



HARROW
INTERNATIONAL
SCHOOL

UNITED ARAB EMIRATES
EXECUTIVE PRINCIPAL

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EXECUTIVE

SUMMARY

In 2024, Harrow School UK entered into a landmark agreement with Taaleem, enabling the establishment of two new Harrow International Schools in the United Arab Emirates.

This exciting partnership combines Harrow's 450-year legacy of exceptional pedagogy with Taaleem's unwavering commitment to delivering the highest standards of education. The Harrow Schools in the UAE will offer a world-class education, rooted in the Harrow values of courage, honour, humility, and fellowship, with a strong focus on preparing pupils for entry to world class universities.

The Harrow Schools in the UAE will offer an ambitious curriculum, exceptional teaching, child-centred pastoral care, and opportunities for leadership and community service. The schools will each accommodate 1800 pupils.

We are seeking an experienced, dynamic, and commercially astute Executive Principal from September 2025, or at a mutually agreeable time, ahead of opening in September 2026. The Executive Principal will oversee the two Harrow schools in the UAE and act as the Founding Principal for one of the schools.

The successful candidate will have a proven record of educational leadership, ideally across various settings, with the commercial acumen and cultural sensitivity needed to grow the Harrow brand in the UAE. They will inspire a vibrant school community, build strong relationships with families and staff, and drive the school's long-term success.

Exceptional strategic and communication skills are essential, as is the charisma to serve as an engaging and effective ambassador for the school. The ability to lay the foundations for the school's success, coupled with the capacity to attract and retain top-tier staff and pupils, will be key to the role.

Previous experience as a Founding Principal is desirable but not essential.

This is a unique opportunity to shape one of the world's finest new schools, supported by the resources, expertise, and legacy of two world-leading educational institutions.❖





HARROW SCHOOL

“As stewards of many cherished traditions, Harrovians follow in the footsteps of their illustrious predecessors. Taking the best of the past while focusing on the future, Harrow is constantly looking to strengthen its position as the best school of its kind in the world.”

**MR DAVID EYTON,
CHAIR OF GOVERNORS, HARROW SCHOOLS UK**

HARROW SCHOOL

LONDON, UNITED KINGDOM



As one of the world's most respected independent schools, Harrow School offers a world-class full-boarding education to 830 boys aged between 13 and 18 on a 324-acre estate in northwest London, in the United Kingdom.

Harrow aims to be at the forefront of educational development in the 21st century – using inspiring teaching and coaching techniques, the most up-to-date technology, and top-class facilities and equipment.

With a history stretching back to 1572, Harrow's heritage enriches the daily life of the school's entire community, developing in pupils, staff and parents a strong corporate spirit and a shared sense of belonging to something that transcends generations.

The essence of Harrow is this balance between tradition and innovation, between continuity and change, between the old and the new. ❖

HARROW SCHOOL

PURPOSE AND VALUES



Harrow School's purpose is "to prepare pupils with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment".

THE SCHOOL HAS FOUR WELL-ESTABLISHED VALUES:

Courage encourages us to innovate and take risks, inspiring change for the better. It means challenging adversity and complacency, making the most of opportunities, putting fear of failure to one side and staying the course, even when it is difficult.

Honour is about doing the right thing, having the highest standards and leading by example. It involves taking responsibility and, ultimately, is what makes us worthy of the trust of others.

Humility asks us to recognise that each of us is a work in progress and that struggling with our weaknesses is essential to growth. Humility increases our awareness that talent and achievement alone, however impressive, are not sufficient to succeed as a human being – and that none of us is the centre of the universe.

Fellowship means building binding, constructive relationships that help us all to make a positive contribution. This is resonant with our belief that the strongest relationships of all are based on faith, hope and love.

These values give a sense of the distinctive quality of Harrow School and express what its community thinks is important. ❖

HARROW SCHOOL

A LEGACY OF
EDUCATIONAL EXCELLENCE



Value-added analysis shows, year after year, that Harrovians achieve far beyond their comparable peers at other schools, in both the maintained and independent sectors.

Virtually all Harrow's leavers take up places at selective universities. In 2024, pupils at Harrow School took up places at six of the world's top ten universities including Oxford, Cambridge, Stanford and Chicago. Twenty-four Harrovians gained places at US universities and a record number will take up places at a Russell Group university.

When considering the impact of a Harrow education more broadly, however, many of the best parts cannot be measured empirically. Harrovians provide their own demonstration, through their confidence, ability to work in a team, leadership potential, ability to serve others, strength of character, creativity and imagination. These are things which really count in life and which make Harrovians stand out in the world. ❖

HARROW SCHOOL

GIANTS OF OLD



PORTRAIT OF SIR
WINSTON CHURCHILL
AT HARROW SCHOOL

Harrow's most impressive alumni are known among the School community as the "Giants of Old".

These Giants include several British prime ministers (including Sir Winston Churchill), the 19th-century social reformer Lord Shaftesbury and the first prime minister of India, Shri Jawaharlal Nehru.

Harrow has also had among its pupils several members of the British, Thai, Indian, Malaysian and Middle Eastern royal families.

OTHER GIANTS INCLUDE:

In literature, writers such as Lord Byron, Richard Brinsley Sheridan, Anthony Trollope, John Galsworthy and Terence Rattiga.

In the performing arts, actors Benedict Cumberbatch, Carey Elwes and Edward Fox, musician James Blunt and director Richard Curtis.

In science and technology, physicist and Nobel prize-winner Lord Rayleigh, photography pioneer William Henry Fox Talbot, astronaut Dr Nicholas Patrick, explorers James Bruce, Pen Hadow and Tom Avery, and wildlife documentary-maker Alastair Fothergill.

In sport, founder of the Football Association Charles Alcock, international rugby players Billy Vunipola and Maro Itoje, and cricketer Nick Compton.

In public life, Admiral Rodney, former Governor-General of Canada; Field Marshal Viscount Alexander; former UK Ambassador to the UN Sir Jeremy Greenstock, former Head of the British Armed Forces; Field Marshall The Lord Guthrie; former Head of

the British Civil Service Lord Butler; and a former Commander of British Forces General Sir Peter de la Billière.

In scholarship, archaeologist Sir Arthur Evans, historians Christopher Tyerman and Simon Sebag Montefiore, and Professor of the History of Medieval Art Paul Binski.

In business and finance, property developer Peter Beckwith, founder of Island Records Chris Blackwell, and inventor of the Brompton folding bicycle Andrew Ritchie.

Many other Old Harrovians have distinguished careers in politics, business, the law, medicine, the armed forces, the arts and the media.

These are just some of the world-famous Harrovians. Every year, graduates from Harrow School embark on incredible careers across the globe. ❖

THE HARROW

FAMILY OF SCHOOLS



The Harrow Schools in the UAE will join a well-established educational community as a member of the Harrow Family of Schools.

As well as Harrow School, this group comprises John Lyon School in the UK (johnlyon.org), the existing Harrow-branded schools operating in ten campus locations in China, Hong Kong, Japan and Thailand by Harrow's founding schools-franchise partner, Asia International School Limited (aislharrow.com); and Harrow School Online, which is owned and operated by Pearson (harrowschoolonline.org).

This year, Harrow International School Bengaluru (harrowbengaluru.in) joined the Harrow Family, as the first of the Harrow Schools and the first Harrow-branded school in India.

Like most other Harrow-branded schools, Taaleem Harrow Schools in the UAE will use Harrow School's name and badge under a sublicense

granted by Harrow International Schools Limited (HISL), a trading subsidiary of the charity that owns Harrow School and its trademarks.

The Trustees of that charity are known as the Foundation Governors. The Foundation Governors ultimately authorise the granting of a school franchise licence, and HISL reports to the Foundation Governors on the performance of all licensees.

The first licence of this kind was granted 25 years ago, to Harrow International School Bangkok.

Monies generated from Harrow-branded schools are largely used to help fund bursaries at Harrow School and John Lyon School, which provide places for pupils who could otherwise not afford the fees. ❖

THE HARROW

FAMILY OF SCHOOLS



In total, the Harrow Family educates over 9,000 pupils each year and opportunities for collaboration between the member schools are increasing all the time.

HARROW FAMILY OF SCHOOL'S LIAISON FACILITATES LINKS BETWEEN HARROW SCHOOL AND THE REST OF THE FAMILY, INCLUDING:

Support with recruitment: some interviews for roles at Harrow-branded schools are held at Harrow School.

Support with induction: senior leaders in Harrow-branded schools and in the licensees' head offices visit Harrow School as part of their induction programmes.

Shared information: about the history of Harrow School, Harrow School today, John Lyon's Foundation and the Harrow Family of Schools.

Shared celebrations: most recently, particularly around the 450th anniversary of Harrow School's foundation.

Shared best practice: people in similar roles at Harrow School and at Harrow-branded schools regularly share advice and resources. This includes Head-to-Head liaison and support.

Pan-Family pupil collaborations: including an annual Fifth Form Conference, as well as a creative-writing anthology and a STEAM magazine.

All schools in the Harrow Family perform exceptionally well and continue to improve. From 2021 to 2022, among the Harrow-branded schools internationally, there was a two-fold increase in pupils securing Oxbridge places, a three-fold increase in pupils attending Ivy League universities, and a 12.5% increase in pupils attending world top-ten universities. ❖

TAALEEM



Taaleem was established in 2003 to meet the growing demand for high-quality education across the UAE and the wider GCC region. Our schools are dedicated to providing a strong academic foundation through engaging and innovative educational programmes, all within caring, secure, and nurturing environments.

By focusing on key areas of education, we ensure that Taaleem Schools remain invaluable assets to their communities, offering exceptional learning environments. We empower our pupils with a diverse range of skills, preparing them not only to succeed at school but also to thrive beyond. In a rapidly changing world, our goal is to equip graduates with the tools they need to excel in today's dynamic workplace.

Our vision

To be the most respected provider of early childhood, primary and secondary education in the Gulf region.

Our mission

To inspire our pupils to identify their passions and talents. We will encourage them to develop holistic skills, knowledge and character so that they can compete successfully on the global stage and become responsible world citizens. Our focus is first and foremost on our pupils. Our holistic approach means that we place as much emphasis on the emotional, social, moral and physical development of our pupils as on the academic.

With over 34 schools across Dubai and Abu Dhabi offering a range of curricula, including the UK, IB, American, and more recently the French curriculum, we adopt a holistic approach to education. This enables us to cater to the diverse learning needs of our pupils, while providing a collaborative framework that empowers all stakeholders to support young people on their journey to further learning.

Our goal is to foster an inspiring and inclusive learning environment, where each pupil is encouraged to challenge the boundaries of their potential and achieve excellence.



HARROW INTERNATIONAL SCHOOL

“Through our partnership with Harrow UK, we are honoured to provide our pupils with a world-class education that combines a global perspective with a profound understanding of local culture. Together, we are committed to nurturing the next generation of leaders and innovators, empowering our pupils to confront the challenges of tomorrow with confidence and purpose.”

In alignment with our ethos, we are passionate about inspiring young minds and equipping pupils with the skills, knowledge, and resilience required to make a positive impact on the future of the UAE and beyond. In keeping with the esteemed tradition of Harrow Schools worldwide, the Harrow Schools in the UAE will provide an outstanding and distinctive education, reflecting the high standards of excellence synonymous with the Harrow brand.”

REBECCA GRAY - CHIEF EDUCATION OFFICER

HARROW INTERNATIONAL SCHOOLS - UAE



Harrow Schools are a prestigious addition to Taaleem's portfolio, representing the company's expansion into the super-premium education sector and unlocking exciting opportunities for growth. By diversifying its educational offerings, Taaleem continues to build on its strong foundation and provides an inspiring environment for professionals who are passionate about shaping the future of education.

The Harrow Schools in the UAE will cater to a diverse pupil body, welcoming both boys and girls across mixed year groups.

The curriculum will adhere to the UK educational model while fully integrating the UAE's statutory requirements, ensuring a rich and globally relevant learning experience. A particular emphasis will be placed on connecting pupils with Emirati and UAE culture, embedding opportunities for meaningful engagement with local traditions. This focus will be a key element across all phases of the curriculum, ensuring that pupils gain a deep understanding of their place within both a local and global context.

At the Harrow Schools in the UAE, we will have the highest of expectations for all pupils, supported by a comprehensive pastoral care system designed to promote pupil wellbeing. The schools will strive to build strong, supportive relationships amongst staff, pupils, and families. The leadership will foster an environment that encourages critical thinking,

creativity, and curiosity, thereby preparing pupils to meet future global challenges. Through a well-established House system, pupils will be provided with leadership opportunities that cultivate service, resilience, and a strong sense of community.



HARROW
INTERNATIONAL
SCHOOL

The role of the Executive Principal at the Harrow Schools in the UAE is a unique and incredibly rewarding leadership challenge.

ROLE DESCRIPTION

PURPOSE OF THE ROLE

The Executive Principal will take up the role of a Founding Principal at one of the Harrow Schools in the UAE, as well as playing a pivotal role in providing guidance, challenge, growth, and support to their partner school. The Executive Principal will play a key role in shaping the educational experience of the pupils, fostering a culture of excellence, and ensuring successful implementation of the educational and strategic goals across both Harrow Schools. The Executive Principal will establish the Harrow Schools as prestigious institutions within the UAE's competitive education market, they will be curious and open to new ideas, perspectives, and experiences.❖

KEY RESPONSIBILITIES

The role of the Executive Principal is to ensure adherence to the below across both schools.

Leadership and Management

- ~ Directly line manage and hold accountable leaders within one campus with the additional responsibility of line managing the Principal within the partner school. Provide expert advice and coaching to both Senior Leadership Teams.
- ~ Champion Harrow's educational philosophy, values, and ethos while adapting its deeply rooted traditions to the cultural context of the UAE across both Harrow schools.
- ~ Recruit and develop world-class educators with diverse expertise, ensuring a blend of UK and international curriculum experience.

- ~ Develop, implement and review a rigorous and innovative curriculum aligned with Harrow School UK and its comprehensive super-curricular provision, in partnership with the UAE's National Agenda. Ensure that educational programs are relevant and responsive to the diverse needs of pupils, with the Harrow values underpinning all teaching and learning pedagogy.
- ~ Monitor and evaluate academic performance, implementing initiatives to enhance pupil outcomes and achievements. Encourage creativity, experimentation, and exploration of new educational approaches and technologies to enhance pupil engagement and outcomes.
- ~ Promote a culture of enquiry, critical thinking and leadership amongst both pupils and staff.
- ~ Promote diversity, equality and inclusion within the school environment.
- ~ Build and lead a high-performing cohesive team whilst fostering a culture of collaboration and a commitment to professional development and personal growth. Foster consensus, facilitate communication, and empower others to contribute ideas and talents to the educational vision of Harrow.
- ~ Maintain the highest standards of integrity and professionalism through the upholding of ethical standards and principles of integrity, transparency, and accountability in all aspects of governance and decision-making.

ROLE DESCRIPTION

KEY RESPONSIBILITIES (CONT.)

Strategic Direction

- ~ Lead the strategic planning process for both Harrow Schools, facilitating discussions, gathering input, and setting priorities for the growth and development of Harrow UAE. Analyse internal and external factors, assess opportunities and risks, and develop strategic initiatives and action plans to achieve organisational goals.
- ~ Work with the Board of Governors across both schools to develop and implement strategic plans, policies, and procedures. This includes serving as a liaison between the Board and the Harrow UAE community, providing regular updates, reports, and recommendations to the Board on key strategic, operational, and financial matters.
- ~ Strategically plan for future challenges and opportunities while promoting high expectations and continuous improvement.
- ~ Enhance the reputation of the Harrow Schools in the UAE for excellence and innovation in its academic programmes.
- ~ Regularly review and adapt goals to remain relevant to curriculum trends and the changing educational landscape.
- ~ Oversee the development, review and implementation of initiatives and practices that govern operations, ensuring the schools' sustainable growth and continued success.
- ~ Ensure the alignment of Harrow Schools in the UAE to

Harrow School UK's philosophy, quality standards and reputation for excellence.

- ~ Seek, coordinate and maintain accreditation processes, prepare documentation, and facilitate site visits and evaluations to demonstrate the schools' commitment to quality and continuous improvement.
- ~ Report on the development and performance of the schools to the Chief Education Officer and Board of Governors.

Community Engagement

- ~ Act as the primary ambassador for Harrow UAE at local, national, and international forums, promoting its vision and achievements, increasing its profile both nationally and internationally.
- ~ In times of crisis or conflict, the Executive Principal will play a crucial role in managing communication, addressing concerns, and resolving disputes with stakeholders. Demonstrate leadership, transparency, and empathy in navigating difficult situations and maintain trust and confidence in the Harrow Schools in the UAE.
- ~ Promote the values and traditions of the Harrow house system, balancing academic, social and personal development and creating lifelong networks of friendship and mentoring.
- ~ Build strong relationships with parents, pupils, and the wider community, fostering a sense of belonging and partnership.

ROLE DESCRIPTION

- ~ Engage with stakeholders to gather feedback and support continuous improvement of school programmes.
- ~ Foster and maintain effective relationships with Governing Authorities in the UAE.

Financial and Resource Management

- ~ Oversee the financial management of both schools, ensuring financial sustainability and responsible allocation of resources.
- ~ Identify and manage risks that may impact the schools' operations, reputation, or financial stability. Implement risk management strategies, monitor compliance with regulatory requirements, and develop contingency plans to mitigate potential threats and challenges.
- ~ Oversee the development and maintenance of school facilities, ensuring they meet the needs of pupils and staff.
- ~ Manage budgets, resources, and school operations effectively.
- ~ Engage in long-term financial planning to address future challenges and opportunities. Anticipate changes in enrolment, operating expenses, and capital needs, developing strategies to support sustainable growth and development over time.
- ~ Demonstrate integrity, prudence, and fiduciary responsibility in financial decision-making. Prioritise investments that align with the school's Mission and

Values, ensuring that financial decisions reflect the best interests of pupils and the broader community.

Safeguarding, Pastoral Care and Compliance

- ~ Set a vision for pastoral care in alignment with the schools' mission, proactively monitor the overall wellbeing of pupils and staff, and develop systems for early intervention and prevention.
- ~ Ensure the schools provide safe, nurturing, and stimulating environments for all pupils and staff.
- ~ Develop a comprehensive leadership structure which prioritises pastoral care and holistic development for all pupils.
- ~ Support the Designated Safeguarding Leads and embed a culture of accountability and safety.
- ~ Promote the safeguarding and wellbeing of all pupils in line with Wadeema's Law (2016), the Convention of the Rights of the Child, and best practice, including Keeping Children Safe in Education (2024).

PERSON SPECIFICATION

Qualifications and Experience

- ~ At least 5-7 years experience as a serving Principal or similar role.
- ~ Outstanding academic credentials with the ability to inspire excellence and collaboration across all levels of school communities.
- ~ Proven track record of successful leadership in international or high-performing schools, ideally including founding or pioneering roles, and an ability to inspire and innovate.
- ~ Strong understanding of curriculum development, current pedagogical trends, assessment, and instructional best practices.
- ~ Excellent communication and interpersonal skills, with the ability to engage and inspire a diverse school community.
- ~ Experience building and leading high-performing academic teams, with a commitment to continuous professional development and growth.
- ~ Demonstrable success in achieving external accreditation within educational institutions or inspection bodies, within the UAE or internationally, such as ISI, BSO, DSIB, and Irtiqaa.

Desirable but not essential:

- ~ Experience in the running of a boarding school.
- ~ Experience of leadership across a cluster or group of schools.

- ~ Masters degree or doctorate degree in an area of educational leadership.
- ~ National Professional Qualification for Headship.

Leadership and Personal Qualities

- ~ A visible, charismatic leader who can inspire trust and engagement across the school community through a hands-on and pragmatic approach.
- ~ Entrepreneurial spirit and drive to establish a world-leading school in the UAE.
- ~ Powerful media presence with exceptional public speaking skills to represent the schools at high-profile events and media engagements.
- ~ Committed to engaging and building trust with diverse communities while navigating cultural nuances.
- ~ Adaptable and proactive, with the ability to make informed, timely decisions in a dynamic environment.
- ~ High levels of emotional intelligence and self-awareness.

APPLICATION PROCESS

APPLICATION PROCESS

We are seeking exceptional educators and leaders to join our founding team. To apply, candidates must submit their application via TES.

~ All applications will be subject to regulatory authority approval.

DATA PROTECTION AND CONFIDENTIALITY

Taaleem places the highest priority on safeguarding personal data. Any information provided during the application process will be handled with the utmost care and in strict accordance with applicable data protection legislation.

All data collected will be securely stored in Taaleem's computerised database and shared only with individuals directly involved in the recruitment process. Your information will be used solely for assessing your suitability for the role and will not be shared with third parties without your explicit consent. ❖



HARROW
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