



KINGS' EDUCATION

Appointment of a Principal

Thank you for your interest in the role of Principal at Kings' School Nad Al Sheba. The school is part of the highly reputable Kings' Education group based in Dubai and was founded in 2014. It currently has a growing Foundation and Primary Stage population of 350 students.

Kings' Education is an international member of COBIS, BSO and BSME and is currently engaged in an innovative project based on Visible Learning and the work of the prestigious John Hattie.

The new Principal will inherit a high performing school and a dynamic and diverse learning community. This is therefore a hugely exciting opportunity to build on Kings' School Nad Al Sheba's considerable existing strengths, and to work with a committed Director of Education, Board of Governors and talented staff to lead the school into the next stage of its evolution. There are many interesting opportunities and challenges ahead, including the opening of a campus for Secondary, the possible introduction of an IB curriculum and several other strategic development projects including a radical overview of the school's Academic Plan led by the new Principal.

We seek a talented School Leader with the vision and ambition to inspire the whole community in the development of a truly world class school and schools group.

I am delighted that you are considering leading Kings' School Nad Al Sheba.

Alan Williamson
Director of Education
Kings' Education

www.kings-edu.com



Our Philosophy

Kings' Education is a group of premium schools, welcoming students from around the globe from age 3 to 18 years. The education we deliver in our schools combines a British-based curriculum with an international perspective, tailored to the needs of our community of young people growing up in Dubai today, whether expatriate or local. We foster 'The Best by Every Child' to effectively support all our students striving to reach their true potential.

Since 2004, Kings' has grown from a few hundred to over 3,000 students in three campuses: Kings' School Dubai, Kings' School Al Barsha and Kings' School Nad Al Sheba, offering Foundation Stage, Primary and Secondary levels of education. All our schools have the same high standards and exceptional levels of student attainment and progress that have made Kings' School Dubai the only school in Dubai to achieve an 'Outstanding' rating from the Dubai Schools Inspection Bureau since inspections began.

Our Vision & Values

Kings' is a prestigious group of schools with a British heritage and an international perspective where children become effective, enthusiastic and independent life-long learners who are able to adapt to the changes and challenges of a fast-moving, modern world.

- Every child enjoys success, whilst feeling happy, included, secure and valued
- A culture of emotional intelligence promotes kindness and respect for others and their learning
- Our bespoke and innovative curriculum enables children to develop learning skills and behaviours within meaningful contexts
- Learning and teaching is adapted to the potential and needs of each individual
- A culture of ambition, reflection and high expectation allows children to take ownership of their learning and achieve results the right way
- Opportunities within and beyond the school encourage children to develop their personality, interests and social responsibility
- Our children develop an understanding of and respect for their local context and the wider world
- Kings' parents are partners in their child's learning

'The Best by Every Child'



A Rich Educational Experience

Kings' School Nad Al Sheba benefits from strong attainment and wider achievement as well as a positive KHDA rating.

The campus is a vibrant community school which is rightly proud of its dynamic 'Standing Out' mantra, highlighting its unique focus on STEAM, creative and expressive arts and language development.

Our outstanding facilities are second to none in terms of a stand alone primary school in this area of the city and provide our students with incredible opportunities for wider achievement through an extensive co-curricular programme.

Learning

The English Early Years Foundation Stage Curriculum covers the areas of communication and language, literacy, mathematics, understanding the world, expressive arts and design, physical development as well as personal, social and emotional development, all within purpose built classrooms and play areas.

In Primary the bespoke concept-based curriculum ensures that skills and knowledge gained is in line with UK expectations, but teaching is tailored to the individual children so that the learning experience is meaningful and inspiring.

Key Stage 1 is designed to support children from foundation stage play based learning to more formalised routines required for Key Stage 2. This stage places emphasis on independence, leadership and collaboration.

One of the Principal's key roles will be to develop our Key Stage 2 Programme into a seamless transition to a unique, innovative and creative middle school Secondary model.

Beyond the Classroom

Throughout the primary years, learning goes beyond the limits of the classroom. The amazing facilities, local culture and places of interest provide exciting opportunities to enrich the curriculum. In particular, access to swimming, sports facilities, fully functioning 'Secondary Ready' STEAM Lab and and a Black Box Theatre provide our students with incredible opportunities for innovative learning to meet the UAE National Agenda.

Kings' School Nad Al Sheba also offers an extensive range of co-curricular activities for all children. A wide range of interests are covered from sports to music, science to arts, and the children themselves are involved in generating ideas and activities allowing them to develop their individual passions.



Governance and Leadership

Kings' School Nad Al Sheba is part of the Kings' Education group and is owned by the Group Company Chairman, Mr Tayeb Al Baker.

There is a Board of Governors who support and challenge the Principal in delivery of the school improvement plan, as well as contributing to school appointments.

The Director of Education has strategic overview of all of the Kings' schools. There is a Group Company CEO providing financial and business acumen for the Schools Group.

The Principal is responsible for the leadership and management of Kings' School Nad Al Sheba and is responsible for whole school strategy. The Senior Leadership Team currently consists of one Deputy Headteacher and two Assistant Headteachers. Following growth in the school roll it is anticipated that a further Headteacher position will be created.

YOUR OPPORTUNITY

Role Description

Kings' have an exciting opportunity for an experienced, dynamic and innovative senior leader in education as School Principal for our Nad Al Sheba Campus. The school will offer the National Curriculum of England appealing to global and local families for their child's optimum choice of education. It is possible that the school will offer IB in the upper Secondary.

The key responsibilities of the Principal are outlined as follows:

Core Purpose

The Principal reports directly to the Director of Education and Board of Governors, and is responsible for providing professional leadership and management across the School. More specifically, the key responsibilities of the Principal can be outlined as follows:

Vision and Strategic Direction

Kings' School Nad Al Sheba builds on its status as a leading British International School, providing the highest quality education in a stimulating learning, teaching and nurturing environment to ensure that each and every child develops his or her full potential and becomes a responsible global citizen.

- To work collaboratively with the Director of Education, Governing Board, Kings' Executive Leadership Team, School Senior Leadership Team and staff to develop an ambitious vision for Kings' School Nad Al Sheba which



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builds on the School's many strengths and positions itself positively in the rapidly changing world of international education.

- To translate this vision into a clear, measurable strategy, inspiring and empowering all parts of the Kings' School Nad Al Sheba community in its delivery.
- To ensure Kings' School Nad Al Sheba is well-positioned to seize opportunities and respond to challenges presented by changes in the external context, locally within Dubai, nationally within United Arab Emirates and globally.

All members of the Kings' School Nad Al Sheba community subscribe to six core values held across the Kings' Schools:

- **Excellence in learning** - students are encouraged to work effectively and willingly in collaboration with others and to become responsible, self-confident individuals, independent lifelong learners and to acquire and apply a diverse range of transferable skills.
- **Excellence in teaching** - staff are valued and regularly undertake professional development. They are flexible, adaptable and ready to take on new roles and responsibilities. They aspire to motivate and inspire our students and to be positive role models for them. They seek to develop relationships with the local community and with other schools nationally and internationally and keep abreast of educational changes.
- **Educational values** - Kings' School Nad Al Sheba take the best from the National Curriculum and enrich it. Significant value is placed on skills-based learning to support the acquisition of knowledge, including co-curricular activities, to enhance the education provided at Kings'. The schools place an importance on understanding the host United Arab Emirates culture and society and aims for intellectual rigor and high academic standards.
- **Pastoral Values** - international understanding and responsible citizenship are emphasised at Kings'. All talents (and the fact we are an international community in Dubai), are celebrated and all learners are supported to develop their full potential with self-confidence.
- **Wider world perspective** - Kings' aim for all members of the community to be open minded, co-operative and welcoming and to respect themselves and others. The schools take pride in our excellence and actively promote student achievements. As valued partners in the educational process, parents are encouraged to participate formally and informally in the life of the School. Staff and students are encouraged to be appreciative of other cultures.



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- **21st Century values** - Kings' aims to be forward thinking, adaptable to change and committed to developing the use of technology.

Ethos and Educational Culture

- To uphold Kings' distinctive ethos as an international and academically successful set of schools.
- To maintain and further enrich a school culture which celebrates the richness and diversity of its communities.
- To deliver the highest standards of pastoral care, ensuring that the welfare, social, moral and personal development of students is at the heart of decision-making within the School.

People and Organisational Management

- To provide effective leadership to an experienced senior leadership team, delegating effectively such that colleagues are supported to deliver their remits to the highest standards.
- Working with and delivering the following through consultation and collaboration with the Senior Leadership Team:
 - Recruit, retain and develop high quality teaching staff;
 - Build capacity and develop leadership at all levels, championing an open and collegiate organisational culture in which staff are empowered to take initiative and ownership.
- To work closely with the Head of Finance Head of Administration, Head of HR, Head of Business Development, Head of Marketing and Head of Operations in Kings' Education to ensure the overall success and effective management of the school.

Working with the Board

- To work effectively with an engaged Board of Governors, ensuring Kings' School Nad Al Sheba is able to meet its short, medium and long term strategic objectives.
- To be accountable to the Board for the performance of the School.



Leading Teaching and Learning

- To provide clear, inspirational academic leadership ensuring Kings' School Nad Al Sheba students of all abilities are supported and challenged to realise their full potential.
- To champion a culture of high expectation in terms of quality first teaching.
- To work with and through the Leadership Team to ensure that learning sits at the heart of all strategic planning, decision-making and resource management.
- To maintain a strong, current knowledge of the latest pedagogical developments globally and lead by example in encouraging leaders and staff to be outward-facing in their approach.

Community and External Engagement

- To be a compelling and credible ambassador for Kings' School Nad Al Sheba, effectively communicating the strengths of the School to a diverse range of external audiences.
- To develop strong relationships with parents/carers, and the wider Dubai and international community to the benefit of the school.
- To represent the School effectively as an international member of BSME and member of COBIS, valuing connectivity with such bodies.



Person Specification

The next Principal of Kings' School Nad Al Sheba will be an inspirational leader with the ambition, vision and energy to take an already high performing school into the next exciting stage in its development.

More specifically, he or she will bring most or all of the following experience, skills, knowledge and personal and leadership qualities.

Experience

- A track record of achievement in education, including significant years of successful senior leadership experience.
- Significant experience of leadership in diverse, multicultural and multinational schools.
- Proven experience of leading, developing and motivating high calibre teams with a clear commitment to the continuing professional development of all colleagues.
- A track record of successfully leading and managing organisational change.
- A passionate educator with the personal academic credentials to command the respect of staff, students and parents.
- The Principal will exhibit collaborative and visionary leadership to lead his or her experienced Senior Leadership Team to deliver impactful results for student outcomes and advocate best practice in teaching and learning
- Demonstrable experience in delivering above and beyond to elevate school performance in curriculum development, staff recruitment and development, students' assessments, students' safety and support and effective communications across the school community.
- Experience of at least 3 years as a School Leader delivering results to increase school performance
- Demonstrable and significant education experience in a UK and/or an international setting
- Experience of both Primary and Secondary phases of education would be desirable



Skills and Knowledge

- An Honors Degree, B. Ed & PGCE or equivalent
- A Master's degree or equivalent school leadership qualification (e.g. NPQH)
- Strong interpersonal and communication skills characterised by high emotional intelligence, and the cultural sensitivity and global perspective to relate well to people at all levels and from a diversity of backgrounds.
- First class interpersonal skills and the political acuity to establish and manage strong relationships with multiple internal and external stakeholders.
- An understanding of how to work effectively with a Board of Governors and get the best out of Board members who bring a rich range of skills and experiences.
- A broad understanding of the rapidly evolving international education sector and the opportunities and challenges this presents for Kings' School Nad Al Sheba.
- Wide-ranging educational interests, ideally but not necessarily with some knowledge or previous experience of English National Curriculum Qualifications and/or the IB.
- A creative thinker with an aptitude for thinking differently and finding innovative solutions to problems.
- A strong understanding of the business dimensions of modern principalship with a good grasp of financial management, and the patience and flexibility to operate effectively in the United Arab Emirates business and regulatory context.
- Strong interpersonal and communication skills with a comprehensive cultural understanding of the Middle East
- Arabic language skills are not essential but a willingness to learn is desirable
- Ability to strategically lead the school in a dynamic and rapidly evolving organisation to be intrinsic to the success of the growth and vision for the future



Personal and Leadership Qualities

- An inspirational, visible leader with the charisma, energy and enthusiasm to engage all parts of the Kings' School Nad Al Sheba community.
- A naturally collaborative style of leadership balanced by the capacity to be decisive and a willingness to be firm when required.
- High levels of self-awareness, resilience, flexibility and personal and professional integrity.
- Sincere respect for and understanding of cultural difference.
- An authentic belief in the values of Kings' School Nad Al Sheba as a diverse and inclusive international community.
- The inner confidence, personal authority and sensitivity to succeed as a long-serving and successful Principal.

Reward package

- Competitive Tax free salary
- Generous accommodation allowance
- Comprehensive medical insurance
- Family package including education, flights and insurance for children
- Exceptional facilities at an incredible school campus
- Excellent Continuing Professional Development opportunities



Living in Dubai

With its vibrant architecture, year long sunshine and endless outdoor based activities, Dubai is a truly breathtaking place to live and work.

The quality of life is excellent and there is plenty to see, do and experience. The city is famed for its strong outdoor living culture and offers an excellent base from which to travel to other Emirates and the spectacular Middle East. It is possible to access the beach within minutes, and the mountains within an hour, offering a range of scenic and sporting opportunities.

In general, Dubai is a very modern, liberal and tolerant city and is a fantastic and dynamic place for both young education professionals and families to live and further their career development.

With an infamous world airport hub, Dubai is also an ideal place from which to travel the world!

Kings' School Nad Al Sheba staff and students take full advantage of the rich travel experiences on their doorstep. On an annual basis, Kings' take quality time to induct new staff via a unique and exciting Kingsification process.

Appointment Process and How to Apply

If you feel inspired by the challenge, please apply by completing the online application form at [TES.com](https://www.tes.com)

Applicants should include comprehensive details of key achievements and responsibilities within a manageable and realistic word limit whilst fully addressing the competencies outlined in the job description and person specification.

Application Closing Date is **12 noon GMT on Monday 16th April 2018**

Initial informal interviews will be take place as appropriate e.g. via Skype during week beginning 16th April 2018. Formal interviews will be held in Dubai during week beginning 30th April 2018.

Appointment Start Date 1st August 2018.

Kings' Education is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to equally share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check.