Haileybury Astana



Candidate Brief
Science Teacher



Dear Applicant,

Thank you for your interest in the post of **Science Teacher** at Haileybury Astana, The British International School in Astana, Kazakhstan, and part of the Haileybury Group in Kazakhstan.

We seek to appoint an exceptional candidate with a proven track record in top 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 website 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 comes with a generous remuneration package, which reflects the importance we place on appointing a colleague of the highest calibre. Details of the package 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 indeed wish to pursue the post further. All applications will be handled in the strictest confidence.

John Coles
Headmaster, Haileybury Astana



Candidate Brief

Science Teacher, Haileybury Astana School. The British International School in Astana

Background

Haileybury Astana was opened by Kazakhstan's first President, Nursultan Nazarbayev, in 2011 and is an IB World School preparing young people to become leaders of the future and to achieve their dream of attending a world top 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 Astana 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 2-18, the school occupies an enviable site adjacent to the Presidential park. There are currently some 670 students of whom 430 are in the Junior school. Haileybury Astana 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 the 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 Astana is a member of NEASC (New England Association of Schools and Colleges), and holds the Patron's Accreditation with COBIS (the Council of British International Schools). It is inspected under the COBIS inspection programme regularly. In addition to our COBIS accreditation and membership we are also Haileybury members of FOBISIA (The Federation of British Schools in Asia).

Haileybury Astana 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 IB; Pupils take up places at elite 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 Astana.

Participation in these activities stretches the pupils; it promotes a sense of social responsibility, enhances team spirit, engenders confidence and develops 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 Almaty; sharing both their traditions and values. It provides an environment where students learn with growing independence, in a challenging and stimulating setting. High academic achievement is realized within a broad curriculum embracing creativity, the arts and sport, and pupils and staff refer daily to the Haileybury habits of resilience.





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 and staff to embrace the Haileybury Habits encouraging each pupil to be; Inquisitive, Reflective, Resourceful, Courageous, Organized, and Resilient.

The Curriculum

The School is proud of its tradition of academic excellence and curriculum breadth. The curriculum is based upon the UK National Curriculum leading to IGCSE/GCSE and IB public examinations. It aims to provide seamless transition to and from British and British International Schools worldwide. It is anticipated that the majority of students upon completion of IB study will leave to leading UK, US, and European universities.

Finance

The Junior and Senior Schools are operating at near capacity with healthy enquiries. The School maintains a very good financial position. It is wholly funded by fee income, and offers several full scholarships a year that are means tested.

For further information please visit https://www.haileybury.kz/en/astana

Person Specification

The successful applicant for the Science Teacher position will be an outstanding and experienced educator committed to helping students achieve academic excellence within an engaging and challenging science curriculum framework.
Applicants should possess the following qualities:

- Passion and energy for working with students, parents, and colleagues;
- Strong ability to deliver effective teaching and facilitate learning in science;
- Excellent knowledge of KS3, GCSE/IGCSE, and A Level or IB science curricula;
- Experience in collaborating to support specific data management and analysis;
- A desire and ability to inspire students and support their growth;
- Excellent communication and interpersonal skills with a diverse range of stakeholders.

Applications are invited from experienced colleagues with a clear understanding of science education who are dedicated to promoting the Haileybury habits. The successful applicant must be available to commence employment in August 2026.

Remuneration

A generous package including a very competitive salary, annual gratuity, Allianz Global 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

Title: Science Teacher
Responsible to: Head of Science

Role Description:

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



Person Specification	Essential	Desirable
Behaviour	• Upholding the Code of Conduct and Haileybury Astana vision • Self-motivated and hard-working • Well-organised • Creative • Have high expectations with regards to safety in the laboratory.	• Willingness to learn and adapt • Willingness to offer co-curricular activities
Knowledge	• Demonstrate skills, which leads to improvement of attainment and success within the school. • Possess the skills and capability to teach curriculum from KS3 to KS5. • 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. • Demonstrates good coaching skills within a team environment. • Has the ability to contribute to the positive management of student behaviour. • 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	• Subject knowledge sufficient to challenge able pupils and achieve high outcomes • Knowledge and understanding of child development and its impact on behaviour • Knowledge and understanding of positive disciplinary methods.
Experience	• Successful experience in working with pupils in the age group you are teaching • Demonstrated experience in inspiring pupils in a stimulating learning • environment • 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 extra-curricular activities and contributing to the life of the school community	• Experience in teaching EAL pupils • Experience delivering at IGCSE and IBDP Level • Previous experience in an international school and familiarity with British education system • Minimum 3 years' experience in teaching the subject • Experience of developing and delivering a STEAM curriculum.

Person Specification	Essential	Desirable
Qualifications	• Graduate qualified teacher • Bachelor's degree in relevant subject area	• Master's degree an advantage
Values/Beliefs:	• Every person matters when contributing to the success of every child; • Children should be safeguarded and protected from abuse at school; • Schools should work in partnership with parents / carers in developing well rounded, confident, future citizens; • As an inclusive school every child should be given the opportunity to achieve their full potential; • Spiritual, emotional and social development are extremely important; • Respect for the opinions and contribution of others • Appreciation of the extended life of the school and a commitment to putting this into practice	



Application Procedure

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

Interviews

Our recruitment procedure will be conducted by online video-conferencing interviews with the Senior Leadership team:

- Initial interviews for longlisted candidates will be held by the Head Senior School and Deputy Head of Senior School.
- Interviews for shortlisted candidates will be held by the Headmaster and HR Director.

Haileybury Astana School reserves the right to interview and recruit strong candidates before the closing date and therefore encourage applicants to submit their applications as soon as possible.

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 Astana School and the Board of Governors. If you wish to access any personal data held by Haileybury Astana 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 Astana is an equal opportunity employer and as such treats all job applicants and staff with equal respect free from unjustifiable discrimination.

Haileybury Astana is committed to safeguarding and promoting the welfare of children and young people and expects all staff and those connected to the school to share this commitment. Applicants must be willing to undergo child protection screening including reference checks with previous employers and a DBS check or equivalent. Online searches will be done as part of due diligence checks for shortlisted candidates.



Haileybury Astana

Educating future leaders

www.haileybury.kz

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Haileybury Astana is committed to safeguarding in all aspects of education.