



CHARTERHOUSE
ALMATY

Appointment of a Teacher of English





Welcome from the Head



Dear applicant,

I am delighted to welcome you to Charterhouse Almaty, an academically selective school created in proud partnership with one of the Great Nine English public schools and among the most celebrated names in world education.

Founded in 1611, Charterhouse has shaped Prime Ministers, explorers, Nobel laureates and artists of international renown. To this day it stands as a symbol of scholarship, character and leadership. Charterhouse Almaty is now preparing to extend this extraordinary tradition to Central Asia for the first time, offering students the rare privilege of belonging to a heritage that has endured for over four centuries.

From September 2026, we will open our doors to pupils from Reception through Year 10, before expanding further into IGCSE and A-level studies the following academic year.

As a founding member of our common room, you will help to shape the character of Charterhouse Almaty. Our expectations will be exacting: scholarship of the first order, teaching that inspires curiosity and ambition and a culture that demands the very best from every pupil. In return, you will have the privilege of working in a setting designed to match these standards, including six state-of-the-art science laboratories, a 500-seat auditorium, a dedicated Futures Lab, extensive sporting facilities, and an extraordinary breadth of co-curricular opportunities that will reflect the richness of a true Charterhouse education. Our students will be nurtured not only to achieve academic excellence, but to embody the values that have defined Carthusians across generations: moral courage, perseverance, open-mindedness, kindness and responsibility. We will foster in them a passion to learn, a passion to excel and, above all, a passion to lead, prepared not simply for admission to the world's leading universities, but for lives of influence and purpose in a rapidly changing world.

We are seeking colleagues of the highest calibre, who share our belief that education, when delivered with vision and ambition, has the power to transform lives and societies. In pursuit of this, we have already appointed a Head of Senior School who oversaw the world's leading Middle Years Programme (MYP) results, and a Head of Junior School who has guided her current school to become a finalist for UK Independent School of the Year. Together, they exemplify the standard of excellence we expect across our community.

I look forward to receiving your application.

Michael Seaton
Founding Head
Charterhouse Almaty



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About Charterhouse, UK

Founded in 1611, Charterhouse has for over four centuries educated some of the world's most influential thinkers, creators and leaders. Today it remains one of the most distinguished independent boarding and day schools in the world, providing an academically ambitious and holistically rich education to almost 1,000 boys and girls.

Charterhouse is set within an inspiring 250-acre campus. With 17 grass sports pitches, three full-sized astroturf pitches, an athletics stadium, a sports centre, 24 tennis courts and a nine-hole golf course, the campus is one of the best, if not the best, in the United Kingdom. Combined with a 235-seat theatre and separate music performance and art display spaces, its setting encourages students to contribute and provides a safe community in which to explore and grow.

In recent years, Charterhouse has embarked on a highly successful global expansion, extending its educational mission through a growing family of schools in the UK and overseas. This reflects a bold long-term strategy: to share the Charterhouse standard of excellence with new generations worldwide while remaining true to its historic character and traditions.

Joining Charterhouse Almaty therefore represents not only an opportunity to help found a transformational new school but also to be part of an ambitious and distinguished global movement in education.

GOVERNANCE

Two members of the Charterhouse leadership team sit on the Charterhouse Almaty Advisory Board. Charterhouse will carry out an annual inspection of Charterhouse Almaty to ensure we maintain the educational standards, key values and ethos of a Charterhouse education, and successful candidates will benefit from digital conferencing and 'how we do things' conversations with peers from our parent school.



Charterhouse, UK
Godalming, England



The Hall at Charterhouse, UK



VISION STATEMENT

To set the benchmark for British schooling in Central Asia, defined by outstanding outcomes, graduates who thrive at the world's elite universities, and leaders who shape society.

AIMS

Charterhouse Almaty seeks to impart:

- An academically ambitious education that cultivates curiosity, independence and rigour.
- Teaching that combines intellectual depth with the power to inspire.
- A community shaped by kindness, where every student is known and encouraged to flourish.
- A culture that welcomes challenge, building perseverance, confidence and grace under pressure.
- A global outlook that embraces open-mindedness, responsibility and courage in the service of others.

PERSEVERANCE
CHARTERHOUSE
RESPONSIBILITY
MORAL COURAGE
OPEN-MINDEDNESS
KINDNESS



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Our Campus

The Charterhouse Almaty campus has been meticulously designed to offer its students world-class facilities that will inspire academic achievement, creativity and physical excellence. Unrivalled in the region, our state-of-the-art campus will provide the space, support and surroundings for students to thrive at the highest global standards.

Designed by an internationally celebrated Kazakh architect, the campus will set a new benchmark for education in Almaty, combining state-of-the-art learning spaces with outstanding sports and performing arts facilities.



Set against the stunning backdrop of the Tien Shan mountains, Charterhouse Almaty will combine cutting-edge facilities with expansive outdoor spaces, ensuring that students benefit from both modern innovation and a deep connection to nature. Our campus will offer:

- A competition standard 25-metre swimming pool, with spectator seating.
- An athlete-ready 4-court sports hall and gym.
- UEFA-standard floodlit football pitch.
- Six cutting-edge science labs to spark curiosity and discovery.
- Two art studios and a Futures lab.
- Specialist Windows and Mac workspaces.
- Purpose-built drama and music studios.



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Our Campus



A striking campus designed for all seasons.



A vibrant, welcoming Junior School environment.

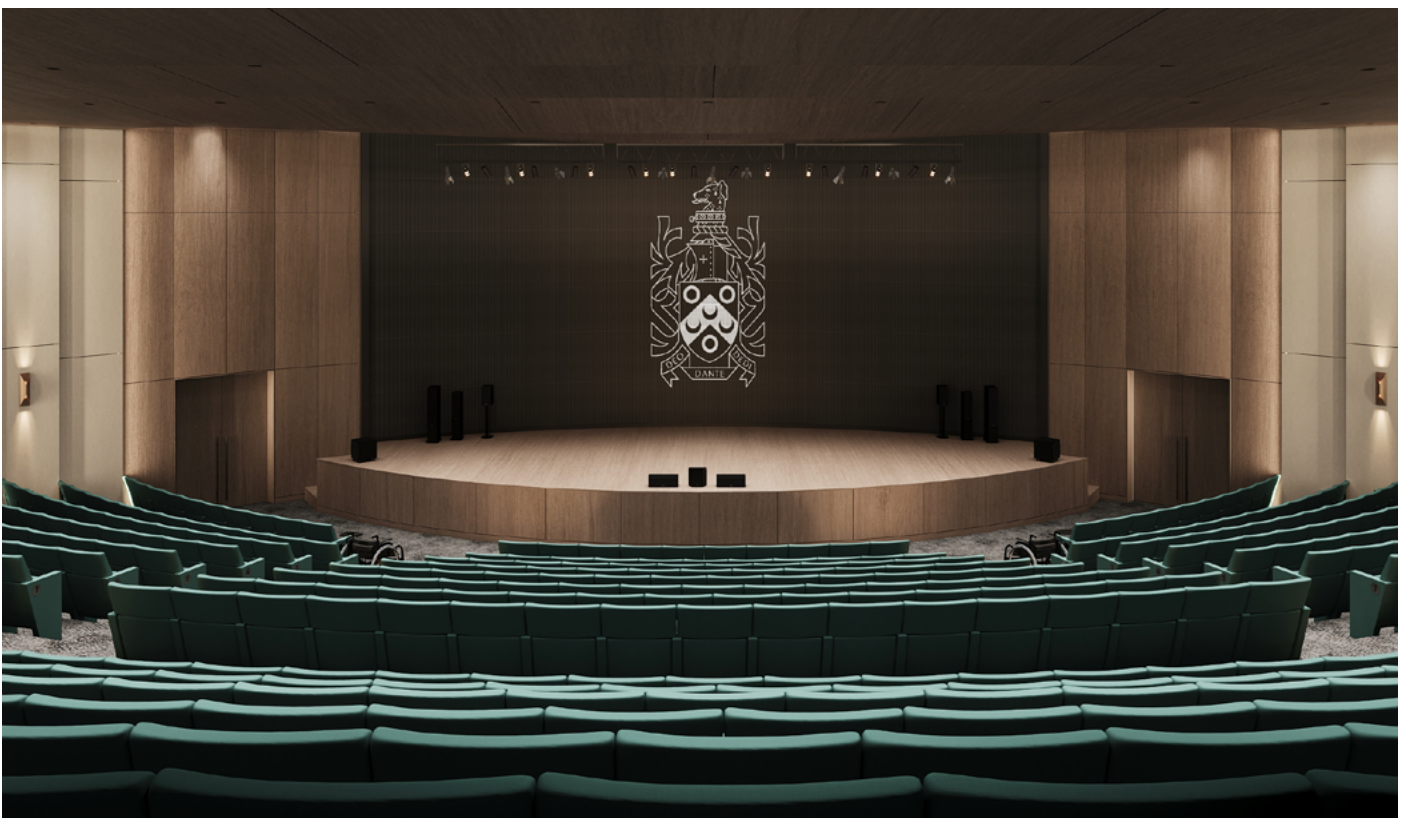


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Our Campus



Elegant, light-filled classrooms designed for modern learning.



A state-of-the-art auditorium with full professional theatre facilities.



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The Opportunity

This is a rare and prestigious opportunity to teach English within a premium British independent school overseas, working in close partnership with one of the world's most respected educational institutions. The successful candidate will help to establish the English Department at Charterhouse Almaty, a new school opening in September 2026 in proud partnership with Charterhouse, UK – one of Britain's great schools, founded in 1611.

Working alongside the Head of English, the Teacher of English will play a formative role in shaping the study of English across the Senior School.

The post-holder will deliver a curriculum that combines academic rigour with intellectual curiosity, fostering a love of reading, writing and discussion. The English Department will be central to the school's mission, helping pupils to find their voices as articulate, confident and thoughtful communicators – qualities that will prepare them for life at leading universities around the world.

We are seeking an outstanding teacher who combines subject mastery with creativity, empathy and ambition - someone who can inspire young people to explore the power and beauty of language and literature, while contributing fully to the wider life and identity of one of the most exciting new schools in the region.





Role Profile

Reporting to the Head of English, the post-holder will deliver an ambitious and inspiring programme of study across Years 7-13, beginning with Years 7-10 in the founding year. This role requires first-rate subject knowledge, a passion for teaching, and a commitment to helping students develop a deep appreciation of both English Language and Literature with a dynamic, international context.

KEY RESPONSIBILITIES

Teaching

- Deliver engaging, intellectually ambitious and well-structured lessons that reflect the 'teach to the top' ethos of the school.
- Teach across the full age and ability range, preparing students to excel in IGCSE and A-level examinations.
- Plan and implement rigorous and creative schemes of work in collaboration with department colleagues.
- Ensure that all lessons demonstrate high expectations of student achievement and behaviour.
- Use assessment data effectively to monitor progress, provide feedback and plan next steps in learning.
- Foster students' enjoyment of reading, writing and discussion, helping them develop confidence, critical thinking and expressive sophistication in English.

Curriculum and Academic Contribution

- Contribute to the ongoing development of the English curriculum, ensuring alignment with the National Curriculum of England and Charterhouse standards.
- Integrate opportunities for interdisciplinary learning, creativity and cross-cultural understanding.
- Support the Head of English in maintain high academic standards and in preparing for accreditation and inspection processes (COBIS, BSO, Charterhouse, UK).





Role Profile

Pastoral Care, Co-Curricular Involvement

- Take an active role in the pastoral care of students, ensuring that each student feels valued, supported and challenged to achieve their personal best.
- Actively embrace the co-curricular life of the school by leading and supporting activities such as debating, drama, creative writing, journalism and public speaking.
- Uphold the highest standards of safeguarding and child protection in line with UK and local requirements.
- Model the Charterhouse Values in interactions with students, colleagues and parents, promoting Kindness, Perseverance, Responsibility, Moral Courage and Open-mindedness.

Professional Engagement

- Actively participate in departmental and whole-school meetings, contributing ideas and reflections on teaching and learning.
- Take part in the school's professional development and appraisal processes, seeking continual improvement.
- Collaborate closely with colleagues to ensure consistency of standards, shared resources and collective impact.

This Role Profile outlines the core responsibilities and requirements for the role. It is not an exhaustive list, and the Teacher of English should be prepared to take on additional duties, or adjust to the evolving needs of the school, in consultation with the Head of English and the Senior Leadership Team. All staff are expected to contribute fully to the life and ethos of the school, upholding its commitment to academic ambition, character development and community engagement.





Further Requirements

Education, Training and Qualifications

- A good honours degree in English Literature, English Language or a closely related field.
- A UK PGCE or other recognised teaching qualification leading to QTS (or international equivalent).
- Strong working knowledge of the National Curriculum of England, including Key Stage, IGCSE/ GCSE and A-level English.
- Evidence of ongoing professional development.

Knowledge and Experience

- A minimum of two years' teaching experience.
- Evidence of deep subject expertise, excellence classroom practice, successful student outcomes and a strong grasp of evidence-based practice.
- Familiarity with the needs of EAL learners and strategies to support them effectively.
- Proven ability to integrate digital tools to enhance engagement and learning.
- Experience in contributing to co-curricular or enrichment activities related to English.
- Up-to-date knowledge and commitment to safeguarding policies and practice.

Personal Qualities

- A passionate advocate for English, with the ability to inspire a love of reading, writing and critical thinking in students.
- Intellectually curious and enthusiastic, with the ability to challenge and stretch all students.
- Collegial, collaborative and open to feedback, with a genuine enjoyment of teamwork.
- Culturally sensitive and adaptable, with a respect for the cross-cultural communities.
- Reliable, organised and resilient, and able to balance high professional standards with warmth and humour.
- A role model of the Charterhouse Values.



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Life in Almaty

Almaty is widely celebrated as one of the most beautiful cities in Asia, earning it a reputation as the 'Switzerland of Central Asia' thanks to its stunning mountain backdrop, pristine landscapes and year-round outdoor appeal. The city's location at the foot of the Tien Shan mountains gives it a dramatic and breathtaking skyline, with snow-capped peaks visible from nearly every corner.

Almaty's natural beauty is complemented by its lush greenery, wide boulevards and vibrant parks. Its combination of modern urban living and unspoiled nature sets it apart from other major cities in the region, offering a vibrant café culture, elegant European-style architecture and tree-lined avenues set against a breathtaking natural canvas.

For expatriates, Almaty offers a lifestyle that blends adventure with comfort. International-standard restaurants, boutique shops, theatres and concert halls sit alongside local markets and a thriving cultural scene. A growing international community ensures a welcoming network for newcomers, while outstanding healthcare, modern shopping malls, and international flight connections provide the reassurance of convenience and accessibility. Skiing, hiking, and mountain biking are all within a 30-minute drive of the city centre, while weekend getaways to lakes, canyons, and mountain resorts add to its appeal.

The cost of living is strikingly affordable compared with other international postings, allowing expatriates to enjoy a high quality of life with access to spacious accommodation, domestic help and an enviable balance of professional fulfilment and personal wellbeing. Few cities in the world can offer such a rare combination: a dynamic and cosmopolitan urban centre, surrounded by some of the most spectacular landscapes on the planet.



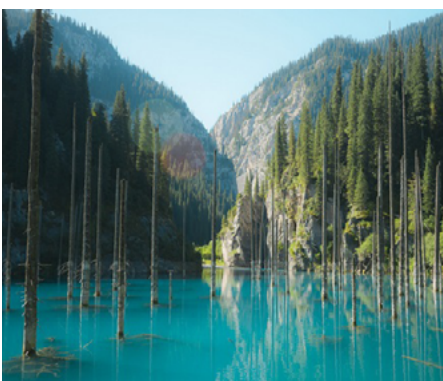


Remuneration

Our remuneration packages are amongst the most competitive in international education, reflecting both the calibre of the school we are building and the high expectations we are setting for ourselves and each other.

Our package of benefits includes:

- A highly competitive tax-paid salary, commensurate with experience.
- A gratuity of 10,000 US dollars at the end of the initial two-year contract, followed by 5,000 USD per academic year upon renewal.
- A substantial monthly housing allowance for a fully furnished apartment or house.
- Annual return flights for you and your dependents.
- Full tuition fee remission for up to two children enrolled at Charterhouse Almaty.
- Complimentary breakfast and lunch provided on campus during the school day.
- Exceptional professional development opportunities, including fully-funded National Professional Qualifications (NPQs).
- An excess baggage allowance of 1,000 USD.
- Comprehensive global medical insurance.





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Appointment Process and How to Apply

Applicants are invited to submit the Charterhouse Almaty Application Form, together with a covering letter of no more than two pages which addresses the competencies addressed in the Role Profile and Further Requirements. The completed Application Form must include the names and contact details of three professional referees, one of whom must be your current Head of School. Please note that referees will not be contacted without prior consent, and that all appointments will be subject to satisfactory references and the school's safer recruitment checks, in line with UK safeguarding standards.

Completed applications should be emailed to hr@charterhousealmaty.com. The closing date for applications is Wednesday 25th March 2026, although earlier applications are encouraged. The school reserves the right to make an appointment before the closing date should an exceptional candidate be identified.

Charterhouse Almaty is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The appointment will be subject to satisfactory police clearance from the candidate's home country (issued within the last three months), three professional references, and full verification of qualifications.

The successful candidate will be required to provide attested copies of degree certificates, academic transcripts, and proof of full-time student status. These documents must be notarised, authenticated by the Ministry of Foreign Affairs in the candidate's home country, and legalised by the Kazakh Embassy. A valid medical certificate is also required. The school's HR Department will support overseas applicants through this process to ensure timely completion and compliance with Kazakhstan's immigration regulations.





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<https://charterhousealmaty.com>