

HARROW
INTERNATIONAL
SCHOOL

DUBAI

Teacher Recruitment Pack

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EXECUTIVE SUMMARY

In 2024, Harrow School 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 International Schools 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 1,800 pupils.

We are seeking exceptional educators to join the founding team at Harrow International School Dubai and become part of the legacy.

As part of our founding team, you will play a pivotal role in building a vibrant and inclusive community where the learning of every individual is at the heart of daily life. Guided by the Harrow values, our staff will create an environment in which every pupil is nurtured, challenged, and empowered to achieve their very best.

Within our state-of-the-art facilities, you will help establish a culture of academic and sporting excellence, creativity, and curiosity, ensuring that Harrow International School Dubai quickly takes its place among the leading international schools of the region.

Joining Harrow International School Dubai is not only an opportunity to teach — it is an invitation to shape and inspire generations to come.



THE SPEECH ROOM
HARROW SCHOOL UK

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

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 dating 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



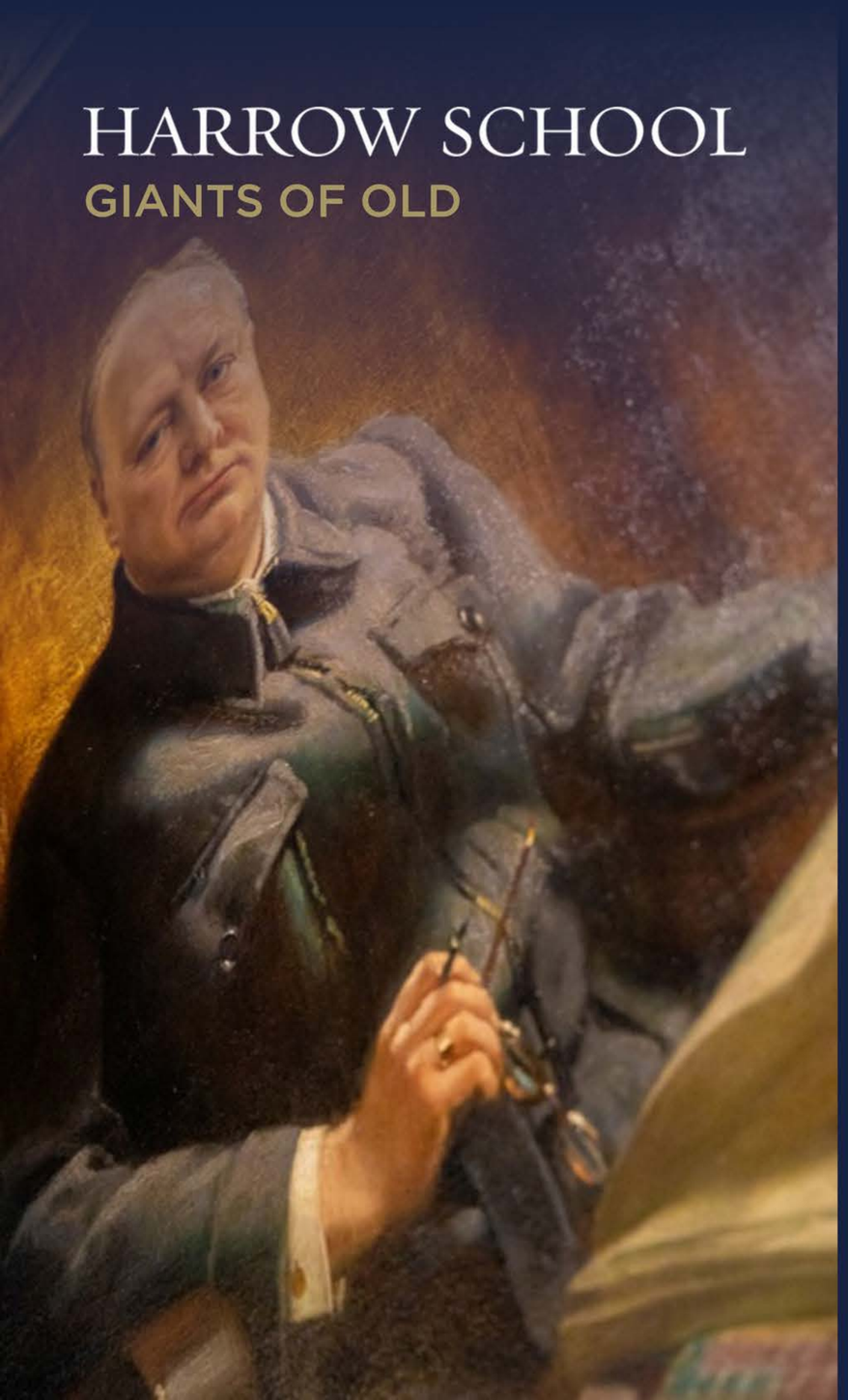
Value-added analysis shows, year after year, that Harrovians achieve far beyond their comparable peers at other schools, in both the maintained and independent sectors.

Virtually all Harrow's leavers take up places at selective universities. In 2025, pupils at Harrow School took up places at six of the world's top ten universities including Oxford, Cambridge, Stanford and Chicago. Thirty-two 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



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

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

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 Marshal 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 Old 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), the 12 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); Harrow International School Bengaluru (harrowbengaluru.in), and Harrow International School New York (harrownewyork.com) which are owned and operated by Amity Education Group.

Over 3,600 staff members are employed by, and more than 10,000 pupils (including over 7,800 outside the UK) are educated by, the Harrow Family of Schools.

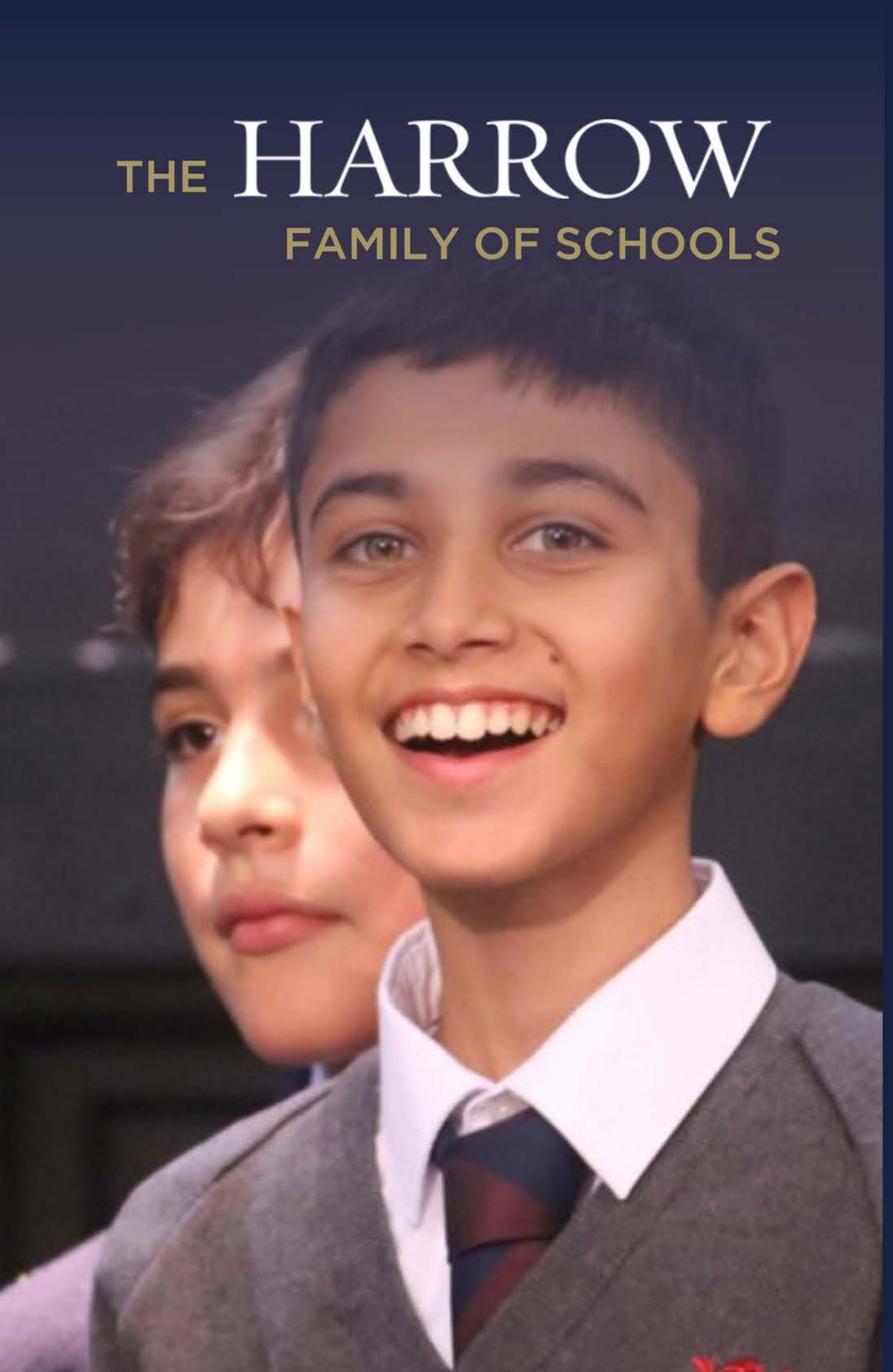
Like all other Harrow-branded schools, Taaleem Harrow Schools in the UAE will use Harrow School's name and badge under a sublicense granted by Harrow International Schools Limited (HISL), a trading subsidiary of the charity that owns Harrow School and its trademarks.

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 10,000 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/Harrow International Schools Ltd 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.

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.

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.



TAALEEM
HARROW
SCHOOLS

"Through our partnership with Harrow School in the 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 International 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



TAALEEM
HARROW
SCHOOLS

"It is a rare privilege to be part of the founding of a school, and I am delighted that you are considering joining Harrow International School Dubai. Opening in August 2026, our School will unite Harrow's 450 years of tradition with the ambition and energy of Dubai.

Harrow International School Dubai will be a community where every pupil is known, supported and inspired to achieve their best. Central to this will be the Harrow values of Courage, Honour, Humility and Fellowship. These are not abstract ideals; they will guide our daily life and shape the character of the pupils entrusted to our care.

Having been educated myself in a UK independent school, I know the transformative effect such an environment can have. The friendships, standards and opportunities I experienced as a pupil have remained with me throughout my life. My ambition is that Harrow International School Dubai offers the same to every child: a place where they feel part of something greater than themselves, where they are challenged and encouraged in equal measure, and where they leave ready to contribute with confidence and purpose.

I look forward to welcoming colleagues who share these values and who are inspired by the prospect of shaping a school from its very first days. I hope you will wish to be part of this exciting foundation."

SIMON O'CONNOR
HEAD MASTER, HARROW INTERNATIONAL SCHOOL DUBAI

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 International 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 International 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.

BE A PART OF
THE HARROW STORY

ROLE DESCRIPTION

All Harrow teachers (beaks) will deliver exemplary teaching and learning within their subject discipline, fostering an environment where every pupil is supported, challenged, and inspired to excel. They will uphold the highest academic standards while embodying the distinctive Harrow values of courage, honour, humility, and fellowship. Beyond the classroom, they will play an active role in the pastoral care of pupils within their House, contribute to the breadth of co-curricular opportunities, and enrich the wider life of the School. In doing so, they will strengthen the traditions of Harrow while shaping an educational experience uniquely aligned with the aspirations of Harrow International School Dubai.

KEY RESPONSIBILITIES

Teaching and Learning

- Plan and deliver lessons of the highest quality, characterised by intellectual rigour, engagement, and creativity, ensuring all pupils are challenged, supported, and inspired to achieve their full potential.
- Differentiate and adapt teaching and learning with precision, enabling each child to flourish academically and personally, in keeping with the Harrow tradition of nurturing individual strengths.
- Establish a purposeful, inclusive, and aspirational classroom culture, setting uncompromising expectations that foster curiosity, independence, and intellectual courage.
- Maintain a stimulating, orderly, and well-resourced learning environment, reflective of Harrow's standards of excellence, and conducive to scholarship and collaboration.
- Implement robust formative and summative assessment practices, using insight and evidence to recognise achievement, inform planning, and accelerate progress.
- Embrace innovation, technology, and future-focused pedagogies to enrich pupils' experiences and prepare them for life beyond Harrow International School Dubai.

BE A PART OF
THE HARROW STORY

KEY RESPONSIBILITIES (CONT.)

Curriculum and Academic Enrichment

- Contribute to the design, development, and continual refinement of the curriculum, ensuring it embodies academic rigour, coherence, and alignment with both international and national frameworks, while reflecting the distinctive ethos of Harrow International School Dubai.
- Prepare pupils with confidence and resilience for assessments and examinations, equipping them with the skills, habits, and intellectual courage required for the next stage of their Harrow journey and beyond.
- Provide incisive, constructive, and timely feedback, maintaining meticulous records of achievement that inform planning and celebrate progress.
- Engage with leading educational research and subject-specific developments, integrating innovative approaches and evidence-based practice into curriculum design and classroom delivery.
- Enrich the academic experience through cross-curricular initiatives, competitions, and cultural encounters, broadening pupils' perspectives and fostering curiosity beyond subject boundaries.
- Play an active role in the co-curricular life of the School, contributing to electives, academic societies, lectures, and extension opportunities that embody Harrow's tradition of scholarship and breadth.
- Collaborate purposefully with colleagues, sharing best practice and contributing to the collective advancement of teaching and learning across Harrow International School Dubai.

Pastoral Care and Safeguarding

- Provide exemplary pastoral care, nurturing pupils' personal, social, and emotional development, and ensuring that every child feels known, valued, and supported.
- Uphold the highest standards of safeguarding, child protection, and pupil welfare, maintaining unwavering compliance with Harrow International School Dubai policies, UAE regulations, and international best practice.
- Communicate proactively and sensitively with parents, maintaining accurate, timely records of all relevant interactions, and fostering strong partnerships between home and School.
- Model and instill Harrow's core values of Courage, Honour, Humility, and Fellowship, ensuring they are lived out daily in teaching, pastoral practice, and wider School life.
- Contribute actively to the House system, cultivating pride, belonging, and fellowship, and helping pupils to experience their House as a cornerstone of their Harrow journey.

BE A PART OF
THE HARROW STORY

WHO ARE WE LOOKING FOR?

- Our beaks embody the highest standards of professional and personal excellence. We seek to appoint individuals who are not only outstanding educators but also mentors and role models who inspire pupils to achieve their very best, both in scholarship and in character. At Harrow International School Dubai, teachers play a pivotal role in shaping confident, compassionate young people, contributing fully to the intellectual, pastoral, and co-curricular life of the School.
- We seek teachers who combine intellectual rigour with a genuine love of working with young people.
- Teaching, for us, is not simply a profession; it is a vocation, and we welcome colleagues who see their role as both a privilege and a responsibility.
- We value teachers who bring passion, integrity, and humility to their work, modelling the values of Courage, Honour, Humility, and Fellowship in all they do.
- A Harrow teacher embraces challenge with resilience and creativity, demonstrating adaptability in a dynamic global context.
- Our beaks work closely with colleagues, pupils, and families to create an environment where every child can flourish with demonstrated success in stretching the most able and supporting those who need additional guidance.
- Beyond the classroom, they contribute enthusiastically to co-curricular activities, pastoral life, and the wider School community, recognising that a Harrow education is distinguished by its breadth as well as its depth, and that its impact extends far beyond academic achievement.

WHAT ELSE CAN YOU BRING?

- At Harrow International School Dubai we seek educators who contribute far more than academic excellence. Individuals who enrich our pupils' educational journey through their diverse talents and passions. Whether you are a pianist, ballet teacher, rugby player, or possess another distinctive skill, we value those who inspire creativity, nurture character, and develop our pupils' abilities beyond the classroom.
- We warmly invite applicants to share the unique qualities they can bring to our distinguished and well-rounded school community. At Harrow, we value teachers who extend learning beyond traditional boundaries, those who inspire curiosity, foster a love of learning, and broaden our pupils' horizons through music, sport, the arts, or other exceptional pursuits.

PERSON SPECIFICATION

PERSON SPECIFICATION

Essential Requirements

- Appropriate degree, with UK PGCE or other teaching qualification that gives QTS.
- Minimum three years teaching experience and familiarity with the National Curriculum of England and IGCSE/GCSE and/or A Levels as appropriate.
- A clean criminal record check, including International Child Protection Check (ICPC) from the UK or appropriate police and other checks from relevant countries of residence/work for applicants who have never worked in the UK and no issues regarding suitability to work with children.
- A proven commitment to the safeguarding of children and an understanding of safeguarding procedure.
- Prior teaching experience essential, preferably in leading independent schools.

Desirable Characteristics

- A genuine passion for working with young people and helping them to flourish.
- The ability to inspire excellence in both academic and pastoral development.
- Empathy, patience, and a caring approach in supporting pupils.
- Adaptability, creativity, and a forward-thinking outlook.
- Strong cultural sensitivity and global awareness.
- A collaborative mindset, working positively with colleagues, pupils, and parents.
- A drive to develop and innovate, embracing professional learning with a mindset of continual improvement.

HARROW'S
COMMITMENT TO YOU

At Harrow International School Dubai, we provide a highly competitive remuneration and benefits package designed to attract and retain world-class educators. This includes:

Attractive tax-free salary
- A generous salary package that reflects your experience and expertise.

Comprehensive benefits
- Medical insurance, annual flight allowance, and tuition support for dependent children.

Relocation support
- For international hires, we offer a relocation allowance and high-quality, purpose-built accommodation with modern facilities.

Exclusive discounts
- As part of the Taaleem Group, staff enjoy corporate discounts with a wide range of service providers across Dubai.

Professional development
- We are deeply committed to the growth of our educators, offering regular workshops, training sessions, and access to global development platforms.

Enriching school life
- Opportunities to contribute to our co-curricular programmes, helping shape a vibrant and holistic student experience.

APPOINTMENT PROCESS

Harrow International School Dubai, operated in partnership with Taaleem—one of the UAE's largest and most respected education providers—recruits outstanding educators through a rigorous and transparent selection process.

Our recruitment process is thoughtfully designed and highly selective, ensuring that only the most qualified and passionate professionals join our team. Our dedicated Human Resources team has extensive experience in supporting expatriate staff, ensuring a smooth transition to life in the UAE. From relocation assistance to onboarding support, we are committed to making your journey to Harrow International School Dubai a first-class experience.

APPLICATION PROCESS

All vacancies for our School can be found on our recruitment portals.

Tes.com

www.careers.taaleem.ae

Applications should 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.

APPOINTMENT PROCESS

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.

LIVING AND WORKING IN THE UAE

The UAE is home to a rich and diverse population of expatriates from all around the world. It is a true fusion of eastern and western cultures, with minimal culture shock for those pursuing their first international venture. With virtually no language barrier, tax-free income, year-round sunshine, and endless travel opportunities, it is easy to see how the UAE's popularity has soared with young professionals and families alike. One of the safest and happiest countries in the world to live in, the UAE also offers its residents an exciting array of excursions and activities throughout its seven Emirates.

Whether it is water sports or deep-sea diving in the Arabian Gulf of Fujairah, hiking the Hajar mountains or zip-lining from the highest mountain peak in Ras Al Khaimah to the luxurious shopping malls or browsing the traditional souks for gold and spices in Dubai, to dune bashing adventures in Sharjah, the UAE truly has something for everyone.



HARROW INTERNATIONAL SCHOOL DUBAI