »



PHOTO: ALEX PROIMOS

Living in a new country with children, without a back-up network of friends, grandparents and families, at least initially, leaves many expat partners solely responsible for their children's pick-ups, drop-offs, activities and holidays. This, alongside organising life in a new country, leaves little time and energy to focus on a career path.

Helping accompanying partners in the Netherlands

ACCESS Trainers, part of the ACCESS Training Network (ATN), are a diverse group of professionals working in and offering a wide variety of support. They offer courses that provide opportunities for personal growth, support the development of community, give a chance to learn something new, assist preparations for a new direction and help with cultural adaption. Find more information about current ACCESS Trainers at access-nl.org/what-we-do/meet-the-trainers/

Family advantages

Other accompanying partners have found moving with children was beneficial. One, who has lived in the Netherlands for over a decade, remarked that “through my children, via schools and their clubs, I found social contacts easier to make and found there were networking opportunities. All of which I might have found more difficult without children as an ‘introduction’ to others.”

Did you know...
The KvK offers English language seminars and their website even has a webinar about starting a business in the Netherlands.

Moving without a family

According to those surveyed by ICAP, 44 percent of accompanying partners didn't have children when they relocated to the Netherlands. For those internationals establishing networks and contacts more likely meant using social interactions. Meet-up groups for like-minded people can be a good place to begin, look online for groups and clubs based around nationality, lifestyle or profession. There are also numerous local cultural and social events nationwide; check local listings or contact ACCESS for help.

Finding work as an accompanying partner

Once the initial ‘honeymoon’ period is over, with the home-front settled, partners often turn toward reigniting their own careers. ICAP's survey indicates that 39 percent of accompanying partners are educated to a Master's level, 35 percent have a Bachelor's degree, and seven percent have postdoc or PhD qualifications. While accompanying partners can be highly-educated with established careers ‘back at home,’ they may find themselves in a completely new recruitment culture. Having left behind the comfort of known surroundings, things can be daunting and it also goes without saying that if everything is in a new language, this can add to stress.

Finding a job

Recruitment is not the same everywhere. For example, in the Netherlands, LinkedIn is a prominent recruitment tool, and there is a particular way to write a

Starting a business

Business.gov.nl is the point of contact for resident and foreign entrepreneurs who want to establish a business or do business in the Netherlands. Their website, business.gov.nl/ gives comprehensive information in English on starting a business and opportunities.

résumé. Learning to present oneself on a different recruitment platform is a job by itself. “A Dutch recruiter might not appreciate a five-page résumé. They will be looking for skills and precise experience. A long résumé will be viewed as not being clear,” says career researcher Cora Utama.

Internationals can sometimes discover their qualifications and certifications are not recognised or transferable. Often this means restarting from the beginning and can feel daunting. The ACCESS Training Network (ATN) has members who specialise in career and personal coaching specifically tailored for internationals in the Netherlands; details can be found on the ACCESS website.

Do the groundwork

Start by building your résumé and LinkedIn profile. LinkedIn experts and courses can help you build a great profile, or you can get advice from a career coach—the ATN is perfect for finding the coach who suits your needs. Learning the language improves opportunities, so consider starting with a Dutch language course—of those accompanying partners surveyed by ICAP, 65 percent recommend learning Dutch before relocating.

Keep an open mind to small projects, as sometimes you have to start small and build on those experiences. Go easy and do not be fixed on job titles, but look for jobs that could resonate with your skills in a relevant way. You might find your first job in a smaller, more challenging setting. Sometimes looking at things from a slightly different angle creates a whole new scenario.

Most importantly, give yourself enough time to settle and explore as being happy in the process is important. When you feel ready to make a vision for yourself, take one step at a time, and don’t forget to celebrate small progress.

Forming networks

While regular networks such as school, after-school activities, international clubs or sports clubs are positive, challenge yourself and grow beyond boundaries by trying to form networks in unusual places. Volunteering can help with that, opening new doors while you give back to the community. There are many volunteering opportunities where little or no Dutch is expected, but will offer the added bonus of helping practise the language with new-found friends. »

Looking at things from a different angle creates a whole new scenario



PHOTO: BRUNO CERVERA AZSK



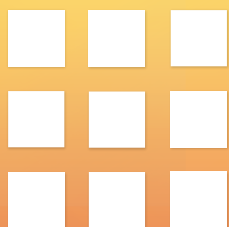
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Consider taking up a new hobby; arrange for childcare to make time to pursue new areas and beginnings. To discover local opportunity resources in your area, call or visit the ACCESS website or helpdesks for assistance. Above all, enjoy exploring a new country and adapting to a new employment culture.

Practicalities check

In order to focus on networking or job searching, set aside days of the week when you have the time, have childcare or other help. See it as an investment for your future. Check to see if your partner's employer has schemes to help accompanying partners find work, or talk to people through LinkedIn, networking events or job fairs to know more about your industry in the Netherlands, or to research a new area of work. One of the consequences of a country becoming more international is there are many professional and business networks nationwide. There are also some great organisations and initiatives set up to help accompanying partners throughout the Netherlands; check online, or consult ACCESS for assistance.

Ask for feedback

Rejections are bound to come up, but do not leave them as they are; write or call for feedback, and to check why you were not called for an interview. This can help with the next application you make. Remember that all information will move you toward your final goal.

Define work for yourself

Building a career is more than simply finding a job. Find a purpose and define your work around it. Setting up your own business is also an option to explore, and fairly simple in the Netherlands.

Your local municipality, the government and the Kamer van Koophandel - KvK (Dutch Chamber of Commerce) have lots of information in English that can help. There are also many platforms bringing international entrepreneurs together, such as the Women's Business Initiative.



PHOTO: HIVAN ARVIZU SOYHIVAN

Enjoy exploring a new country and adapting to a new employment culture

Building bridges

Staffing shortages exist in the Netherlands, which means there is a job market out there for internationals. Sponsoring companies and government agencies could do more to assist accompanying partners –the ICAP survey found 38 percent did not receive support from partner's employer, but would have welcomed it. But by supporting one another, growth and success is possible, no matter what hurdles exist. Building bridges helps us rise beyond limits and flourish. Who knows what will come out in the process, maybe you can become a STAR – Successfully Travelled(ing) and Relocated(ing) Spouse? «

About the author

Veena Joseph accompanied her partner to the Netherlands in 2012. She is the founder of Forerunners Consulting and Coaching, and a member of the ACCESS Training Network. Through the platform SheSustains, she brings women together to support each other and grow.

Autumnal fruit and vegetable dishes that warm the heart and easily impress

Golden brown

BY KIM MCCLURE

As autumn steals sunny hours from our days, it blows in a cooler, more pensive mood, wearing a kaleidoscope of amber colours. With the shorter days comes more time to be inside without the distraction of sunshine and terraces, it's time to embrace homely habits. Like prepping some warming seasonal dishes.



PHOTO: DAVID FARTEK

Most supermarkets in the Netherlands are well-stocked with almost any ingredient year-round. But cooking with truly seasonal Dutch ingredients encourages us to experiment with fruit and vegetables we'd otherwise perhaps ignore. Autumnal ingredients are often hearty, suited to longer cooking time and naturally carry rich flavours.

With this seasonal mood in mind, here are some key autumnal ingredients that are simple to use and easily impress—whether for a cosy dinner for two or a larger group of guests.

Beetroot

The brilliant colour of beetroot is matched only by the muted, earthy flavour it yields. To immediately elevate a simple carrot and potato soup base, blend in two peeled and roasted beetroots, then serve with a swirl of Greek yoghurt, chopped roasted almonds and chopped fresh coriander.

Brussels sprouts

Possibly the (traditionally) worst-treated of all autumnal veg, Brussels sprouts have so much to offer. If peeled—just remove outer leaves—and scored at the base and roasted for around 20 minutes in a hot oven, they become wonderfully crispy and golden. Once roasted, toss with some crispy bacon pieces and top with chopped parsley. The ultimate autumn side dish for almost any meat or veg dish.

Pumpkin

It's tempting to buy chopped and peeled pumpkin, but if you're spending more time at home this autumn, why not buy a whole pumpkin instead? It's easier to prep than imagined—and is undoubtedly the eco-option.

A simple way to cook pumpkin is to slice it into thickish slices, lay flat on a baking tray and drizzle with olive oil, salt, cumin and cinnamon. Scatter a few garlic cloves onto the tray with the pumpkin (no need to peel them). Top with some torn sage leaves and roast for around 40 minutes or until the

How can I eat seasonally?

Head to the market or greengrocer. This will give you a better idea of what's in season. Some markets will only sell seasonal produce.

Fruits and vegetables that are watery, unripe or lack flavour are most likely the out-of-season culprits.

Look for reasonably-priced produce, as this is often easily available and in season.

If you want to know exactly how eco-friendly your food choices are, you can download and use the free app 'Groente en Fruit Kalender' which allows you to check the impact of your choices.

pumpkin is soft and sweet. Mash onto sourdough with ricotta and a squeeze of lemon, and it's the simple autumn meal that dreams are made of.

Pears

This beautiful golden fruit tends to be underrated, but it packs a lovely sweet and earthy flavour, holds its shape well when cooked and is relatively inexpensive. One of the ways to make pears shine is to use them in a crumble in place of apples.

Peel, slice and lay them flat in a casserole dish, and top with a mixture of equal parts sugar, butter and flour. For more texture and flavour, add a handful of oats, a sprinkle of mixed spice and some desiccated coconut. Bake in a hot oven (180 degrees Celsius) until the top is crisp. Served with a generous dollop of vanilla ice cream as a comforting dessert—or indeed with Greek yoghurt for breakfast.

Elderberries

These small, shiny berries burst with flavour and they're abundant in the Netherlands at this time of year—either at the supermarket or your local street market. They pair particularly well with almonds and have beautifully intense colour.

An uncomplicated dessert—that happens to look quite impressive—is an elderberry galette. This flat



PHOTO: CHRISTIANN KOEPKE

French pastry is usually made with apples, but you can easily use elderberries instead. Roll out a sheet of shop-bought puff pastry and brush the edges with a beaten egg. Top the middle of the sheet with elderberries (de-stalked) and a sprinkling of icing sugar. Bake until the puff pastry is golden and the berries are cooked. Remove from the oven, sprinkle with sliced almonds and return to the oven for a minute or two until the almonds are golden brown. Serve slices with some whipped cream or ice cream. If you don't fancy making a whole elderberry galette, you can also simply complement apples with a few elderberries too. «

About the author

Kim McClure is a South African copywriter living in Amsterdam.

When to call a lawyer about work

When you're confronted with an unpleasant situation in the workplace, as an expat it can be difficult to be sure of your rights and how to respond. So when exactly should you involve a lawyer? Here are four situations when you would be wise to call a lawyer about your work.



GODELIJN BOONMAN



Non-competition clause

When you sign an employment contract, it will often include a non-competition clause. This clause prohibits you from working for companies that compete with your employer's company for a certain period of time after your employment ends.

Once you have signed the contract, the non-competition clause is generally valid – but not always. For various reasons it could be at least partly invalid.

If you are about to sign a new contract with a non-competition clause, or if your existing non-competition clause is preventing you from working at another company, call a lawyer.

Demotion

Demotion is the opposite of promotion: a promotion allows you to perform in a higher function, whereas a demotion takes you to a lower function. Demotion can occur due to poor performance or a reorganisation in the workplace.

However, an employer is not allowed to just demote an employee unilaterally. They must meet certain criteria before they can do so. If you are facing demotion, call a lawyer. They can advise you if the proposition is fair and legal, and explain your options to proceed.

Employment conditions

Your employment contract states the conditions under which you agree to work. These conditions include your salary and working hours. If your employer does not adhere to the employment conditions or wants to change them and you do not agree, get legal advice. In principle, an employer cannot change the employment conditions unilaterally.

Performance improvement

It's also time to call a lawyer if your employer informs you that they are unhappy with your performance and they want to start a Performance Improvement Plan (PIP). While a PIP can be used to help an employee succeed, it can also be used for demotion or dismissal. As such, it is a signal that your employment may be at risk. A lawyer can help you to understand the consequences of a PIP, your rights within the process and the steps that your employer must take before dismissal is possible.

Get help you can trust

If you are facing one of the situations discussed in this article, or you have another question about employment law in the Netherlands, please contact us. Our team of experts can help you work it out. «

Godelijn Boonman is an expert in international employment law at GMW lawyers. Godelijn advises and litigates for both domestic and international companies, organisations and embassies. In addition, she acts for employees, in particular for (statutory) directors and expatriates. A bilingual expat herself, Godelijn Boonman is considered an employment law specialist for the international community.

Just the job

Working abroad can be a choice, a necessity, and often an opportunity. While the Netherlands is an attractive country with a high employment rate and numerous opportunities for internationals, finding a job can still be a challenge. A job search in a new market could require knowledge of a new language, familiarisation with new rules and taxation laws and, of course, finding out how and where to find the job.

TEXT BY GIULIA
QUARESIMA

ILLUSTRATIONS
BY ELISABETH
SCHETTLE



Recruitment agencies

One of the best resources are recruitment agencies, which can make all the difference in finding the right position, as their purpose is to match the future employee and employer's requirements.

In the Netherlands *uitzendbureaus* (employment or job agencies) typically employ people and send them temporarily to employers, or *werving- en selectiebureaus* (recruitment, or head-hunter, agencies) find employees for employers. There are also recruitment agencies that specifically deal with international employees, and those that specialise in particular career areas. For a comprehensive list of recruitment agencies contact the ACCESS Helpdesk.

Recruitment agencies usually have large networks and partnerships with other agents and employers, allowing them to provide maximum coverage in the current job market. The direct contact between the agencies and the hiring companies means connection with the latest vacancies for candidates, vastly increasing the chance of a job match.

Applicants using recruitment agencies can benefit from professional consultants to guide them through their job search, help to follow up an application and prepare them for the intake interview. The agencies can provide tips or suggestions, handle the official hiring procedure and other formalities, and mediate with the new employer on salary.

O'ona Souissi, founder of Career On Purpose, and member of the ACCESS Training Network (ATN) as a career coach, specialises in helping expats to reignite their career feels a common mistake is to underuse recruiters.

"Candidates tend to focus on the recruiter's role in the selection process," she says, "and overlook that the recruiter has a strong interest in placing them. So see the recruiter as a partner." »

Finding the way

Pasqualina Petruccio, director and founder of the *recommended path*, an Amsterdam-based recruitment agency for the international creative industry, defines herself as a career mentor. She helps people find their 'path' by carefully assessing the willingness of the candidate, as she says "a recruiter plays with people's lives."

For Janet Rodenburg, a native of the Netherlands who lived abroad for prolonged periods, and is now a career coach and member of the ATN, when looking for work in a new country it is important to get to know ourselves and find our passions, find our energy source and what sparks our interest. "Relocation means we may be searching for new career opportunities and meaningful work in different contexts and circumstances," says Rodenburg. "This does not need to overwhelm us, instead it can unlock our potential. For some, it could mean finally pursuing a lifelong dream."

Matching people

"I like matching personalities, more than just the skills," says Petruccio. "It is not simply about qualifications, but personality. I take into consideration a candidate's eagerness and desires, as well as the prospective companies' work cultures."

Rodenburg found that after resettling in the Netherlands, "I felt the need to reinvent myself and gradually embarked on a new career path, combining my skills, my personal experiences and my desire to help others in making important life choices. My mission now is to assist people who—just like me—crossed borders."



Sometimes a recruiter may feel that a candidate needs to refine his project or his personal brand to become more attractive to prospective employers, or to gain more confidence in how they present themselves in formal or informal interviews. So a recruiter may refer a candidate to a career coach. “We are all part of the same ecosystem,” says Souissi, “our work is complementary.”

The Dutch job market

According to Petruccio, the job market in the Netherlands is very competitive, both for candidates and employers. “The Netherlands is near to 100% employment,” she says, “and it is hard for even the best brands to find the right people, and they find it difficult to attract and retain specialised people.”

This market means for Rodenburg that there are opportunities for everyone, but jobseekers may need considerable flexibility and job-crafting. “Relax,” she says, “and see an international move as a window of opportunity, both personally and professionally.”

But as the market changes, so do jobseekers, with a new generation that chooses jobs not only according to the opportunities presented to them, but also with regard to the amount of engagement they feel with a brand. “It is important for them to feel involved and a part of something,” says Petruccio.

Advice for jobseekers

Rodenburg’s advice is to make room for things to happen, and connect with others, “I looked for alternatives for a better work-life balance, and found new work that was rewarding and learned a lot.” Petruccio agrees that it is important to be adaptable and flexible, “widen your outlook, broaden your horizons, and take the opportunity to learn. Retraining, volunteering and learning new languages can all be part of this process.”

“Be realistic about expectations,” says Petruccio. “Take into account any language restrictions, consider carefully which qualifications are required, and weigh

Each experience can make you more relevant and employable

up the difficulty of finding a role relevant to previous experience against adapting to something new.”

“Study job advertisements and be adaptable,” she says. “A position might take you further than you expect, and progress your career, even if at first it seemed lower or different from your expectations, studies or previous work experience. Each experience can make you more relevant and employable.”

To find the best career opportunities in the Netherlands, for Souissi it boils down to networking strategically rather than “sending impersonal electronic applications for vacancies that only represent a fraction of the job market.”

Get started

When it comes to searching for a new job, Souissi feels that we can limit ourselves—we don’t know what we don’t know—or make a below-par decision out of frustration, fatigue or fear. “Identify where you may fall short, and find the people to support accordingly,” she says. “Behind the hero’s journey, there’s a dream team.”

Whether as a newcomer, or for internationals who have been here a while, finding work in the Netherlands might be challenging, but remember you are not alone. There is a whole community sharing the same issues and doubts. Contact the ACCESS helpdesk for guidance. «



About the author

Giulia Quaresima is an Italian who has been living in The Hague with her husband since 2018. Previously an ACCESS volunteer, she loves writing, reading, travelling and culture.

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Enjoy life

The International School of The Hague is located near dunes and the Kijkduin beach, and the school is easily accessible by public transport. With plenty of bike storage, you can also brave the Dutch weather and enjoy a refreshing start before busy and fun-filled days. Dutch work-life balance has many advantages, for instance try the borrel culture, the social ritual of getting a quick drink with fried snacks after work. Particularly good at the beach.

At ISH meeting people from all walks of life is a daily occurrence

“Coming to ISH re-ignited my passion for teaching and education. Staff and students are empowered to innovate in order to promote learning and have a positive impact on the community. ISH is a place where I feel completely comfortable being myself: it’s a second home!” - Oliver Quinton, staff member

If you are curious and feel inspired to join our community, consult our website or LinkedIn page for vacancies. We are always happy to welcome new people to our Dutch-international community! «



PHOTO: JAMES DISCOMBE

Life in ink

Gone are the days when a tattoo was simply a heart emblazoned with a name. Today tattoo pieces can be intricate and stunning works of art in their own right. The Netherlands has always been one of tattooing's creative leaders and, with the latest edition of the Tattoo Expo taking place in Amsterdam in October, autumn is a perfect opportunity to discover more about life in ink.

BY TRACEY TAYLOR

New Amsterdam Tattoo Studio

James Nidecker owns and runs the New Amsterdam Tattoo Studio with his talented crew of artists. It's a popular shop, often with a waiting list of three months. Nidecker has been a tattoo artist for six years, since relocating to Bangkok in 2013 to learn the basics of the craft. He followed this with

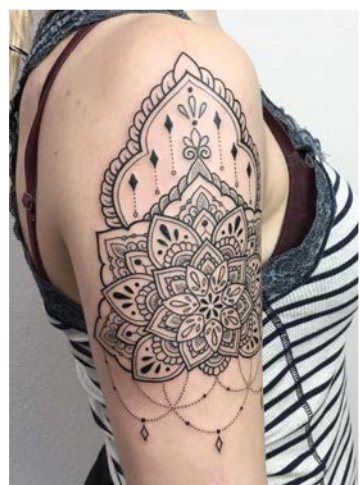


PHOTO:
COURTESY OF
NEW AMSTERDAM
TATTOOS,
TATTOOS
CREATED BY
DIFFERENT
ARTISTS

a move to New York City to continue developing his knowledge and style at a small tattoo shop in Brooklyn. The experience in New York taught him about art and life. On moving back to the Netherlands, Nidecker began with an apprenticeship at Red Rose Tattoo in Schiedam, before tattooing at Tattoo Mick—one of the original Dutch tattoo artists—in Dordrecht.

Since deciding to become a tattoo artist, Nidecker has never been happier. “The best thing is having creative freedom,” he says, “and I get to meet lots of interesting people, to travel and to tattoo alongside other inspirational artists.” When tattooing, a connection is formed between the artist and their—human—canvas, and for the tattooist there is, foremost, a desire to create a stunning tattoo that the customer will be satisfied with. Nidecker is well-known for his style—particularly mandalas (a spiritual or ritual geometric configuration of symbols), dot-work and geometric tattoos, and for his sleeves (a collection of smaller tattoos that has »



PHOTOS: COURTESY OF NEW AMSTERDAM TATTOOS, TATTOOS CREATED BY DIFFERENT ARTISTS

Tattoo Expo 2019

The 15th edition of International Tattoo Convention takes place in Amsterdam 25-27 October at the RAI Convention Centre.

This year's featured charity is Sea Shepherd. tattooexpo.eu/en/amsterdam/2019

a unified theme and covers most or all of a person's arm) and larger-scale projects. "I used to do a lot of fine line tattoos, but nowadays I prefer bolder lines in my work," he says.

But it is not only about the talent of the artist and the choice of design; knowledge about all aspects of tattooing is vital. "The world of tattoos has such a rich history," Nidecker says, "which means it is not in the least bit boring. But knowing about the history of tattooing and the tools of the trade is so important, and a key part of the overall culture of tattoos. Unfortunately nowadays many new artists often don't even know how to 'tune' their machines."

While Nidecker, who tries to live by the quote, "Don't think problems, think in solutions," is busy with his studio and becoming a father for the second time, he still likes to tackle new challenges. The next, linocut printing, is a tattoo-related art, a printmaking technique where a design is cut into a linoleum surface with a sharp tool and the raised areas are inked with a roller and impressed onto paper or fabric.

jamesnidecker.com



Tattoo Magu

Tattoo art has been an integral part of Japanese culture for many years, so it might be a surprise to discover that a number of Japanese artists are located here in the Netherlands.

Maguchi Takashi is the proprietor of Tattoo Magu in Zeist, to the east of Utrecht, and has been an artist for 21 years. Takashi is self-taught and learned his craft through old-fashioned practice, attracted by the desire to turn his passion into a profession. He focuses on mainly black and grey designs and particularly enjoys full sleeve and back pieces. "The customer and tattoos are my first priority," says Takashi, "and although I enjoy every day, when a customer walks out with a new tattoo and a big smile is the best moment."



PHOTO: KATSU

Tattoo Magu's appointment book is often busy for months. Every day Takashi will tattoo until closing time, but once back at home, his work continues as he develops designs for existing and new customers. Takashi takes pride in every piece he undertakes, however large or small. "Practice makes perfect," he says, "and patience is also a beautiful thing. Every day I see new challenges and new opportunities, which is what I love."

These days Takashi has the company of other talented artists in his shop. Shu has been an artist for 18 years and enjoys the confidence that comes with such a career, but also loves the opportunity to continue learning every day. He tries to live by the motto, "If you do, there is only now." Also self-taught, Shu favours realistic art in black and grey and is an



PHOTO: MAGU



PHOTO: SHU

A connection is formed between the artist and their human canvas

admirer of the artist Horiyoshi 3. "I am always most excited about the next piece of artwork," says Shu, "and I love to get positive feedback from my customers and hear about the meaning behind their tattoo choices."

Katsu, another talented artist at Tattoo Magu, has been tattooing for 25 years. The world of tattoos appealed to him simply because he found it "all just super-cool." Also self-taught, Katsu favours traditional Japanese-style artwork and has ambitions to eventually start his own shop in the Netherlands. "My expectations of myself are constantly high," says Katsu "and I always want to give 100 percent to my profession." Katsu is also rightly proud of the mountain bike frame that he has designed for the 2020 Tokyo Olympics, and his life mantra is "It's going to be another good day!"

tattoomagu.com/artist.html »



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Koning Tattoo

Sara Koning started making tattoo designs when she was just 15. But, as with many tattoo artists, while Koning always knew she wanted to get into tattooing still felt it would be wise to graduate first, to have something to fall back on. Four years ago she graduated from Erasmus University, Rotterdam, with an MA in Art Culture and Society. “Looking back, I should have perhaps started earlier with tattooing,” she says, “but I am also happy with the insights I’ve had and people I’ve met through my studies.”

Koning’s main objective with tattooing is to create custom works with a high-level of craftsmanship and originality. “Over the years, a lot of colleagues have influenced my style of working in various ways,” she says, “and now I work with a large team of fine line artists, which also pushes me to further strive for detail and accuracy in my work.”

With a love of combining various styles—colour elements, black, grey, graphic lines—in her artwork, Koning enjoys the craft in executing a piece. A key guidance at the start of her tattooing career, Digz Tattoo is now an encouraging close friend. Koning works four or five days a week in her tattoo shop, and for the rest you will find her painting one of her own projects.

“I have been fortunate enough to have worked in various countries,” says Koning, “including Italy, Australia, Israel and Ireland. While inspiring on a personal level it also influenced my professional work in a significant way.” Koning feels life is too short for anything mediocre, and her life motto is the particularly poignant, “I will flourish,” which was the last advice given by her father before he passed

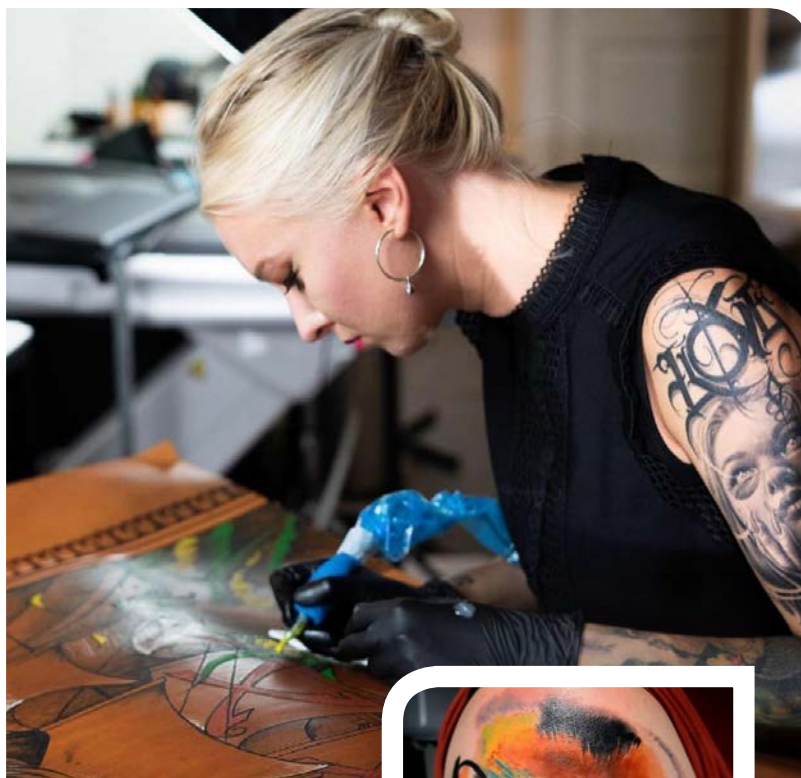


PHOTO: HELLOOUTSIDE.COM



PHOTO: SARA KONING

away. She is always striving to improve her technical skills while also keeping in mind that every work should be original or contain creative significance.

sarakoning.com

Ink as art

While permanently marking your own body might not be for everyone, the level of skill, creativity and professionalism in tattooing is undoubtable and the art has a continuing influence on many other creative fields. We are extremely fortunate that the Netherlands is home to many of the industry’s leading artists. «

About the author

Tracey Taylor lives in Maastricht with boyfriend Dave and cat Little Tubbs. She is Irish, a blogger, foodie, radio co-host and aspiring photographer. [@traceytaylor_nl](https://twitter.com/traceytaylor_nl) [@littletubbs_nl](https://twitter.com/littletubbs_nl) [@themaastrichtedition](https://twitter.com/themaastrichtedition)



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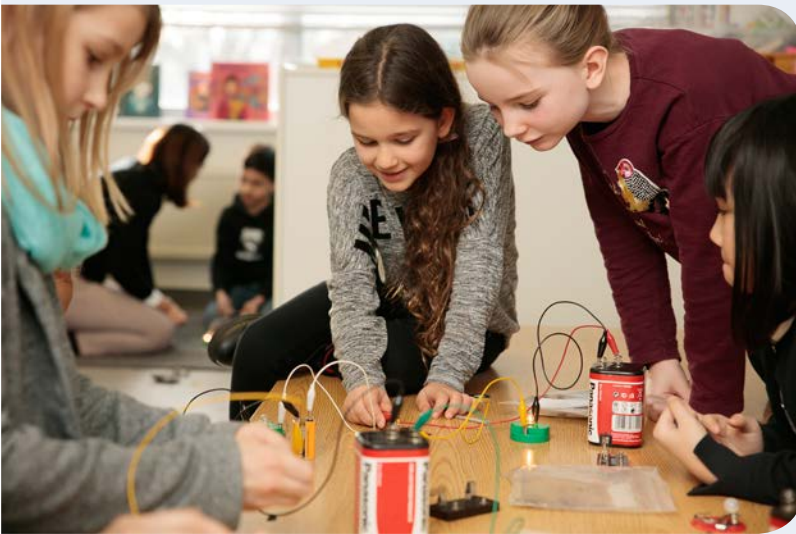
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As Mark Orrow-Whiting, Director of Curriculum and Student Performance at Nord Anglia Education says, "Our role as educators is to inspire students to actively discover and persevere. We want to tell students to learn from their mistakes and find solutions, and that the greatest lesson they will learn is from the problem that they cannot solve."

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PHOTO: TOA HEFTIBA

Dutch business

Striving for balance

Dutch Lifestyle

A fellow Canadian who works as a manager for an IT company with offices in Amsterdam warned that working with Dutch colleagues might be challenging. I could expect to spend my time negotiating every little change in plans and might find that colleagues expect to go home on time, instead of working all night to meet a deadline.

BY LORNE HOLYOAK

So what is the truth about Dutch business culture? The Dutch can be canny negotiators and good at finding ways to optimise their advantage, but work-life balance trumps material wealth. The *eenmanszaak* (one-person business) illustrates the point nicely.

A work-life balance

It is not uncommon in the Netherlands for professionals to set up as self-employed through an *eenmanszaak*. For example, if there is a shortage of a particular profession in the Netherlands, some workers quit their jobs, set up as a self-employed professional, and negotiate better terms working as a contractor at the place where they were previously employed!

Typically, *eenmanszaak* is set up to make a good living, improve quality of life and have more control over one's career. Self-employment is not seen as a pathway to enormous riches. Similarly, the objective of many Dutch start-ups is not to sell to a bigger company for millions of Euros, but to establish a secure and stable career trajectory. While there are always exceptions, it is helpful to be aware that in the Netherlands success is not necessarily measured in terms of riches, but more frequently in work-life balance, respect and integrity.

Handelsgeest

Which is not to say that the *handelsgeest* is not alive and well in the Netherlands. This term refers to the commercial spirit or ‘gift for trading,’ and is an integral part of Dutch business culture and indeed Dutch identity. The Dutch East India Company was the forerunner of the modern corporation, and the Dutch pride themselves on being excellent traders, understanding that the essence of a good trade is when both parties benefit, so that the relationship can continue overtime. Often in Dutch businesses, you will find that the objective is not only to get the best deal possible for your organisation, but an exchange that allows both sides to come away feeling like winners.

Consensus

This attitude towards trading is also reflected in industrial relations. Employers and employees cooperate on setting priorities, planning activities and making decisions. Consensus building is the key to understanding Dutch business culture. This doesn’t mean that managers don’t lead but are expected to create consensus and mediate relationships, rather than taking decisions unilaterally. To some extent, the role of managers depends on the organisation. The consensus-building model is perhaps more prominent in non-profits and the public sector than it is in the private sector. Nevertheless, because Dutch society is broadly speaking more egalitarian and transparent, Dutch businesses tend to be less hierarchical than in other countries. Managers have to make decisions, but the decision-making process is consultative and inclusive.

That inclusive process does mean meetings—lots of meetings. Sometimes non-Dutch professionals complain that too much time is spent on meetings and consensus building. However, when you understand that the egalitarianism that characterises Dutch society extends to the business culture, you can understand the importance of meetings. It is expected that everyone will contribute to the discussion, so be prepared to offer your thoughts

on any agenda item! It can take some time to reach a decision, but once a decision is made it is expected that it will be implemented swiftly.

Timing

Expect meetings to start on time, to follow the agenda that has been set, and to provide everyone with the chance to speak. They will be fairly relaxed and informal otherwise, and, despite what you may have heard, Dutch people are not automatons who think that chit-chat is a waste of time. Small talk about weekend plans or Dutch trains is not uncommon in the first few minutes of a meeting while waiting for everyone to arrive.

There are exceptions, but in the Netherlands success is not necessarily measured in terms of riches, but often in work-life balance, respect and integrity

Directness

Dutch directness is probably the most famous stereotype and usually accompanied by the suggestion that the Dutch are not good at reading context or distrust politeness. The truth is that the Dutch are courteous and good at listening carefully in order to get the full picture. They speak clearly and are not afraid to offer unfailingly polite and even-keeled criticism to superiors and clients. Remembering there is a motivation to get the job done right the first time can offset any blunt communication style found in Dutch colleagues. «

About the author

Lorne Holyoak is a development anthropologist and aspiring writer who hails from Canada. He has worked as a volunteer with ACCESS in Utrecht.

Loving Vincent

Bringing van Gogh to life

On the evening of 27 July 1890, a fatally wounded Vincent van Gogh stumbled down a street in the small French town of Auvers-sur-Oise.

BY ANN RABEN

In the twenty-first century Van Gogh is the most famous artist in the world, but during his short, erratic and tortured life he was virtually unknown. Dorota Kobiela and Hugh Welchman's astonishing animated film, *Loving Vincent*, brings to life van Gogh's most-loved works to investigate the mystery of how and why he came to be shot.

"Great things are done by a series of small things brought together" (Vincent van Gogh)

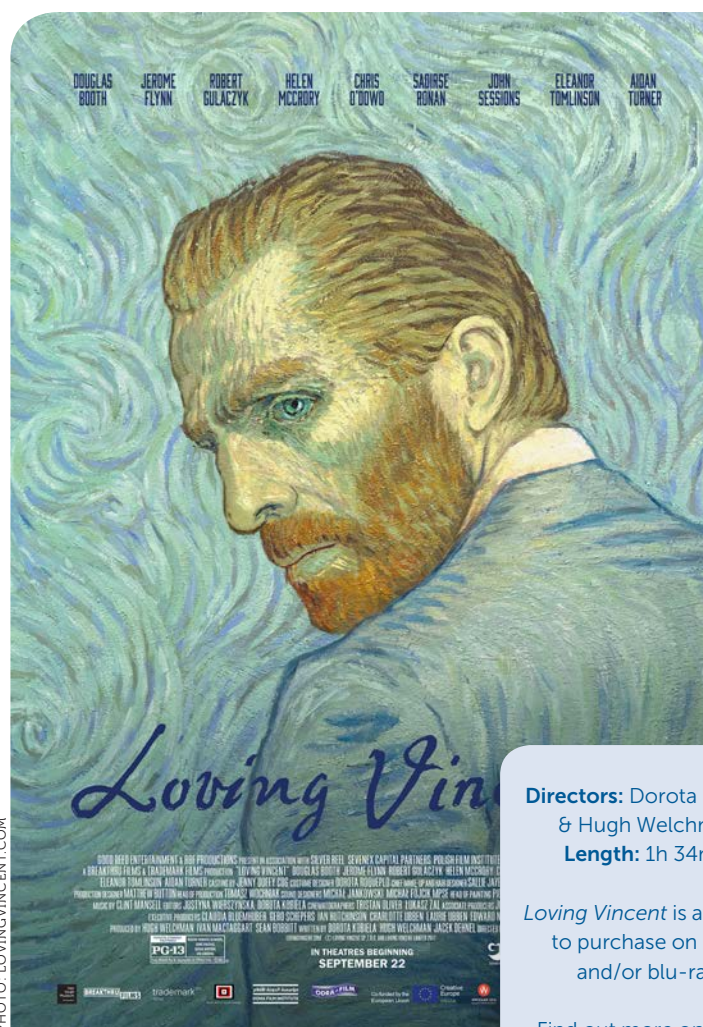
Loving Vincent is the first ever fully-painted feature film, and this film is awe-inspiring. For directors Dorota Kobiela, a Polish filmmaker and artist, and her British animator husband Hugh Welchman, the film is clearly a labour of love.

Set against a gorgeous score, the movie is a swirling kaleidoscope of van Gogh's intense and unique style and vision. Every frame is a masterpiece, with brilliant colours contrasting with softer tones and black and white flashbacks. While art lovers can wryly spot historical references, everyone else can sit back and be enveloped in utter gorgeousness.

Inspiration

Seeing how van Gogh picked himself up from setbacks and used art to bring beauty to the world, Kobiela was motivated to combine her two passions, painting and film, to tell his story. As Kobiela began formulating the vision that would become *Loving Vincent*, Welchman agreed that van Gogh's story needed to connect intimately to his paintings. So the medium of paint formed the very fabric of their film.

Loving Vincent was first shot as live action, with actors including Douglas Booth, Chris O'Dowd and Saoirse



Directors: Dorota Kobiela & Hugh Welchman
Length: 1h 34min

Loving Vincent is available to purchase on DVD and/or blu-ray.

Find out more online at lovingvincent.com

Ronan, working on sets to match van Gogh paintings or green screens, before each frame was painstakingly hand-painted in oils.

As van Gogh's paintings come in different shapes and sizes, the production's painting design team re-imaged van Gogh's works to fit within the frame of a cinema screen. *Loving Vincent* contains 94 paintings very close to their original, and a further 31 paintings are either featured substantially or partially.

To paint each frame individually, 100 artists were recruited from all over the world, and a jaw-dropping 65,000 oil paintings on canvas were created. The frame-by-frame animation technique took over seven years to finish, with each second of the film taking up to 10 days to paint. *Loving Vincent* is a work of adoration and joy.

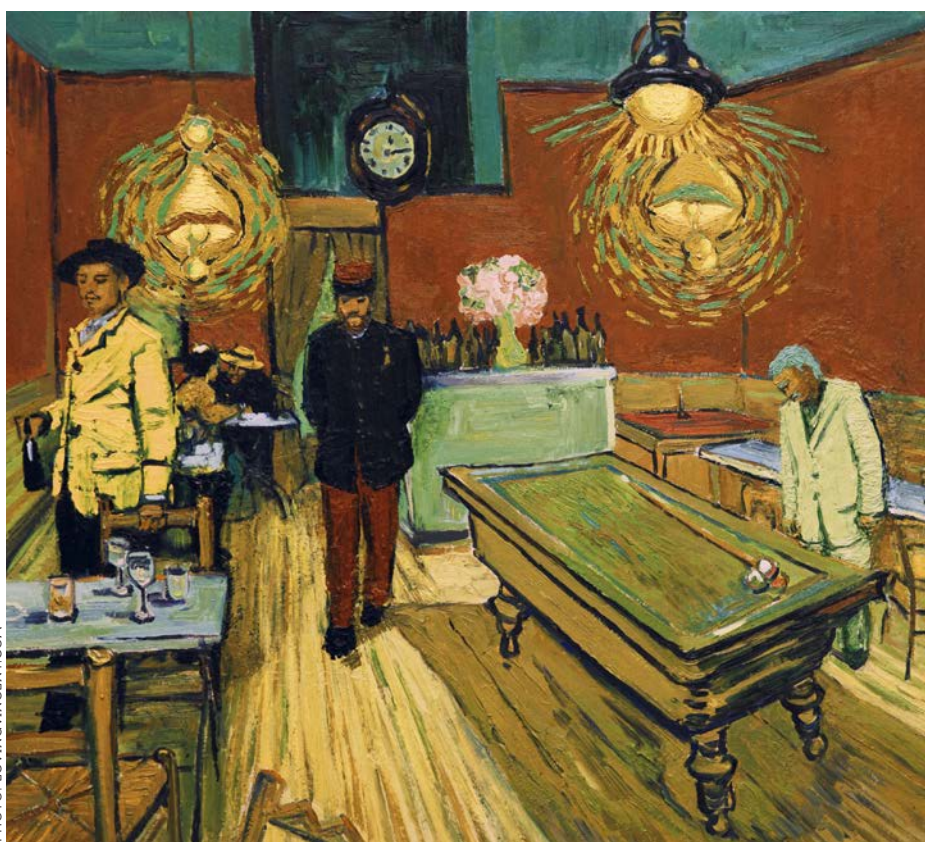
"We cannot speak other than by our paintings" (Vincent Van Gogh)

With a plot that unfolds like a murder-mystery, *Loving Vincent* is set in 1891 one year after van Gogh's death. The postmaster, a friend of the late artist, dispatches his son Armand to hand deliver a final letter from van Gogh to his brother Theo. Armand's important mission takes him to Paris where he discovers that Theo, apparently heartbroken by his brother's death, has also passed away.

The film explores the nature and circumstances of the artist's death by way of a journey through his friendships and acquaintances conducted in interviews by our protagonist detective Armand. He uncovers unexpected and heart-rending revelations about van Gogh that give him a new appreciation of his former neighbour.

Van Gogh at age 28, having already failed at three careers, was living in a barn in the Belgian mining district, but by the time of his death, ten years later, was on the verge of becoming the new artistic sensation in Paris.

PHOTO: LOVINGVINCENT.COM



The film is a labour of love

Armand is intrigued that after a life full of such struggles, van Gogh chose the moment of impending success to seemingly take his own life. Captivated by this mystery Armand must decide to whom he entrusts the final letter. He heads to Auvers-sur-Oise to investigate the mystery of van Gogh's final days, where he meets an eclectic collection of characters and a village split by feuds and hidden truths.

Stunning visuals and interactions with the fascinating characters reveal insights about the artist's state of mind, whilst also raising questions about the nature of van Gogh's death. Was it suicide by way of a self-inflicted gunshot wound, or was he shot by someone in the village? The viewer is left to decide.

Loving Vincent is truly a captivating, unique, innovative and beautiful visual feast that does not disappoint. «

About the author

Ann Raben is Irish and a volunteer at the ACCESS helpdesk in Amsterdam.

Qualification recognition in the Netherlands

Whether contemplating a move to a new country or re-starting a career after relocating, it is important to check that your qualifications are valid. Luckily the Netherlands has established organisations to assess and validate foreign qualifications.

BY STEVE VOYCE

CYou are only allowed to practise certain professions in the Netherlands if you meet specific requirements, and some regulated professions are also subject to particular professional competence requirements.

Studying or working in the Netherlands

For admission to a program of study, application begins with the educational institution, which will either evaluate any credentials or forward the application to the relevant evaluating authority.

To work in the Netherlands in a licensed profession (one requiring a specific diploma, such as health-care, teaching, architecture), any foreign training needs to be at least equivalent to a Dutch diploma. Procedures are in place to evaluate this and to recommend additional training if deemed necessary. The relevant professional authority should be the initial point of contact, and depending on diploma level, they will forward the application to either Nuffic or SBB (see below).

If seeking employment in the Netherlands in a non-licensed profession, an application should be submitted to the *Internationale Diplomawaardering* (IcDW), (the Information Centre for Credential

Evaluation), and while an evaluation isn't officially required it will provide information that could be useful to a potential employer.

Recognition of qualifications

The IcDW represents two evaluating authorities: Nuffic evaluates qualifications awarded in higher education and for secondary qualifications that grant access to higher education; and the *Stichting Samenwerking Beroepsonderwijs Bedrijfsleven* (SBB), (Foundation for Cooperation on Vocational Education, Training and Labour Market) evaluates preparatory vocational secondary education (vmbo) and senior secondary vocational education and training (mbo). Further detailed information about this procedure and costs can be found on the IcDW website: idw.nl/en/

Nuffic – evaluating academic qualifications

Nederlandse organisatie voor internationalisering in onderwijs (Nuffic) carries out appraisals of higher professional education and university courses. Someone coming to the Netherlands with a higher education degree (Associate's, Bachelor's, Master's, Doctorate) should submit an application to Nuffic, which will evaluate the credential and the competent authority—institution, employer or authority for the specific profession—will make the final decision regarding admission, employment or official recognition.

Non-licensed professions

For qualified professionals in a so-called non-licensed profession, such as an electrician, qualification evaluation isn't a definitive requirement but it may well be required by a potential employer. This professional should submit an application to IcDW, and the evaluation will then be handled by SBB: s-bb.nl/en

Many professions can require additional certification, for example, electricians, engineers, or construction workers working in areas with ‘a raised level of risk,’ may require a recognised declaration that demonstrates that the holder is a well-trained, professional, safely-working craftsman. It is a good idea to check with a relevant professional organisation for any additional competence, safety or legal regulations required by your profession in the Netherlands.

BIG-register for healthcare professionals

The BIG-register was established in 1995 to protect patients from incompetent treatment and lack of due care by healthcare professionals. Healthcare professionals must register themselves, and anyone can check the BIG-register to see if their care professional is in it. The BIG-register gives clarity about a healthcare provider’s qualifications and entitlement to practise. Nine professions must register in the BIG-register: dentists, doctors, health psychologists, midwives, nurses, pharmacists, physiotherapists, physician assistants and psychotherapists.

Healthcare professionals wishing to work in the Netherlands with international qualifications will also find additional conditions that depend on the country of their qualification, their nationality, and the profession they are applying to work in. The CIBG (Ministry of Health, Welfare and Sport) website contains help and information for applicants. Other healthcare professions have a legally protected title, and can sometimes perform reserved procedures but registration in the BIG-register is not possible. In addition, as a health care professional working in the Netherlands sufficient command of the Dutch language is a requirement, therefore proof of language proficiency is needed to be able to register on the BIG-register: english.bigregister.nl/foreign-diploma

Always check

Before beginning the new chapter of your career, make sure to contact the appropriate professional organisation, which can give valuable advice about



PHOTO: MD DURAN

Official recognition of a foreign qualification can only be made by the competent authority

qualification assessment. Official recognition of a foreign qualification in the Netherlands can only be made by the competent authority: an educational institution, employer or the relevant authority for a specific licensed profession. «

About the author

Steve Voyce is originally from the UK but has lived, worked and studied in the Netherlands for over 20 years.



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Buying a house can be a smart move for expats. Interested in knowing more about tax benefits, mortgage types and monthly costs? We'll be happy to help. Read more on abnamro.nl/house and schedule a free orientation meeting with one of our mortgage advisers. At our International Client Desk we can help you in English. Or 25 other languages. So you feel at home in the Netherlands. Contact us any time. We're here for you 24/7.





True Colors childcare

Are you expecting your first child? Or are you moving to The Netherlands with young children and would like to arrange out-of-school care? True Colors offers professional bilingual day care and out-of-school care for the children of the international community in Rijswijk and Delft. This includes parents or guardians, who are either English native speakers or encourage English as a second language.

More information?
Please contact Regina Stork (manager):
06 - 29 40 96 44 | regina@truecolorschildcare.com

www.truecolorschildcare.com



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The IamExpat Fair is coming to The Hague

The ninth edition of the IamExpat Fair is taking place at the Grote Kerk in The Hague on 9 November.

The meeting place for expats and local businesses

At the IamExpat Fair in The Hague, the leading expat event in the Netherlands, learn all about life in the Netherlands: from finding a house, a job, or a school for your kids, to choosing an accountant, legal advisor and much more.



Book your free ticket now!
[thehague.iamexpatfair.nl/
free-registration](https://thehague.iamexpatfair.nl/free-registration)

Browse the many stands/booths, pick up a free goodie, visit informative workshops and presentations and network with other expats and expat-friendly companies. All of this under one roof, for free!

The IamExpat Fair The Hague 2019 runs from 10am to 5pm.

Eight great reasons to be there

Want to advance your career? Need mortgage advice? Looking for a good school or day care facility for your kids? Want to enrol in a quality Dutch course or take your career to the next level with an MBA? This event is an exciting opportunity to find the companies and services you've been looking for.

- Get assistance with finding rental properties or understanding Dutch mortgages.
- Attend workshops about living and working in the Netherlands.
- Advance your career by meeting professional development experts.
- Benefit from many special offers and prizes available on the day of the fair.
- Meet with recruiting and hiring companies
- Find local health and lifestyle organisations.
- Network with like-minded locals and expats from around the world.
- Bring the whole family! Parents and children can relax and join in with activities at the kids' play area.

Book your free ticket now

Whether you're a new arrival or a settled expat, there's something for everyone at the IamExpat Fair! Entry is free but online registration is necessary:

thehague.iamexpatfair.nl/free-registration

Full workshop program to be announced in October:

thehague.iamexpatfair.nl/program

For press inquiries contact:

contact@iamexpatfair.nl

Time: 10am to 5pm

Date: Saturday, 9 November, 2019

Location: Grote Kerk, The Hague

The IamExpat Fair The Hague 2019 is sponsored by: ABN AMRO International Clients, Undutchables Recruitment Agency, Legal Expat Desk, Expat Mortgages, Maastricht School of Management, InterTeach, Happy Expat Group and Zein International Childcare. «

Stress and burnout

While we've all felt stressed or fatigued at some time in our lives, work-related stress and burnout seems to be on the rise in the Netherlands, particularly amongst professionals. If stress is on the rise, how can we avoid it?

BY ANUJA
TIPNIS-RANDIVE

“It may sound surprising, but burnout has been recently defined as an ‘occupational phenomenon’ by the World Health Organization,” says Katarina Gaborova, a registered psychologist and member of the ACCESS Counselling Services Network (CSN). “Burnout results from prolonged stress in a work environment that is not managed successfully.”

Stress can take a toll on the body, mind and personal relationships, and when not checked lead to an extreme level of fatigue known as burnout.

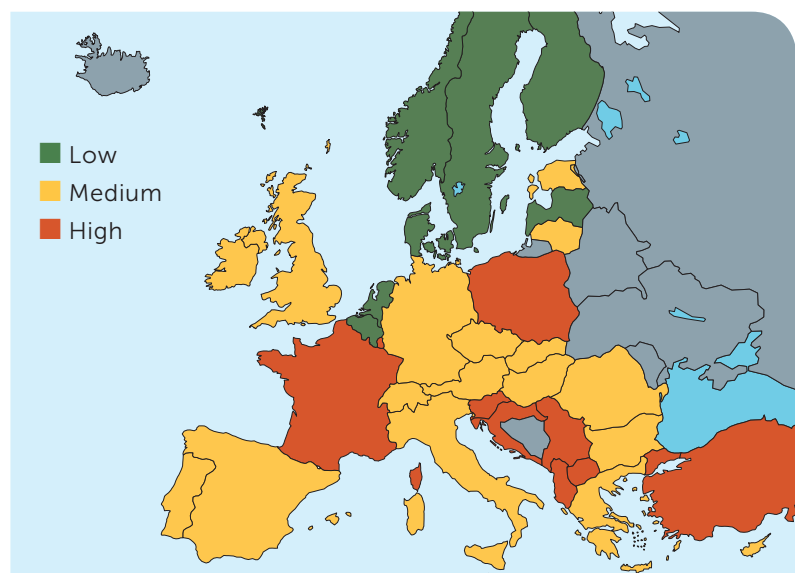
Unrelieved stress can result in a complete depletion of energy and motivation, a feeling of disengagement, or a general feeling of emptiness.

Signs and symptoms of stress and burnout

Burnout can creep up. It might begin with a feeling of a lack of control, recognition or reward for hard work. “The difference is with stress we feel that eventually we can get things on track again, that is why we have an urgency to overreact. With burnout we feel completely out of control and we feel more numb. Stress tends to go more hand in hand with anxiety, burnout more with depression,” says Gaborova.

“In a work environment, pressure due to time constraints or a lack of resources can often be felt physically and emotionally,” explains Gaborova. “We can also be aware that we are under a lot of stress and feel an urgency to react, to feel that we can eventually get things under control. But this can lead to more anxiety.”

Levels of burnout in Europe



Which occupations have higher burnout rates?

“Anyone can experience a burnout connected to their employment,” says Gaborova. “Although some occupations do seem to have high burnout rates.” General practitioners, nurses, social workers, teachers, attorneys, and police officers are professions experiencing higher numbers of burnout. The longer working hours, higher professional responsibilities and pressure of care-giving in these occupations may be factors in stress and burnout.

Stress and burnout in the Netherlands

According to Centraal Bureau voor de Statistiek (Statistics Netherlands), 16 percent of employees in 2017 indicated experiencing work-related mental fatigue. While this might seem like a high number, it is below the European average for burnout symptoms. The Dutch work structure, higher rates of



Always remember you are not alone

part-time and temporary work, and the flexibility of working from home may be responsible for keeping the Netherlands' stress levels lower.

Preventing stress

For Beste Dolanay, yoga instructor and member of the ACCESS Training Network (ATN), yoga is a great help. "I was working full time in a challenging, stressful job and on the edge of burnout, when I started practicing yoga. I found much more in yoga than just strengthening and flexing my muscles or calming my mind, it is a journey within myself."

Exercising regularly, ideally three times a week for at least 30 minutes, and maintaining a healthy and balanced diet, will help prevent stress.

When to contact a mental health professional?

There may come a time when certain challenges overwhelm and have a negative impact on an individual's everyday life. At such times, it is

always recommended to consult a counsellor or a mental health professional to help guide through the situation.

A healthy routine can help in maintaining a level of efficiency in working and personal lives and reduces any feelings of pressure. Listening to your mind and body controls stress and helps prevent burnout. But always remember you are not alone. «

Contacting a counsellor

If you feel overwhelmed, or if a situation is having a negative impact on your everyday life, work or relationships, consult a counsellor.

Two ACCESS counsellors are on-call from 8:30 to 20:30 daily to provide a free referral to a member of the ACCESS Counselling Service Network best placed to assist you. You can contact them either by phone or by the form on the ACCESS website:

access-nl.org/counselling/counselling-network

access-nl.org/counselling/counsellor-on-call

About the author

Anuja Tipnis-Randive is an expat living in Amsterdam and relieves her everyday stress by socialising, composing poems and taking walks.

Daycare or school?

Building strong foundations for the future

Children develop more rapidly during their first five years – the *Foundation Years* – than at any other time. From the age of three children can attend an international school.



The Early Years Foundation Stage at the British School in the Netherlands (BSN) provides education for children aged three to five. A stimulating, secure and well-resourced learning environment meets the individual developmental needs of each child and lays essential foundations for future learning.

Teachers work in partnership with parents to assess children's needs and support the next steps of learning.

Admissions Department
070 315 4077
admissions@britishschool.nl



Why choose an international school over daycare?

Being in a school environment and following a regular routine from the age of three helps children get used to a school day and transition smoothly into the next phase of school life. The BSN follows a tried and tested British curriculum implemented through planned, purposeful play, and adult-led and child-initiated activities. Teaching staff respond with warm, positive interactions.

Beyond the classroom

As well as helping the first steps towards reading, writing and maths, the Foundation Stage puts an emphasis on the *whole child*. Children lead their own learning and develop communication, language, physical, personal, social and emotional skills.

Mindfulness and well-being form a vital part of the curriculum, and quiet, calm areas are provided where children can relax and practise 'Hot Chocolate Breathing'. Exercise is also essential, with regular time spent in the outdoor learning areas. Learning Dutch, taking part in musical activities and visiting the library are also regular parts of the curriculum.

At the heart of the Foundation Stage is play. Through play, the BSN ensures that every child develops the skills to become happy, healthy, independent and curious lifelong learners.

When can my child start the foundation programme?

The BSN offers the Early Years Foundation Stage curriculum at its Central Den Haag (Junior School Vlaskamp and Diamanthorst) and Leidschenveen (Junior School Leidschenveen) campuses, and parents can apply once their child is three years old and toilet-trained.

To find out more or to book a tour, contact Admissions on: +31 (0)70 315 4077 or email admissions@britishschool.nl. «



Autumn walks to remember

As the leaves change colour and the heather blooms, autumn is the perfect time to bundle up and head out into the Dutch countryside.

Whether a walk through formal gardens, a cross-country hike or a seaside stroll, the Netherlands has something for all.

BY SALLY SQUIRRELL

While there are times during the chillier autumn days to stay snug and warm inside (see our autumnal food article on page 16), the season's cooler days are perfect for enjoying nature in the Dutch landscape.

Walking with a view – Appeltern

De Tuinen van Appeltern (the Gardens of Appeltern) are 23 hectares of gardens situated between the Meuse and Waal rivers in the village of Appeltern,

in the eastern province of Gelderland. The gardens are perfect for a relaxing early autumn stroll and to pick up ideas for your own garden.

Appeltern has more than 200 model gardens including the *Wilde Weelde Wereld* (Wild World Garden)—an initiative in sustainable, natural and biologic gardening across different biospheres; the Living Garden—five individually-themed gardens; and the National Fixed Plant Garden—impressive border arrangements.

Appeltern also offers day-long courses where a landscape designer talks through garden design basics, before leading a guided walk around the gardens. There is nothing better on a breezy autumn day than an enjoyable and informed garden walk, stopping to sketch inspiration, followed by a well-earned lunch in the café. »



PHOTO: ROBERT VOORS



PHOTO: JIMMY EDMONDS



PHOTO: ROBERT VOORS

There is nothing better on a breezy autumn day than an enjoyable and informed walk

Walking in the steps of a murderer – Drenthe

As the days grow shorter and the light changes, things can start to feel a little spookier. Embrace this seasonal mood with a walk in the strikingly sparse landscape of the Moordenaarsveen (Murderer's Moor). Part of the Dwingelderveld National Park, the region got its name during the Eighty Years' War when, according to a local tale, the killers dumped the body of a murdered Spanish soldier. Some say his spirit still haunts the area.

Discover more walks online

Hike in Holland offers self-guided hiking holidays across the Netherlands, with varying routes through polders, dunes and forests, and shorter city walks, a great way to enjoy the autumnal beauty. hike-in-holland.com

De Hoge Veluwe is Netherlands' biggest national park, boasting 5500 hectares of forest, heathland, marshland and sand drifts, and the perfect place to enjoy nature.

Search for 'walking in de hoge veluwe' at holland.com

Situated in the province of Drenthe, in the north-eastern Netherlands, the nearly 40 square kilometre park is the largest wet heathland in western Europe. The area has a similar feel to the English fens—huge skies stretch above a mysterious and beautifully bleak landscape. Hike the old trails between Celtic burial mounds and past sheep and cows before spending the night in one of the old farmhouses now operating as high-end bed and breakfasts.

Walking by water – Naardermeer

Membership of Natuurmonumenten (the society for the preservation of natural monuments in the Netherlands) includes a free book of walks (in Dutch, but with easy to read maps). One of their recommended trips is the walk around the Naardermeer, a lake near the town of Naarden. Centrally located, between Amsterdam and Hilversum and easily reachable by public transport, Naardermeer is a good place for walking-newcomers with routes that start at a few kilometres and increase to the twenty kilometres loop around the lake.

Fuel up for your walk at a local restaurant before setting out through the lakeside forests. Children will love navigating the narrow timber paths across the damp ground and climbing into bird-hides to

look for silver herons, spoonbills, bluethroats and teal ducks. Information boards at the entrance to each hide tell which birds to look out for.

Walking in early autumn brings additional delights—with blackberries abundant at this time of year, remember to take a box for collecting or a napkin for your chin.

Walking by the sea – Zoutelande

Blow away the cobwebs and get some autumn exercise with a brisk walk at the shore.

On the south-western coast, Zoutelande, a quaint little town in Zeeland, was celebrated in a song by the Dutch band BLØF and was a favourite among Dutch painters who admired its sky and the reflection of the sun on the water. These days Zoutelande is a great place for taking perspective photos amongst the sea defences, enjoying a walk along the clean beach and taking in the fresh sea air.

Break up the day, and warm up, with *appeltaart* (apple tart) and *chocolade-melk* (hot chocolate, with whipped cream of course) in a *strandtent* (beach café) before returning to the town by foot along the dyke. Enjoy the area by extending your stay overnight in one of the funky apartments in the iconic Duinhotel Tien Torens, where the garden forms the façade of the building.

Walking and travelling by train

If you ever look out of the window of a train and see somewhere you would like to explore further, now you can, with a new feature on the NS website, NS-wandeling, that allows you to filter walks by type—from beach to meadow to town, and more. (The website is in Dutch). Each walk starts from an NS railway station and returns to the same one, or finishes at another train station. There are options for how many kilometres you want to walk and even two-day walks for the truly inspired.

Did you know...
Zoutelande, together with the beach at Dishoek and Westkapelle, are often called 'Zeeland's Riviera'



PHOTO: TU VEUX MA PHOTO

Autumn walking

Clear skies, crisp days, red, orange and yellow leaves and purple heather make autumn the perfect season to get out into the stunning Dutch countryside. «

About the author

Sally Squirrell enjoys walking and cycling in the Dutch countryside and its straightforward people and language. She talks about architecture a lot and loves to help people with their home design challenges at architectofsketch.com

Thank you for helping ACCESS

Government & Patrons

We thank and acknowledge the following for their support and trust.

- City of Delft • City of Leidschendam-Voorburg • City of Rijswijk • The Hague International Centre • Expat Centre Leiden • Expat Center Utrecht • Expat Help • IN Amsterdam
- Sapienza Consulting • TU Delft (Coming to Delft Services)

Dual Career Support

For the particular needs and interests of accompanying spouses/partners the following may be of value.

- Angela Fusaro • Caitriona Rush • Caroline van den Bogaard
- Colleen Reichrath-Smith • Foto Delray • Ida Rutten
- Jacinta Noonan • Janet Rodenburg • Janneke Hellendoorn
- Marie Dewulf • Martine Hulsman • Nataliya Volosovych
- O'ona Souissi • Rawia Liverpool • Teresa Moynihan • Veena Joseph • Volunteer The Hague • Women's Business Initiative International

Relocating

Whether you are planning a relocation to the Netherlands, or have recently arrived and are getting settled, these partners have some of the services you may require.

- ABN AMRO • AHL immigration lawyers • BYNCO
- Elliot Lloyd International • Expat Help • FVB De Boer
- GMW Advocaten (Legal Expat Desk) • Independent Expat Finance • J.C.Suurmond & zn. Tax Consultants • Rabobank Expat Desk Utrecht • Stark Real Estate & Relocation Services
- Tulip Expat Services

Healthcare

Another category which speaks for itself, and includes members of our ACCESS Trainers Network.

- Alexandra Vos • Audrey Dickinson • Beste Dolanay • Bloom, House of Health • De Boezemvriend • Chitra Natarajan
- International Health Centre The Hague • Jac Rongen • Lee Tolman • Lelia Spada • Loonzorg B.V • Ria Wiertz • Truus Gale

Childcare

Daycare, after-school care and support for your children.

- Big Ben Kids • Holiday Sitters • Kinderopvang 2SAMEN
- The Expat Kids Club • True Colors Childcare • Villa Bloom
- Zein Childcare • Zo Kinderopvang

Housing

The services of these partners speak for themselves – and cover your housing needs.

- !WOON • Expat Mortgages • My Home Relocator (SVB Vastgoed)

Learning and Education

For children as well as adults, includes language centres/schools.

- American School of The Hague • Amity International School Amsterdam • British School in the Netherlands • BSN Language Centre • Direct Dutch Institute • Eerde International Boarding School • German Int'l School of The Hague • Hannah Behrens
- HSV (Haagsche Schoolvereeniging) • International School Delft • International School of The Hague • Nord Anglia International School Rotterdam (NAISR) • Rotterdam Int'l Secondary School (RISS) • Ute Limacher-Riebold

Counselling Network

- Ann Kuis • Carolyn Tabak • Claire Boers-Stoll • Cristina Baroncelli • Elisabetta Ibernì • Elizabeth Pick • Gary Fishbein
- Jack Cieplinski • Jeanine Souren • Jennifer Ruess Glaese
- Jim Bender • Julie Sharon-Wagschal • Jutta König
- Katarina Gaborova • Kate d'Anvers • Marja Kuzmanic
- Nuria Maldonado Bellido • Ophirah Toff • Patric Esters
- Robin Roberts • Rosie Glicklich • Sivan Weinstein • Stephen Davies • Sylvia Silberg

For further support from the community, or to find out what is happening and where more information can be found on the next page.

Acknowledging our Partners, Counsellors, Trainers & Volunteer Managers
ACCESS is grateful for many things, not the least, the work of our strong and diverse volunteer community. They do the work – but the partners invest in us so that we are able to carry out our mission to serve the international community. Should you make use of them, do mention ACCESS referred you. Should you wish to help us serve the international community and include you in our acknowledgements, get in touch with prd@access-nl.org.

19 September, Thursday

Meet us at The Hague International Centre's CONNECT event on Healthcare.

 thehagueinternationalcentre.nl/events

27 September, Friday

Welcome to Delft

Discover how we can help at the Welcome to Delft event.

 access-nl.org/what-we-do/welcome-events

8 October, Tuesday

Join our Information Morning and discover how you can be a part of ACCESS. Pre-registration required.

 www.access-nl.org/volunteering-for-access

29 November, Friday

Learn more about how we can help and what there is to discover during the Welcome to The Hague region event.

 thehagueinternationalcentre.nl/events

It is 'fair' season in the Netherlands. Come and meet us at one of the following international community/expat fairs scheduled for the autumn:

14 September in Utrecht

 internationaltalenteventutrechtregion.nl

6 October in Amsterdam

 expatfairamsterdam.nl

9 November in The Hague

 thehague.iamexpatfair.nl/free-registration

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- Lowri van der Linden

Discover more



Tips from our team for Autumn

World Living Statues festival

The World Living Statues Festival (WLSF) is the world's most prominent festival focusing on street artists who perform as living statues; a unique urban art form. 400 worldwide professional living statues joined the WLSF and form the basis of this unique biennial festival in Arnhem. The festival is over the weekend of 4-6 October. On 6 October is the World Championship and on 4 October is Statues by Night in Ede. worldlivingstatues.nl/en

Kunstmuseum Den Haag

From October 2019, the Gemeentemuseum Den Haag will be officially known as the Kunstmuseum Den Haag, after the opening of Monet: The Garden Paintings (12 October 2019 to 2 February 2020). The museum will pay grand tribute to the French Impressionist and the paintings he made in his garden in Giverny. The exhibition includes Wisteria, one of the leading items in the museum's collection. gemeentemuseum.nl/en/exhibitions/monet

Community & Media Partners

Our community partner groups and initiatives are listed below for additional support and information. Looking for something else, missing your community? Get in touch with our Helpdesk so we can help you further.

- American Women's Club of The Hague • Amsterdam Mamas • Broadcast Amsterdam • Delft MaMa • Dutch Buzz • Dutch News
- Expat Events • ExpatINFO Holland • Expatriate Archive Centre • Expats Utrecht • Expat Republic • Expat Spouses Initiative
- Families in Global Transition • Here in Holland • i am not a tourist (IANAT) bv • IamExpat • ICP International Community Platform
- International Community Advisory Panel (ICAP) • International Locals Amsterdam • International Talent Community Utrecht
- M-space Graphic Designers • STET (English Theatre) • The American Book Center
- TheHagueOnline • Xpat Media

queries@naisr.nl
+ 31 (0)10 422 5351

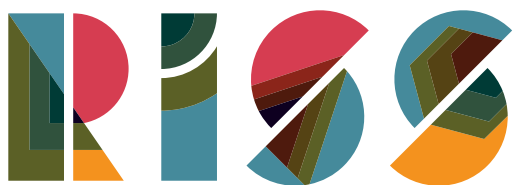
Helping your child *invent* the future

In collaboration with the Massachusetts Institute of Technology (MIT), we offer a unique approach to STEAM (science, technology, engineering, art and maths) that is designed to equip our students with the skills and techniques they need to thrive in a rapidly evolving world.



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