



Haileybury Almaty



Candidate Brief Teacher of Mathematics



Dear Applicant,

Thank you for your interest in the post of Teacher of Mathematics at Haileybury Almaty, the British international school in Almaty, Kazakhstan, and part of the Haileybury group of schools in Kazakhstan.

We seek to appoint an exceptional teacher with a proven track record in strong UK and/or international schools who is wholly committed to providing an outstanding, British-style education to the pupils in our care.

The attached Candidate Brief provides an introduction to the school and outlines the scope and responsibilities of the post. I encourage you to visit our Virtual School Experience for a more comprehensive overview of the school. The Living and Working in Kazakhstan section provides a useful and enlightening insight into living and working in the city and the country of Kazakhstan for those unfamiliar with life in this beautiful Central Asian jewel.

The post has a generous remuneration package, which reflects the importance we place on appointing a colleague of the highest calibre. Further details will be provided to all shortlisted candidates.

I do hope that after having read the Candidate Brief and understood the necessary skills and experience required to fulfil the role that you will wish to pursue the post further. We look forward to receiving your application. All applications will be handled in the strictest confidence.

Simon Mills

Simon Mills
Headmaster
Haileybury Almaty



Candidate Brief

Teacher of Mathematics

Background

Haileybury Almaty was opened by Kazakhstan's first President in 2008 and is a British curriculum school preparing young people to become leaders of the future and to achieve their goal of attending a world class university. From an early age, pupils take part in a wide range of activities to challenge and extend their knowledge and skills in an increasingly global world. Above all, however, Haileybury Almaty is a school that cares for every one of our pupils as we guide and support them into an exciting future. It is a day school that provides an English speaking environment to young people from some 25 different nations, the majority of whom are from local Kazakh families.

Educating children from 3-18, the school occupies a prime site adjacent to the Essentai River. There are currently 800 pupils, of whom 409 are in the Junior School.

Haileybury Almaty is a not-for-profit school that is supported by a Board of Directors and a Board of Governors, representing both Haileybury College in the U.K. and several Kazakh philanthropists.

The Board has oversight of the academic strategy of the school and the day to day operations are delegated to the Headmaster who manages the school and reports to the Board regularly.

Haileybury Almaty holds the Patron's Accreditation with COBIS (the Council of British International Schools). It is inspected under the COBIS inspection programme. In addition to our COBIS accreditation and membership we are also members of FOBISIA (The Federation of British Schools in Asia). Haileybury Almaty is a member of the High Performance Learning (HPL) programme.

Haileybury Almaty has an enviable reputation in Central Asia as one of the leading independent International Schools. It is academically selective and expects pupils to achieve excellent examination results at IGCSE and A-Level following which pupils take up places at world class universities in the US, the UK, Europe, Asia and around the world. In addition to providing intellectual rigour, challenge, and encouraging academic curiosity, we provide a holistic education that balances academic achievement with the development of character, resilience, and leadership.

All pupils are strongly encouraged to take full advantage of the widest range of Co-Curricular activities on offer at Haileybury Almaty. Participation in these activities stretches the pupils and they promote a sense of social responsibility, enhance team spirit, engender confidence and develop strong values to guide them in an increasingly complex world. A Haileybury education is built on outstanding pastoral care. A nurturing environment underpins all of our endeavours and helps shape the distinctive characteristics of Haileyburians.

The school is very proud of its close links with Haileybury UK and Haileybury Astana; sharing both their traditions and values. It provides a high quality environment where pupils learn with growing independence, in a challenging and stimulating setting. High academic achievement is realised within a broad curriculum embracing creativity, the arts and sport. Haileybury Almaty is also the largest provider of the International Award (Duke of Edinburgh Award) in Central Asia.





Our School

Our Aim

Our aim is to educate future leaders and to prepare them for the global environment in which they will thrive. A love of learning is central to this and we encourage all of our pupils to be inquisitive, reflective, resourceful, courageous, organised, and resilient.

Learning

1

Wellbeing

2

Personal
Growth

3

Community

4

Sustainability

5

Innovation

6

The Curriculum

The School is proud of its tradition of academic excellence and curriculum breadth. The curriculum is based upon the English National Curriculum leading to IGCSE and A-Level public examinations. The majority of students upon completion of A-Level study will leave to leading UK, US, and European universities. This year 80% of A-level were at either A+, A or B grade and pupils left to Harvard, Brown, UCL, Durham and many other leading universities.

Finance

The Junior and Senior Schools are operating at near peak capacity with healthy enquiries. The School maintains a very good financial position. It is wholly funded by fee income, and, unusually, offers a high number of full scholarships each year that are means tested bringing further diversity to the school.

For further information please visit

<https://www.haileybury.kz/en/Almaty>

The Person

- Be a role model for pupils at Haileybury Almaty.
- Be highly motivated, ambitious and collaborative.
- Have high levels of honesty and integrity in all aspects of their role.
- Demonstrate empathy, humility and care, taking the time to listen and motivate the pupils.
- Committed to safeguarding and to promoting the welfare of children and young people.
- Ensure a secure, stimulating and well managed learning environment that promotes a sense of safety, support and wellbeing.
- Demonstrate strong teaching skills, which leads to improvement of attainment and success within the school.
- Have excellent organisational skills.
- Demonstrates the ability to manage change and work under pressure within those changing circumstances.
- Has excellent communication skills along with the ability to listen and understand.

- Has the ability to contribute to the positive management of student behavior.
- Has the ability to inspire both adults and young pupils.
- Demonstrates outstanding interpersonal skills and the ability to relate well to a wide range of people.
- Successful experience in working with pupils in the age group you are teaching.
- Demonstrated experience in inspiring pupils in stimulating learning.
- Demonstrated experience of using ICT to promote learning.
- Ability to analyse student data to support student achievement.
- Demonstrated experience in raising achievement and setting challenging targets.
- Strong commitment to supporting all aspects of our programme, especially through participating actively in the Co-Curricular Programme.
- Graduate Qualified Teacher.
- Bachelor's Degree in relevant subject area.

The successful applicant must be available to commence employment in August 2026.

The possibility of an earlier start may be mutually considered.

Remuneration

A generous package including a very competitive salary, annual gratuity, Allianz World medical insurance scheme, full school fee remission, accommodation, and relocation allowance is offered according to eligibility.

Full details will be made available to shortlisted candidates.



The Role

Teacher of Mathematics

Responsible to: Head of Mathematics Faculty.

Responsible for: The education of young people at Haileybury Almaty. Ensuring their academic growth through well planned, engaging lessons that provide challenges for all. Ensuring their pastoral growth through providing strong, positive relationships and showing a commitment to the personal development of each child. Being an effective team member that learns, adapts, reflects and shows commitment to our pupils, the school and its ethos and vision.

Responsibilities:

Working with the Head of Faculty in maintaining high academic standards within their subject area. To ensure that pupils are supported in their learning journey through the Senior School and set the highest aspirations for their pupils' achievement and development, both in the classroom and through the many extra-curricular activities on offer:

- Actively promote and develop the ethos of the School.

- Set high expectations both academically and socially/emotionally for all pupils in your care.
- Provide a stimulating learning environment through creative and interactive displays and stimulating learning areas.
- Manage curriculum delivery and associated resources in a manner that challenges and interests pupils and is appropriate to their needs and skill-levels including catering for pupils with SEN, EAL and high abilities.
- Behave at all times in a manner befitting a role model for the pupils of the school and in a manner that brings only respect to colleagues and the reputation of Haileybury Almaty in line with professional Teaching Standards and those of Haileybury Almaty.



Application Procedure

Applications close: 12:00 pm KZ Time (GMT +5) on June 1st, 2026.

All applications should be made through the TES portal. No applications will be accepted through any other means.

Interviews

Much of the recruitment procedure will have to be conducted by online video-conferencing interviews with both the Senior Leadership Team and other key stakeholders.

Data, Equal Opportunity and Safeguarding Statements

Personal data is being collected for Human Resources purposes, including assessing your suitability for the post for which you are applying. The data will be used by Haileybury Almaty School and the Board of Governors. If you wish to access any personal data held by Haileybury Almaty School, please contact the HR Manager. If your application is unsuccessful the personal data you supply will be retained for one year, at the end of which time it will be destroyed.

Haileybury Almaty is an equal opportunity employer and as such treats all job applicants and staff with equal respect free from unjustifiable discrimination. Haileybury Almaty is committed to safeguarding and promoting the welfare of children and young people.



Haileybury Almaty

Educating future leaders

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Haileybury Almaty is committed to safeguarding in all aspects of education