



Downe
House
Muscat

Information Pack
for Candidates





INTRODUCTION

Thank you for your interest in joining Downe House Muscat in the beautiful country of Oman.

Downe House Muscat opened in September 2022, and is the world's first authentic international girls' school run by a premium all-girls' school from England - Downe House UK. With over a 115 years of experience, Downe House is one of the UK's most renowned private schools.

Much has been achieved since opening and the school is well on its way to being an outstanding school and has the desire to be the best in the region.

Located in the Al Bandar development in Muscat, Downe House Muscat offers the globally celebrated Cambridge International Curriculum leading to IGCSE in Grades 9 and 10, and the General Education Diploma (GED) in Grades 11 and 12. The curriculum is

sensitively adapted for the Sultanate of Oman, ensuring the pupils will excel in Arabic language and Islamic Studies, alongside other subjects and a vast array of extra-curricular activities.

A Downe House education is unique, at the heart of its ethos is the individual. We understand that each pupil has their own distinctive strengths, challenges and interests, and every learning pathway will be bespoke. You will soon discover that the links between the UK school and Downe House Muscat are genuine and strong both in philosophy and practice.

The core vision for Downe House Muscat is to provide a truly individualised learning environment, achieved through the best contemporary teaching methods, a diverse and innovative curriculum, a holistic view of pastoral care and the development of dynamic wellbeing,

enrichment and activity programmes - all set within an inspirational physical environment.

Our team plays a part in this by committing to understanding each pupil as a learner, by taking the time to get to know the pupils at every stage of their academic journeys, by working closely with our families to support their children to achieve shared goals, and to join in celebrating progress and success at every step of the way.

If you are excited by what you read and are looking for a one-of-a-kind opportunity, then I encourage you to discover more by submitting your application.



Michelle Scott
Principal





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Downe House

ABOUT DOWNE HOUSE MUSCAT

Downe House Muscat opened in September 2022 to pupils in Grades 5 to 12 and is now open to pupils from Grade 1 upwards.

Through our partnership with Downe House in the UK, we are proud to embed the first UK premium girls' school influenced by over one hundred and fifteen years of world-class British education, to Oman. Pupils from Grade 1 to Grade 12 have the opportunity to be inspired and challenged as they grow into confident young women preparing to play their part in the world.

Downe House Muscat offers:

- A first-class British education in the international context of Oman leading to IGCSE, A level and GED examinations
- Academic excellence

- Outstanding pastoral care and opportunities for personal development; and
- A broad range of co-curricular activities as part of a fulfilling school day.

Everything at Downe House Muscat is designed to encourage, stimulate and inspire the girls. The school promotes genuine personal enquiry and intellectual appetite to nurture individual talents and interests beyond the academic and to fosters a culture of inclusivity and respect for others. Underpinning this is a comprehensive pastoral system, individualised tutoring and a personal spotlight on every pupil from the day they begin their educational journey at the school.

The school is located in the Al Bandar Masterplan – a 1.1 million square metre development situated in close

proximity to Muscat International Airport, City Centre Muscat and many residential communities.

Our state-of-the-art campus houses some of the finest school facilities in Oman. These currently include dedicated library and study spaces across 3 floors, a spectacular central atrium, a centre for science, technology, art and design, a 450-seat industry-standard theatre, performing arts studios, recital spaces and practice rooms, and digital savvy IT and media labs. The site also houses a full sized international-competition-ready hockey pitch, a junior 7-a-side football pitch, 2 multi-use game areas for sports such as netball, basketball and volleyball, and 2 dedicated fully-shaded tennis courts.

We are now making plans to enhance the school's already excellent facilities with an indoor multi-use sports facility, a swimming pool and an outdoor, uniquely designed primary playground.

The structure of Downe House Muscat is:

Pre-prep/Lower Primary	Grade 1 and 2
Lower Prep/Middle Primary	Grades 3 to 4
Middle Prep/Upper Primary	Grades 5 to 6
Upper Prep/Lower Secondary	Grade 7 and 8
Senior School	Grade 9 to 12

A photograph of two young girls in school uniforms sitting on wide stone steps. The girl on the left has long blonde hair and is wearing a green sweater over a light blue shirt and a dark plaid skirt. The girl on the right is wearing a light blue shirt and a dark plaid skirt. They are both looking at a tablet computer held by the girl on the left. The background shows a large, white, classical-style building with arched windows and a red flag hanging from a pole. The ground is paved with dark stones and scattered with fallen autumn leaves.

Downe House UK is a world class international school and one of the most famous girls' schools in the UK. It is the school of choice for British and international royal families and peerage.

Our Founding School

DOWNE HOUSE UK

Downe House consistently ranks within the top 2% of independent schools in the UK and is renowned as the Eton of girls' schools and surpasses other world-known schools such as Wellington, Dulwich and Rugby.

Families from all over the world send their children to Downe House, which has created a global network of more than three thousand alumnae, of which many are well known. Graduates of Downe House include Lady Gabriella Windsor, Dame Alice Rosemary Murray (the 1st female Vice Chancellor of Cambridge Universities), and members of the extended British, Saudi, Malaysian and Belgian royal families, alongside daughters of members of the British peerage.

Results

In 2023, at A Level, 84% of all grades achieved were A*-B with 64% at A*-A. More than 90% of the graduating pupils took up places at their preferred choice universities. At GCSE, 81% of all grades were awarded 9-7 (A*-A), and just under 75% of pupils achieved 7 or more 9-7 grades (A*-A).

Pupils leave Downe House to take up places at top universities in the UK and across the world including the USA and Canada. In the last academic year, over 89% of pupils graduated from Downe House to take up places at Russell Group universities including Oxford and Cambridge.

Inspection

Based on Downe House UK's most recent full inspection by the Independent School Inspectorate (ISI), the school was rated "excellent" in every category, this being the highest grade it could receive. The Inspectors reported:

"The quality of pupils' academic and other achievements is excellent"

"An atmosphere of happy, purposeful and collaborative endeavour permeates school life"

"Pupils develop into young women with high levels of self-esteem,

well prepared to face their futures confidently and boldly"

"When they leave the school, pupils are well prepared to face with confidence the challenges, opportunities and responsibilities of living and working in the modern world"

"The successful fulfilment of the school's aims is testimony to the high quality of governance, leadership and management."



LIVING IN OMAN

Occupying the south-eastern coast of the Arabian Peninsula, the Sultanate of Oman is at the confluence of the Persian Gulf and Arabian Sea. According to recent global reports, the beautiful country of Oman has been named the safest and friendliest country in the world for expatriates to live and work (Expatriate Insider Report, InterNations, 2019).

Oman's low-rise towns retain their traditional charms, and Bedouin values remain at the heart of an Omani welcome. With an abundance of natural beauty, from spectacular mountains, wind-blown deserts and a pristine coastline, Oman provides a modern face of Arabia whilst preserving a sense of its ancient soul.

Oman has a good expatriate population, drawn to the country for several reasons:

- It is complete with all the conveniences and luxuries you would expect to find in a developed western city: international restaurants, luxury shopping malls, coffee shops, 10-screen VOX cinemas, an efficient health system, five-star hotels, to name but a few.
- Despite being an upcoming modern city, Muscat is soaked in culture and tradition. Examples of this include the Sultan Qaboos Grand Mosque, the Muttrah Souk and the National Museum, which showcases two millennia of heritage and history through permanent exhibition of more than 5,000 objects. Meanwhile, the Royal Opera House has a prestigious international line-up staging jazz, ballet, classical and opera all year round.
- Oman's landscape, dominated by desert, mountains and coastline, offers Muscat residents plenty of weekend escapes. The Al

Hajar mountains, with caves, canyons and numerous wadis (dry riverbeds) that flow with spring water make wonderful hikes or scenic drives. Alternatively, Oman is an hour flight from Dubai and Abu Dhabi making it easy to experience the Emirati lifestyle as well.

- Oman has much to offer for those interested in sports and partaking in outdoor pursuits. South of Oman lie the Rub' Al Khali desert where a perfect sea of dunes reaching up to 300 metres high can be found, hosting exciting activities such as sandboarding, 4WD dune-bashing, camel riding and camping. Furthermore, Oman is a dazzling bounty of underwater attractions. The Daymaniyat Islands, for example, is a marine reserve providing beautiful waters for divers and snorkellers to swim among the coral, rays, and turtles.

There is then the rest of the world. Oman's location makes it an amazing point from which to travel the world during the holidays. Incredible destinations in Asia, Africa, Europe and the Middle East are only a short flight away. The \$1.8bn Muscat International Airport was named the best airport in the Middle East, at the 2019 World Travel Awards, making Oman a truly excellent staging post.



CAREER DEVELOPMENT

Downe House Muscat is seeking to appoint outstanding individuals for its continued growth. This is a unique opportunity to join a highly talented team to ensure Downe House Muscat is the leading school in Muscat and with the ambition to always be the best.

Our staff enjoy an excellent and fulfilling working environment, a competitive tax-free salary and package and an exciting lifestyle in a beautiful, vibrant coastal city.

We welcome applications from the UK independent and state sector as well as from those working internationally.

Ongoing Professional Development

Our focus on career development is very important to us and we are committed to attracting and retaining outstanding staff and look forward to helping you develop your career with us.

The best teachers continuously improve and develop their teaching practice, subject knowledge and leadership skills.

This is why Downe House Muscat dedicates resources towards CPD for both our new and experienced teachers and leaders.

All successful candidates appointed to Cheltenham Muscat will also be joining an expanding network of schools with access to:

- Teacher exchange with Cheltenham
- College UK
- Middle and Senior leadership training
- Subject specific training
- Mentoring and peer learning
- Online training opportunities
- Tailored INSET days
- Academic conferences
- Intra-network collaboration

Onboarding

We understand that moving abroad, especially for the first time, can be daunting. Apart from the practical logistics associated with taking a job in Muscat, we know that teachers sometimes feel anxious about how they are going to settle.

At Downe House Muscat, our warm HR and school leadership team will provide the support and advice required for new members of staff to settle. This includes support with the work and residence visa application process, settling into permanent accommodation, health insurance, setting up bank accounts and orientation of the beautiful city of Muscat.



RENUMERATION PACKAGE

Our inclusive tax-free salaries are based on experience and qualifications and will be dependent on the specific role and responsibilities.

Additional benefits include:

- An end of service payment (Omani nationals receive a PASI payment)
- Start and end of contract flights for overseas staff
- Annual return flight allowance for overseas staff
- Tuition fee concession at Downe House Muscat or Cheltenham Muscat
- Medical insurance
- In-country visa costs as required

*figures are approximate based on varying exchange rates

We recognise that the success of Downe House Muscat depends on the quality, well-being and motivation of our staff.

In addition to the salary and package structure outlined above, staff can also expect:

- A commitment to professional development
- A dedicated and passionate human resources and support team committed to making life in Oman as comfortable as possible
- Outstanding career progression opportunities that arise from being part of a rapidly expanding education group in a dynamic market.
- A CPD training allowance.

PERSON SPECIFICATION

Please note that successful applicants must meet the following criteria. More details can be found in the accompanying job description. Applicants without the following will not be considered:

- A Bachelor's Degree in a relevant subject to the teaching post.
- UK Post Graduate Certificate of Education (or equivalent).
- Qualified Teacher Status.
- Excellent working knowledge of the UK National Curriculum.
- A proven track record of excellent teaching for at least three years as a qualified teacher.

- A strong academic background, stature and experience that will command the respect of pupils, parents, colleagues and the wider community.
- A commitment to academic progress and the welfare and safeguarding of pupils.
- Knowledge and understanding of recent educational developments and best practice.



Downe House Muscat

HOW TO APPLY

To apply, please consider the details of the candidate information pack, complete all sections of the application form including the supporting statement that sets out your interest in this position, how you meet the requirements of the role and your ambitions for the school.

Completed applications should be sent to careers@downehousemuscat.com by the closing date.

Please note that we will not consider applications without a completed application form.

Applications will be reviewed as they are received. Early application is advised with interviews possibly being arranged in advance of the closing date. Downe House Muscat reserves the right to make an appointment before the closing date.

To arrange an informal discussion about the role, please email careers@downehousemuscat.com

Please visit our website at www.downehousemuscat.com for further information about the school.

Safeguarding and Data Protection

Downe House Muscat is committed to safeguarding and promoting the welfare of children and expects all staff to respect this commitment. The post is subject to applicants providing a satisfactory current Police Clearance Certificate. In addition, candidates are requested to provide a police clearance certificate from each country they have worked in. Two satisfactory professional references will also be required.

If successful and if applicable for visa purposes, applicants will need to supply relevant degree certificates, university transcripts and proof of being a 'full time' student. Some of these documents will need to be attested by you at the Ministry of Foreign Affairs and Oman Embassy in the candidate's home country.

By applying to this post, you agree to your data being held and processed by Downe House Muscat and its affiliates. If you are appointed to the post you also agree to additional information, including sensitive data such as bank details and medical information, being held by Downe House Muscat and its affiliates.





Downe House
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