



Downe  
House  
Muscat

OMAN'S FIRST PREMIUM BRITISH ALL-GIRLS' SCHOOL



Candidate  
Information  
Pack





## Welcome from the Principal

I am delighted that you are considering applying for a founding post at Downe House Muscat.

It is a great privilege to educate young girls and to support them to be the very best they can be – now and in the future. To see them grow into young women ready to take their place in the world beyond school is something truly special.

Joining an international school in its founding stages is an exciting and challenging time. We are building a team who will lead the school successfully into its initial phase and develop the foundations for the first cohort of girls and their families as we build our community together.

A Downe House education is unique, at the heart of its ethos is the individual. We understand that each girl has her 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 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 founding team will play a part in this by committing to understanding each girl as a learner, by taking the time to get to know the girls at every stage of their academic journeys, by working closely with our families to support their daughters to achieve shared goals, and to join in celebrating progress and success at every step of the way.

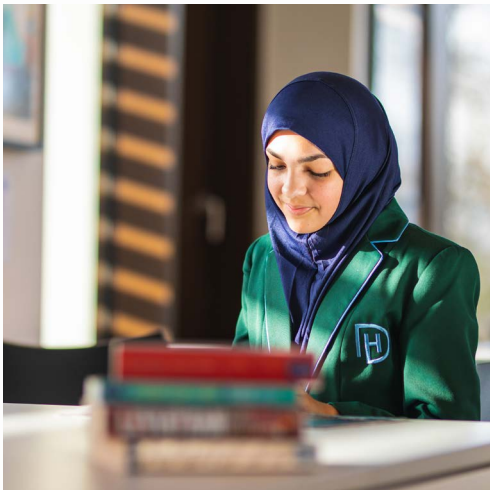
If you are looking to join and commit to a school at its founding stages where the aspiration is to provide excellence in teaching combined with the very best pastoral care in a culturally rich and dynamic environment, then I encourage you to discover more by submitting your application.

I look forward to meeting you.



  
Michelle Scott  
Principal





# About Downe House Muscat

Opening in 2022, Downe House Muscat is the world's first authentic international girls' school run by a premium all-girls' school from England.

Through our partnership with Downe House in the UK, we are proud to bring the first UK premium girls' school influenced by one hundred and thirteen years of world-class British education, to Oman. Girls aged 9 to 18 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 will offer:

- A first-class British education in the international context of Oman leading to IGCSE and A Level examinations
- Academic excellence in girls education
- 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 foster 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 Structure of Downe House Muscat will be:

Lower School (Upper Primary/ Prep)	Grade 5 - Grade 7 (Years 6, 7 and 8)	9 -12 years old
Upper School	Grades 8 - Grade 10 (Year 9 - Year 11)	13-16 years old
Sixth Form	Grades 11 - 12 (Year 12 and Year 13)	16 - 18 years old

Downe House Muscat will be accepting admissions into Grades 5, 6, 7, 8, 9 and 11 (Years 6, 7, 8, 9, 10 and 12) when it first opens in 2022.

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 include dedicated libraries, a central atrium, a STEM centre, an Art and Design centre, 450 seat theatre, music, dance and drama studios, classrooms and practice rooms, IT labs, indoor and outdoor sports facilities and a 25m x 6 lane pool.







## 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 three thousand women of which many are famous alumni including 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 2021, at A Level/Pre-U, 98% of the grades achieved were A\* to B with the A\*/D1/D2 percentage remaining consistently high, at 51%. At GCSE, 89% of the grades were at 7 to 9 and 71% were graded 8/9 (A\* and A\*\*). Most pleasing of all was the number of grade 9s across all the subjects, which once again stood at 46%.

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."

*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.*



# 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 (Expat Insider Report, InterNations, 2019). The cost of living in Muscat compared to your current location can be explored here: <https://www.numbeo.com/cost-of-living/in/Muscat>

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.

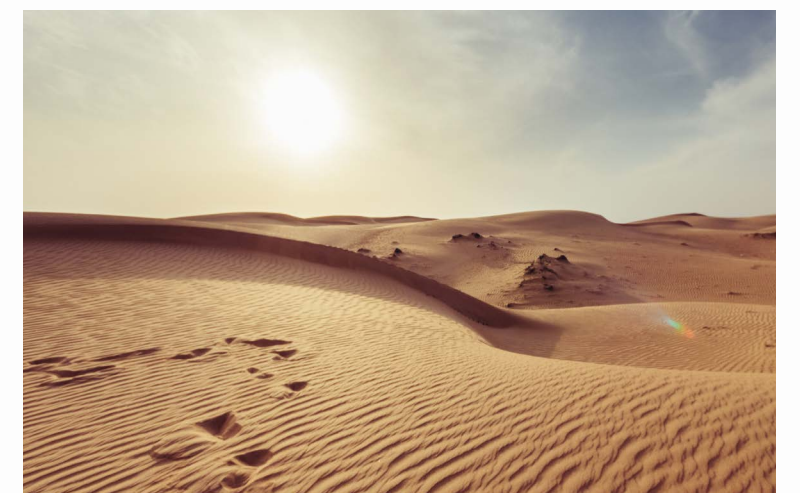
Oman has a good expatriate population, drawn to the country for several reasons:

- 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 making 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 lies in 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.







## A Career at Downe House Muscat

Downe House Muscat is seeking to appoint outstanding individuals as part of the Founding Team. This is a unique opportunity to join a highly talented team to quickly establish Downe House Muscat as the leading girls school in Oman, with the ambition to be the best.

Our staff will 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 sectors as well as from those working internationally.

### Career Development

All successful candidates appointed to Downe House Muscat will also be joining an expanding network of schools who all work in partnership with some of the finest private schools in the UK.

We will support you in achieving your career goals and are committed to actively helping you manage your career development. We will help you achieve mastery in your role and provide you with opportunities for career progression within a unique group of schools across a range of countries and continents. This includes the possibility of working for some of the most celebrated private schools in the UK.

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 both in Oman and across the globe.

### Ongoing Professional Development

The best teachers continuously improve and develop their teaching practice, leadership skills and subject knowledge. This is why Downe House Muscat will dedicate resources towards CPD for both our new and experienced teachers and leaders.

When joining Downe House Muscat, you become a part of a global community of educators with opportunities to be involved in:

- Staff exchange and digital leadership training with Downe House UK
- Middle and Senior leadership and strategic planning training
- Pastoral and well-being 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 HR and leadership teams 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 including your MOE teacher license, settling into permanent accommodation, health insurance, setting up bank accounts and orientation of the beautiful city of Muscat.







## Terms of Appointment

The post attracts a competitive salary and benefits package appropriate for the experience, skills and personal circumstances of the successful candidate and will include:

- A competitive, annual tax-free salary inclusive of accommodation and other allowances.
- An end of service payment.
- Start and end of contract flights.
- Annual return flight allowance.
- Tuition fee concession at Downe House Muscat.
- Medical insurance.
- Visa costs.

We recognise that the success of Downe House Muscat depends on the quality, wellbeing 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.

## 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](mailto:careers@downehousemuscat.com) by the closing date.

Applications will be reviewed as they are received. Early application is therefore 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](mailto:careers@downehousemuscat.com).

Please visit our website at [www.downehousemuscat.com](http://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 and comply with the school's Safeguarding (Child Protection) Policy.

The post is subject to applicants providing a satisfactory Police Clearance Certificate from their home country that is less than three (3) months old.

Three (3) 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' pupil. These documents will need to be attested by the Ministry of Foreign Affairs and Oman Embassy in the applicant'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 Muscat

*an adventure in education*

Al Bandar, Muscat, Sultanate of Oman

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