

## APPLICATION PACK FOR THE POST OF

# PRINCIPAL

HAY AL SHAROOQ INTERNATIONAL SCHOOL

SUR, SULTANATE OF OMAN

KG-12 | 700+ Students | Co-educational | Day



Hay Al Sharooq  
International School

For January 2020



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HAY AL SHAROOQ INTERNATIONAL SCHOOL, SUR, SULTANATE OF OMAN

Hay Al-Sharooq International School (HASIS) is an independent international school owned by Oman Development Foundation (ODF), a subsidiary of the Omani gas company, Oman LNG. The school was founded in 2002 in a small facility in the Oman LNG compound to provide an education to the young children of locals and expatriates working for OLNG. At this location, the school grew from just 50 children to a school that now provides an education for almost 700 children aged 3 to 17. As a result of its growth, in 2018 HASIS moved to its new home, external to the OLNG compound, in excellent new, purpose-built modern facilities with state-of-the-art infrastructure, with a capacity now for 1,200 students.



The school's vision is to provide a unique international educational opportunity in Sur. At the heart of the school's ethos are the needs of the children. The school caters for these needs by providing a nurturing environment, providing opportunities for academic achievement and fostering individual talents and strengths. Differentiated planning and innovative and highly effective teaching strategies ensure they are able to provide the children with opportunities to develop their academic and interpersonal skills whilst they learn and grow at HASIS. The school welcomes expatriate and Omani families alike, with students from a wide range of nationalities, whilst retaining a family and community atmosphere. The school is a fully accredited member of CIS.

HASIS follows a hybrid curriculum with elements taken from the National Curriculum of England and Wales, the IPC and IMYC and the curricular set by Cambridge Assessment International Education for IGCSEs. The school follows the standards of the English and Omani Educational systems in both the Primary and Secondary phases, taught by teachers from the UK and around the world. The HASIS Primary Years curriculum is based on best international practice, where communication skills, confidence building and understanding of the global environment and its challenges are emphasized. The curriculum comprises of English, Mathematics, Science, Arabic (Islamic Studies for Muslim students), French, Music, PE, Swimming, Topic (encompassing Geography and History), Art and Design, Social Studies and Moral Education, with specialist teachers delivering Computing, French, Music, Swimming and PE. HASIS secondary phase serves children in Grades 6 to 12. The school has developed a bespoke curriculum which is tailored to the school's context, that serves children who need both an international and Arabic curriculum. All students follow Cambridge Checkpoint, Arabic and Islamic studies and the HASIS International Middle Years Curriculum between Grades 6-8. Students then progress at Grade 9 into IGCSEs, and at the end of Grade 10 options are considered for the Ministry of Education approved GED (General Education Diploma) courses which are examined at the end of Grade 12. These important studies inform outcomes that provide the foundation for progression to University. Additionally, in 2020 HASIS will be offering an international pathway for students at Grade 11, with Cambridge A-Levels to support those who aspire to attend international universities.

Hay Al Sharooq International School is managed and operated by Al Najah Education Limited, on behalf of ODF. Al Najah Education, based in Dubai, UAE, is an experienced and successful education company, which owns and operates schools, nurseries and training centres, with a vision to create





one of the largest educational platforms in the MENA and Southeast Asia regions, encompassing the full education spectrum. Al Najah Education continuously strives to maintain integrity of its values and interests of its shareholders. The group currently owns and operates schools in the UAE, Oman and Malaysia.

Governance of HASIS is the responsibility of the HASIS Board of Trustees, which includes members from ODF, OLANG and Al Najah Education. The role of the HASIS Board of Trustees is to set policies, agree on strategies and endorse standards and practices that ensure safe, secure and caring learning environments for all the children in which they can realize their full potential.

The Board of Trustees is currently seeking to appoint an experienced and inspirational Principal, to commence in January 2020 or as soon as possible, to provide dynamic, strategic leadership and direction to the school. This is a key role in providing effective leadership to continue the school in its new phase of development, embedding it into its new facilities, motivating and developing the staff team, increasing the student roll towards its new capacity while, most essentially, maintaining a key focus on the improvement and development of standards of teaching and learning.

For an informal discussion about this opportunity, please contact either Edward Clark on +44(0)1256 862840 or +44 (0)7718 588616, or email at [edward@lsceducation.com](mailto:edward@lsceducation.com), or contact Liz Gibbs on +44(0)7552 845990 or email [liz@lsceducation.com](mailto:liz@lsceducation.com). To apply for the post, please visit [www.lsceducation.com](http://www.lsceducation.com) and submit your up-to-date CV and a letter of application, quoting code **HASIS**. The letter should incorporate how you meet the person specification, why you are applying for the position and what particular attributes and qualities you would bring to the role.

## KEY DATES

**Closing date: 6 September 2019**

**Longlist interviews: 18, 19 September (by Skype)**

**Shortlist/Final interviews: 2, 3 October (in Sur, Oman)**

*Hay Al Sharooq International School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo relevant background checks.*



## PRINCIPAL

HAY AL SHAROOQ INTERNATIONAL SCHOOL, SUR, SULTANATE OF OMAN

### JOB DESCRIPTION

#### Job Purpose

The purpose of the role is to provide inspirational, strategic leadership and direction to the school and to achieve the business objectives of the school.

#### Key responsibilities:

- Provide strategic direction and leadership for the management of the school and its desired improvement(s);
- Act and serve as the chief administrator of the school in developing and implementing policies, programs, curriculum activities and budgets;
- Uphold the educational policies and integrate the common core government guidelines into each class curriculum;
- Create benchmarks for students and teachers and track progress towards those goals;
- Develop programs that improve teacher performance and assist students in better understanding class material better;
- Provide guidance to the school's network of student leaders and challenge those leaders to make the school a better place;
- Respond to concerns from parents and school board administrators;
- Provide support and professional growth opportunities for staff;
- Maintain good relationships with students, staff, parents and senior management;
- Develop a school improvement plan founded in a secure understanding of data and classroom observation;
- Monitor and evaluate the performance of the school and the quality of teaching and learning;
- Continue to maintain an environment that promotes and secures outstanding teaching, effective learning, high standards of achievement and good behaviour
- Ensure compliance to laid policies and procedures for school governance, staff matters and external regulators;
- Act as key spokesperson for school's representation in internal and external community (in collaboration with the Al Najah Senior Management as required);
- Regularly conduct audits to ensure that all the expectations of HASIS Board and Al Najah Senior team are achieved and provide accurate reporting through the KPI dashboard;
- Take classroom-teaching responsibility based on staffing and academic requirements of the school;
- Submit regular school performance dashboards to HASIS management and Al Najah Senior team using approved templates;
- Provide monthly updates to HASIS and Al Najah Senior team on academic and non-academic performance of the school;
- Play an active role in manpower planning and recruitment of academic positions throughout the year;
- Complete additional assignments as required by the management;
- Ensure professional flow of communication and regular updates to the management.

These details are a guide to the duties and professional responsibilities required and are not an exclusive, or extensive list.





## PERSON SPECIFICATION

The successful candidate must demonstrate the following:

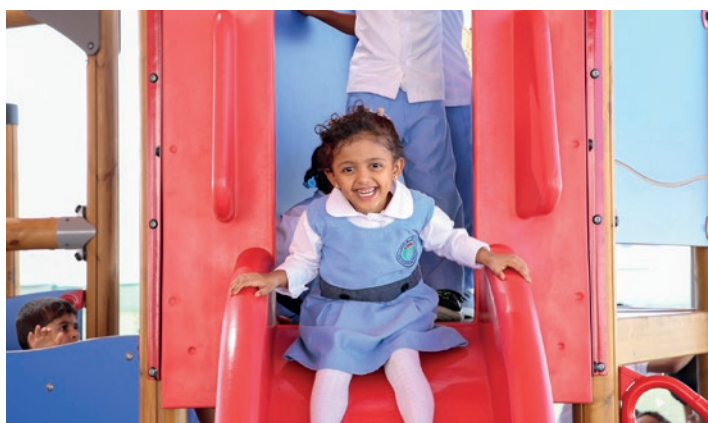
Qualifications:	<p>Post Graduate Certification in Education (PGCE) or Professional Graduate Diploma in Education (PGDE)</p> <p>Bachelor’s degree in related discipline</p> <p>Qualified Teacher Status (QTS)</p> <p>Masters degree in related discipline</p>
Experience:	<p>Strong academic experience – International British curriculum</p> <p>Minimum 15 years’ teaching experience post qualification and minimum 5 years’ relevant leadership experience</p> <p>Teaching and leading experience in Middle East region is preferable</p>
Language Skills	<p>Excellent verbal and written communication in English language</p> <p>Arabic speaking is an added advantage</p>
Skills and Abilities	<p>Passionate about teaching</p> <p>Proven senior level leadership skills</p> <p>Ability to lead multi-disciplinary and culturally diverse team of teaching experts</p> <p>Excellent communication and interpersonal skills</p> <p>Culturally sensitive and respectful of local traditions.</p>

## REMUNERATION PACKAGE

A highly attractive package will be offered to the successful candidate including:

- competitive salary;
- furnished accommodation;
- flights;
- comprehensive medical insurance;
- annual leave;
- free school places for children.

Contracts are for two years initially, extendable by mutual agreement.



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### LIVING IN SUR

Sur is a rapidly developing port city on Oman's eastern tip, not far from the capital but still a piece of old Arabia at its best. Sur is one of the oldest of the Omani cities and has played a prominent role in building maritime trade across the Gulf of Oman, Arabian Sea and Indian Ocean, forming business and cultural links between the Arabian Peninsula, India, East Africa and South-East Asia. Sur is the last location in Arabia where the traditional dhows are still built; they can be seen at use at sea daily.

Sur lies on the coast of the Gulf of Oman, boasting some of the best private beaches and unspoiled scuba diving to be found in the world, and is not far from extensive areas of mountains and desert which offer considerable opportunities for outdoor pursuits. There are several ancient monuments including Bilad Sur Castle, As Sinaysilah Castle, Al 'Ajjah Castle, Finar Ras Al Meel and Ras Al Hadd Castle. Sur also lies close to several spectacular and popular valleys, the most prominent of which are Wadi Shab and Wadi Tiwi, and the protected beaches at Ras Al Jinz where several species of turtle lay their eggs all year round.



In addition to the history of the area, there are rapidly developing modern amenities with new shopping facilities and malls, so your day-to-day needs are very easily met, with an excellent range of goods on sale. Sur is also famous for its food, and there are many excellent restaurants where local dishes and fresh seafood are served, together with a few more international locations for a taste of something more cosmopolitan. Other facilities include the OmanSail club with which the School has a strong connection, and the HAS Compound club which school staff may choose to join and



enjoy the swimming pools, tennis courts, restaurants and bar, all of which is subsidised by OLNIG.



By road, Sur is connected to Muscat, Nizwa and Salalah with Dubai and Abu Dhabi not too far over the UAE border, whilst East Africa, South Asia and the Mediterranean are a short flight away. Living and working in Oman offers a wide range of unique cultural experiences not easily found in other parts of the Middle East. Flexibility, cultural dexterity and a sense of adventure are a must, but the rewards are great.





## APPLYING FOR THIS POST

### Key dates:

Closing date: 6 September 2019

Longlist interviews: 18, 19 September (by Skype)

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If you would like to have an informal discussion about this post or the school, please contact either Edward Clark on +44(0)1256 862840 or +44 (0)7718 588616, or email at [edward@lsceducation.com](mailto:edward@lsceducation.com), or contact Liz Gibbs on +44(0)7552 845990 or email [liz@lsceducation.com](mailto:liz@lsceducation.com).

If you are keen to apply for the post:

- Visit the LSC Education website at [www.lsceducation.com](http://www.lsceducation.com).
- Click in the Vacancies section.
- Click into the posting relevant to this job.
- At the bottom of the page click on 'Apply Now'.
- Complete the brief Job Application Form and attach your CV (with contact details of Referees) and Letter of Application, quoting code HASIS.
- Click on 'Submit'.
- We will be in contact with you shortly after your application has been reviewed.
- If you encounter any problems with this process, please contact [edward@lsceducation.com](mailto:edward@lsceducation.com).

*Hay Al Sharooq International School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to undergo relevant background checks.*

## References

Please include within your application (in your CV) the names, job titles, work email addresses and telephone numbers of a minimum of three professional referees. These need to include your current and all past employers/line managers that you have worked for within at least the past 6 years.

We will need to collect full references before shortlist interviews but if you have a specific preference that we do not contact one or more of your referees, please notify us of this. Please rest assured that no referees will be contacted until LSC Education has received your specific consent to do so.

## Qualifications, Identification, Health and Background Checks

Please note that you may be required to bring documentation to interview providing proof of your identity and qualifications as part of LSC Education's safeguarding procedures. You may also be required, if an offer is to be made, to undergo a pre-placement medical assessment and relevant background checks as part of the organisation's recruitment and safeguarding procedures.

## Safer Recruitment Practice

LSC Education is committed to safeguarding and promoting the welfare of children and young people. We ask all our candidates and clients to share this commitment. Further details of our recommended safe recruitment practices can be found at [www.lsceducation.com](http://www.lsceducation.com).

## Data Protection

LSC Education promise to look after your personal information. Before submitting any of your personal data to us, we would encourage you to read our Privacy Statement. If you have any concerns or questions about the way we use your data, please contact us at [dataprotection@lsceducation.com](mailto:dataprotection@lsceducation.com).

## LSC Education

LSC Education supports schools and education organisations, globally, to attract and recruit outstanding leaders. Our search and selection service includes complete creation and management of the recruitment process and we aim to provide an excellent service to our clients and candidates.

For further information about LSC Education, please visit our website at [www.lsceducation.com](http://www.lsceducation.com)