



CANDIDATE PACK

PRINCIPAL

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“Ranches Primary School is a shining example of a community school where inclusivity and collaboration create an inspiring environment for all.”

— IAN WALLACE
DIRECTOR OF EDUCATION
COGNITA MIDDLE EAST

WELCOME TO RANCHES PRIMARY SCHOOL

Nestled in the serene and family-oriented community of Arabian Ranches 2, Ranches Primary School (RPS) is a vibrant standalone primary school with a dedicated nursery on the same premises. Together, we provide a seamless educational journey for children from 18 months to 11 years, following the English National Curriculum (British Curriculum).

Our nursery and primary school foster a nurturing, inclusive environment where over 60 nationalities are represented, creating a culturally rich community where every child is celebrated. With bespoke facilities tailored to the developmental needs of young learners, RPS ensures that each child feels secure, valued, and supported on their educational journey.

At RPS, we are committed to developing each child's potential through personalised learning and a holistic approach to well-being. Our ethos centres on preparing students not only for academic success but also for becoming confident, compassionate citizens ready to thrive in a rapidly changing world.



ABOUT RANCHES PRIMARY SCHOOL

Our Values and Character Compass

Our values—Resilience, Purpose, and Success—are at the core of who we are, reflected in our name, ethos, and every aspect of school life. These values guide us in shaping confident, well-rounded individuals prepared to embrace the future with determination and a sense of purpose.

We believe that fostering a sense of belonging and celebrating individuality creates a supportive, inclusive culture where children thrive academically, socially, and emotionally. When children feel secure, valued, and part of a caring community, they are empowered to achieve their full potential.

Central to this vision is the RPS Character Compass, which embodies six key attributes: commitment, courage, curiosity, creativity, cooperation, and compassion. These qualities are intentionally cultivated in every student, equipping them with the tools to overcome challenges, form meaningful relationships, and lead with empathy. The Character Compass ensures that our students develop not just academic excellence but also the strength of character needed to make a positive impact on the world.



The background image shows two young boys in school uniforms. The boy on the left, with curly hair, is pouring liquid from a clear plastic jug into a clear plastic cup held by the boy on the right. They are both looking intently at the cup. On the table, there are other small clear containers and a pink folder. The school uniforms are dark blue with red accents and a circular logo that says 'RANCHES PRIMARY SCHOOL'.

OUR CURRICULUM

At Ranches Primary School (RPS), we provide a seamless educational journey from Nursery (18 months) through to Year 6, guided by the academic rigour of the English National Curriculum (British Curriculum). Our curriculum is thoughtfully designed to balance core knowledge with creativity, innovation, and personalisation, meeting the needs of our diverse and multicultural community.

We pride ourselves on preparing students for successful transitions to Dubai's leading secondary schools. Our focus on personalised learning ensures that every child receives the tailored support they need to surpass expectations and thrive in a rapidly changing world.

Learning at RPS goes beyond the classroom. A rich extracurricular programme encompassing sports, STEAM, the arts, and life skills enhances the student experience, nurturing both academic excellence and personal growth.

Our curriculum is further enriched by Cognita Enrich ME, a distinctive programme offering students unrivalled opportunities to explore their passions and talents through expert coaching and creative pursuits, ensuring a well-rounded and fulfilling educational journey.



OUR CAMPUS

Located in the heart of Arabian Ranches 2, the campus features spacious, age-appropriate learning areas that foster a sense of belonging and confidence. Specialist classrooms for art, music, and science, complemented by modern technology integration, provide engaging and interactive learning opportunities.

Physical well-being is supported by extensive sports facilities, including a 25-metre swimming pool, two indoor sports halls, a covered Astro pitch, and rooftop courts. Younger students benefit from secure, covered outdoor play areas and dedicated play zones. To promote a balance between activity and reflection, the school also features a well-being garden with a sustainability theme.

THE ROLE & INDIVIDUAL

This is an exciting opportunity to lead Ranches Primary School (RPS), a vibrant, community-focused school in Dubai, into its next phase of growth and development. Known for its warm and inclusive environment, RPS is dedicated to nurturing happy, confident learners who are ready to thrive in a fast-changing world. We're looking for a passionate leader who can build on the school's strong foundations while embracing fresh opportunities to innovate and grow.

As Principal, you'll lead a close-knit team of staff, students, and families in a purpose-built primary school that's truly at the heart of its community. With bespoke facilities and a focus on the holistic development of every child, RPS is perfectly placed to provide an exceptional primary school experience.

WHO WE ARE LOOKING FOR

We're looking for someone with expertise in primary education who values collaboration, well-being, and inclusivity. Your leadership will help foster a culture where students and staff feel supported, inspired, and empowered to succeed. If you're a strategic thinker with a passion for making a difference in a community school setting, this is the role for you.

QUALIFICATIONS AND EXPERIENCE

- ◆ A graduate degree in education or a related field; a Master's or equivalent professional development (e.g., NPQH) is preferred.
- ◆ A proven record of outstanding leadership as a senior leader in a primary school environment.
- ◆ Demonstrated excellence as a classroom practitioner with a deep understanding of effective pedagogy.
- ◆ Strong business acumen, along with HR and compliance expertise, and an awareness of educational trends.
- ◆ Middle East experience, ideally in the UAE, or a strong understanding of the region's educational landscape.

KEY RESPONSIBILITIES

HOLISTIC EDUCATION

- ◆ Stay at the forefront of national and international educational trends, enhancing teaching standards, curriculum relevance, and co-curricular programmes to meet the needs of primary-aged learners while celebrating diversity and inclusion.
- ◆ Build a professional learning community, driving high teaching standards and embedding a balanced, enriching curriculum with measurable impact on student progress, engagement, and achievement.
- ◆ Cultivate strong relationships with students, staff, parents, and the local community. Focus on academic, pastoral, and co-curricular excellence to unlock every child's potential and drive continuous improvement.

LEADERSHIP

- ◆ Lead the school on its journey from a "Very Good" to an "Outstanding" KHDA rating, setting ambitious goals and inspiring the school community to achieve them.
- ◆ Demonstrate commitment to the primary school community by empowering staff, fostering collaboration, and representing RPS to the KHDA, Ministry of Education, and external stakeholders.
- ◆ Work closely with the Cognita Board to shape and achieve strategic objectives, identifying opportunities for innovation and growth while maintaining the school's community-centred ethos.
- ◆ Oversee facility enhancement plans that reflect the needs of primary learners and ensure appraisal processes drive effective teaching, curriculum delivery, and impactful assessments.

OPERATIONAL EXCELLENCE

- ◆ Guide RPS's ongoing development, aligning with its Mission, Ethos, and Values. Attract, retain, and nurture talented staff to uphold exceptional educational standards.
- ◆ Monitor performance metrics, including admissions, stakeholder satisfaction, and academic outcomes. Prepare for inspections and lead self-evaluation to drive improvement.
- ◆ Partner with financial teams to manage budgets effectively, ensuring efficient use of resources while maintaining high-quality education.
- ◆ Ensure compliance with all regulations, uphold a safe and secure environment, and maintain operational excellence, remaining accountable to the Board and the school community.

GROWTH

- ◆ Drive student recruitment and retention, overseeing admissions and enrolments while implementing innovative marketing strategies to support sustainable growth.
- ◆ Champion RPS's Values, Ethos, and Brand, celebrating achievements locally and internationally to strengthen community engagement.
- ◆ Forge partnerships with external stakeholders to achieve strategic goals and maintain a visible, approachable presence within the school community.



ABOUT **COGNITA**

Cognita is a global family of over 100 schools across 17 countries, dedicated to enabling students and educators to thrive in a rapidly evolving world. Each school maintains its unique identity and strong local connections while benefiting from a global network of shared knowledge, opportunities, and best practices. This combination ensures every student receives a world-class education enriched by diverse perspectives.

Cognita's evidence-based framework drives continuous improvement across its schools, supported by professional development programmes such as the Team Fellowship and Senior Leader Enquiry, developed in partnership with UCL's world-leading Faculty of Education.

At the heart of Cognita is an uncompromising culture of care, prioritising the safety, emotional wellbeing, and safeguarding of every student. Every school undergoes regular independent safeguarding reviews, going beyond regulatory requirements to create secure and nurturing environments.

We are COGNITA ME

By joining Ranches Primary School, you become part of the Cognita ME team – a vibrant community of schools, educators, and professionals united by a shared purpose: to thrive in a rapidly evolving world. We are a team of diverse talents and voices, driven by creativity, innovation, and a relentless ambition to push boundaries and raise standards.

What sets Cognita ME apart is our commitment to fostering a culture of inclusivity, trust, and collaboration. Whether in the classroom, the staffroom, or the boardroom, we bring passion, humility, and integrity to everything we do. We embrace new ideas, adapt to change, and support one another to achieve bold goals.

Joining Cognita ME means being part of a team that values individuality, encourages professional growth, and celebrates success. At Ranches Primary School, you'll find a stimulating environment where you can make a real difference for students, families, and colleagues – all while excelling in a supportive and innovative workplace.

WE aim high, WE think wide

WE are passionate, WE are compassionate

WE go together, WE grow together

WE are Cognita ME



HOW TO APPLY

To apply, please email your detailed CV and a cover letter to Lynne Rennie, Head of Recruitment at Cognita ME, at lynne.rennie@cognita.com. Your cover letter should highlight your interest in the role and how your experience aligns with the key criteria.

The deadline for applications is 26th January 2025, but we encourage early submissions. References will only be contacted at the final stages of the process, and only with your prior consent.

If you would like to discuss the role further, please contact Lynne Rennie directly at +971 52 725 1457.

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed.



COGNITA