



HARROW  
INTERNATIONAL  
SCHOOL  

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DUBAI

Primary Headteacher

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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. Harrow International School Dubai 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.

Harrow International School Dubai will offer an ambitious curriculum, exceptional teaching, child-centred pastoral care, and opportunities for leadership and community service. The school will accommodate 1800 pupils.

We are seeking a dynamic founding Primary Headteacher to join in January 2026, or at a mutually agreeable time, ahead of opening in September 2026.

This is a prestigious opportunity for a current or aspiring Primary Headteacher to join Harrow International School in Dubai. The founding Primary Headteacher will have significant input into the opening phase of this new school.









# 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 SCHOOL IN THE 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 International 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](http://johnlyon.org)), the 11 Harrow- branded schools owned and operated in China, Hong Kong, Japan and Thailand by Harrow's founding schools-franchise partner, Asia International School Limited ([aislharrow.com](http://aislharrow.com)); and Harrow International School Bengaluru ([harrowbengaluru.in](http://harrowbengaluru.in)), which is owned and operated by Amity Education Group.

The Harrow Family employs over 2,800 staff members and educates over 9,000 pupils (over 7,500 outside the UK).

Like all 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.*

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

*Support with induction:* induction days for new staff at Harrow-branded schools are held at Harrow School and Harrow School/HISL content is provided online for those staff unable to travel to London.

*Shared best practice:* including physical and virtual conferences and a teacher placement programme. Where appropriate, shared policies, protocols and practices.

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

*Shared celebrations:* including Global Long Ducker (sponsored run for charity) and Giant Talk programme.

*Pan-Family student collaborations:* including shared student voice groups, music and sports tours, annual Fifth Form Conference, as well as a creative writing anthology and a STEAM magazine.

# 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.

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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.

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**HARROW**  
INTERNATIONAL  
SCHOOL  
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*“At Harrow International School Dubai, our Primary School will be a place where childhood is cherished and character is formed. It will be rooted in the Harrow values of courage, honour, humility and fellowship—offering academic ambition with warmth, structure with creativity, and tradition with a forward-looking spirit. We will build a community where every child is known, supported and inspired, and where curiosity, kindness and leadership are cultivated from the earliest years.*

*The Primary phase is not simply a preparation for what comes next—it is a distinctive and vital part of a Harrow education in its own right. It is here that the habits of learning are formed, the foundations of identity are laid, and the first experiences of belonging to something greater than oneself are made. The Head of Primary will be central to shaping that experience—and shaping the school’s future.*

**SIMON O’CONNOR – EXECUTIVE PRINCIPAL**



## 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.



# ROLE

## DESCRIPTION

### PURPOSE OF THE ROLE

The successful candidate will provide exceptional leadership and strategic direction to the Primary school, ensuring a nurturing, challenging, and inspiring learning environment in line with the values associated with Harrow's educational standards. The Headteacher will oversee the academic, pastoral, and operational development of the Primary school, preparing students for continued excellence in education and life.

### KEY RESPONSIBILITIES

#### *Leadership and Strategy*

- ~ Provide vision, inspiration, and clear direction to all members of the school community.
- ~ Develop and implement a strategic development plan in collaboration with the Harrow Dubai's Board of Governors and Executive Principal.
- ~ Embed Harrow's educational philosophy, values and ethos throughout the school within the cultural context of the UAE.
- ~ Lead school improvement planning, including preparation for regulatory and external evaluations, accreditations and other statutory requirements.
- ~ Lead regular school meetings to communicate key messages ensuring all staff have clarity of expectations, professional competencies and outcomes.

- ~ Collaborate and support the Executive Principal with the school's enrolment, financial and business objectives
- ~ Comply with all regulations and guidelines issued by the local authorities and regulators.

#### *Academic Excellence*

- ~ Lead on curriculum development to ensure alignment to Harrow School UK, its comprehensive super-curriculum provision and the UAE's National Agenda.
- ~ Implement and monitor the curriculum to ensure it is balanced, innovative and challenging to promote excellence and inclusion.
- ~ Uphold the highest standards of academic achievement and personal development in pupils aligned with the Harrow values of honour, humility, courage, and fellowship.
- ~ Monitor pupils progress and achievement and take action to correct any areas of concern.
- ~ Enhance the reputation of the school in the UAE for excellence in its academic programmes.

# ROLE

## DESCRIPTION

### KEY RESPONSIBILITIES (CONT.)

#### *Pastoral Leadership*

- ~ Foster a safe, happy, respectful and inclusive school environment.
- ~ Promote the values and traditions of the Harrow house system, balancing academic, social and personal development to create lifelong networks of friendship and mentoring.
- ~ Promote students' social, moral and cultural development.
- ~ Ensure safeguarding policies are fully embedded and staff are well-trained.

#### *Staff Development and Performance*

- ~ Recruit, develop, and retain high-quality teaching and support staff.
- ~ Lead, monitor, evaluate and support the quality of teaching, learning, and assessment.
- ~ Promote a culture of high expectations, professional development, and collaboration.
- ~ Lead the performance management process effectively to ensure continuous improvement.

#### *Parent, Community & External Relations*

- ~ Act as the public face of the school to current and prospective families.
- ~ Engage with stakeholders to gather feedback and support the continuous improvement of the school and its programmes.
- ~ Maintain strong partnerships with parents, feeder schools, and the wider Harrow and Taaleem community to achieve business objectives.
- ~ Represent the school at local events and international events to build the school's network.
- ~ Develop knowledge of the education landscape of Dubai, the UAE and the Gulf, including monitoring educational trends to ensure that Harrow International School in Dubai remains a highly respected school both nationally and internationally.
- ~ Build and maintain positive relationships with all stakeholders.



# ROLE

## DESCRIPTION

### KEY RESPONSIBILITIES (CONT.)

#### *Operational Management*

- ~ Work closely with the Executive Principal and other Heads of Schools to ensure that all policies, procedures and routines across the school are reviewed regularly, and are compliant with regulations.
- ~ Organise department timetables, oversee internal and external assessments, order and maintain teaching materials, equipment, and resources.
- ~ Ensure classrooms and department areas are well-organised and safe.
- ~ Work collaboratively with other departments to maintain oversight not limited to health and safety, compliance, safeguarding, data protection and operational risk management.

# PERSON SPECIFICATION

## *Qualifications and Experience*

- ~ Strong academic credentials.
- ~ Proven track record of successful leadership in international or high performing all through schools, ideally including founding or pioneering roles, with the 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, Irtiqaa, DSIB and the KHDA.

### **Desirable but not essential:**

- ~ International experience
- ~ National Professional Qualification for Headship
- ~ Leadership experience within a growing school

## *Leadership and Personal Qualities*

- ~ Charismatic leader who can inspire trust and engagement across the school community through a hands-on and pragmatic approach.
- ~ 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.
- ~ Sense of humility with a desire and will to develop personally and professionally.

# APPOINTMENT PROCESS

## APPLICATION PROCESS

To apply, candidates are required to submit their applications through TES. Applications to include an up-to-date CV and a covering letter outlining their suitability against the Job Description.

Candidates who best meet the requirements outlined in the job description will be shortlisted. Shortlisted applicants will be contacted by our recruitment team regarding the next steps in the selection process.

## SAFEGUARDING AND CHILD PROTECTION

Taaleem is committed to safeguarding and promoting the welfare of children. We hold ourselves to a high standard of effective practices in relation to child protection, and we are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment.

All successful applicants must be willing to undergo enhanced child protection screening appropriate to the post, including various background checks including, receipt of high-quality references, proof of relevant qualifications, identification and police checks, including overseas checks.

No member of staff will be able to start until these checks are complete, and this process takes, on average, a month.

It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

Equality, diversity and inclusion are values that are important to us at Taaleem. We believe in diversity of thought and actively welcome everyone regardless of their background to bring their valuable and relevant skills to our community.

## 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.





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