



CHARTERHOUSE
ALMATY

Appointment of a Deputy Head of Senior School





CHARTERHOUSE
ALMATY

Welcome from the Head



Dear applicant,

It is a rare privilege to help establish a school that carries the weight and wonder of a four-hundred-year-old name, yet the freedom to shape something new. Charterhouse Almaty is an academically selective school created in proud partnership with one of the Great Nine English public schools and among the most celebrated names in world education. Founded in 1611, Charterhouse has shaped Prime Ministers, explorers, Nobel laureates and artists of international renown. Charterhouse Almaty is now preparing to extend this extraordinary tradition to Central Asia for the first time, offering students the opportunity to belong to a heritage that has endured for over four centuries.

From September 2026, we will open our doors to pupils from Reception through Year 10, before expanding further into full IGCSE and A-level provision the following academic year. The Deputy Head (Senior School) will play a critical role in setting the academic, pastoral and cultural tone of our Senior School, as a leader who will combine intellectual ambition with warmth and integrity. Working closely with the Head of Senior School, the post-holder will build a culture of excellence, ambition and joy in learning, ensuring that every student is challenged and known, and that the Charterhouse Values are meaningfully expressed within a Central Asian context.

In return, the successful candidate will join a state-of-the-art school designed to match the Charterhouse Standard in every respect, from six science laboratories and a 500-seat auditorium to a dedicated Futures Lab, extensive sporting facilities, and an extraordinary breadth of co-curricular opportunities reflecting the richness of a Charterhouse education.

Life in Almaty offers an exceptional experience for an expatriate professional. The city is framed by the snow-capped Tien Shan mountains, where world-class skiing, hiking and outdoor adventure sit alongside a vibrant cultural life, international connectivity and a welcoming community.

We are seeking a Deputy Head (Senior School) of the highest calibre – a leader who shares our belief that education, when delivered with vision and ambition, has the power to transform lives and societies. In pursuit of this, we have already appointed a Head of Senior School who has excelled in leadership roles at some of the world's most academically successful British international schools.

I look forward to receiving your application.

Michael Seaton
Founding Head
Charterhouse Almaty



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About Charterhouse, UK

Founded in 1611, Charterhouse has for over four centuries educated some of the world's most influential thinkers, creators and leaders. Today it remains one of the most distinguished independent boarding and day schools in the world, providing an academically ambitious and holistically rich education to almost 1,000 boys and girls.

Charterhouse is set within an inspiring 250-acre campus. With 17 grass sports pitches, three full-sized astroturf pitches, an athletics stadium, a sports centre, 24 tennis courts and a nine-hole golf course, the campus is one of the best, if not the best, in the United Kingdom. Combined with a 235-seat theatre and separate music performance and art display spaces, its setting encourages students to contribute and provides a safe community in which to explore and grow.

In recent years, Charterhouse has embarked on a highly successful global expansion, extending its educational mission through a growing family of schools in the UK and overseas. This reflects a bold long-term strategy: to share the Charterhouse standard of excellence with new generations worldwide while remaining true to its historic character and traditions.

Joining Charterhouse Almaty therefore represents not only an opportunity to help found a transformational new school but also to be part of an ambitious and distinguished global movement in education.

GOVERNANCE

Two members of the Charterhouse leadership team sit on the Charterhouse Almaty Advisory Board. Charterhouse will carry out an annual inspection of Charterhouse Almaty to ensure we maintain the educational standards, key values and ethos of a Charterhouse education, and successful candidates will benefit from digital conferencing and 'how we do things' conversations with peers from our parent school.



Charterhouse, UK
Godalming, England



The Hall at Charterhouse, UK



VISION STATEMENT

To set the benchmark for British schooling in Central Asia, defined by outstanding outcomes, graduates who thrive at the world's elite universities, and leaders who shape society.

AIMS

Charterhouse Almaty seeks to impart:

- An academically ambitious education that cultivates curiosity, independence and rigour.
- Teaching that combines intellectual depth with the power to inspire.
- A community shaped by kindness, where every student is known and encouraged to flourish.
- A culture that welcomes challenge, building perseverance, confidence and grace under pressure.
- A global outlook that embraces open-mindedness, responsibility and courage in the service of others.

PERSEVERANCE
CHARTERHOUSE
RESPONSIBILITY
MORAL COURAGE
OPEN-MINDEDNESS
KINDNESS



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Our Campus

The Charterhouse Almaty campus has been meticulously designed to offer its students world-class facilities that will inspire academic achievement, creativity and physical excellence. Unrivalled in the region, our state-of-the-art campus will provide the space, support and surroundings for students to thrive at the highest global standards.

Designed by an internationally celebrated Kazakh architect, the campus will set a new benchmark for education in Almaty, combining state-of-the-art learning spaces with outstanding sports and performing arts facilities.



Set against the stunning backdrop of the Tien Shan mountains, Charterhouse Almaty will combine cutting-edge facilities with expansive outdoor spaces, ensuring that students benefit from both modern innovation and a deep connection to nature. Our campus will offer:

- A competition standard, 25-metre swimming pool, with spectator seating.
- An athlete-ready 4-court sports hall and gym.
- UEFA-standard floodlit football pitch.
- Six cutting-edge science labs to spark curiosity and discovery.
- Two art studios and a Futures lab.
- Specialist Windows and Mac workspaces.
- Purpose-built drama and music studios.



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Our Campus



A striking campus designed for all seasons.



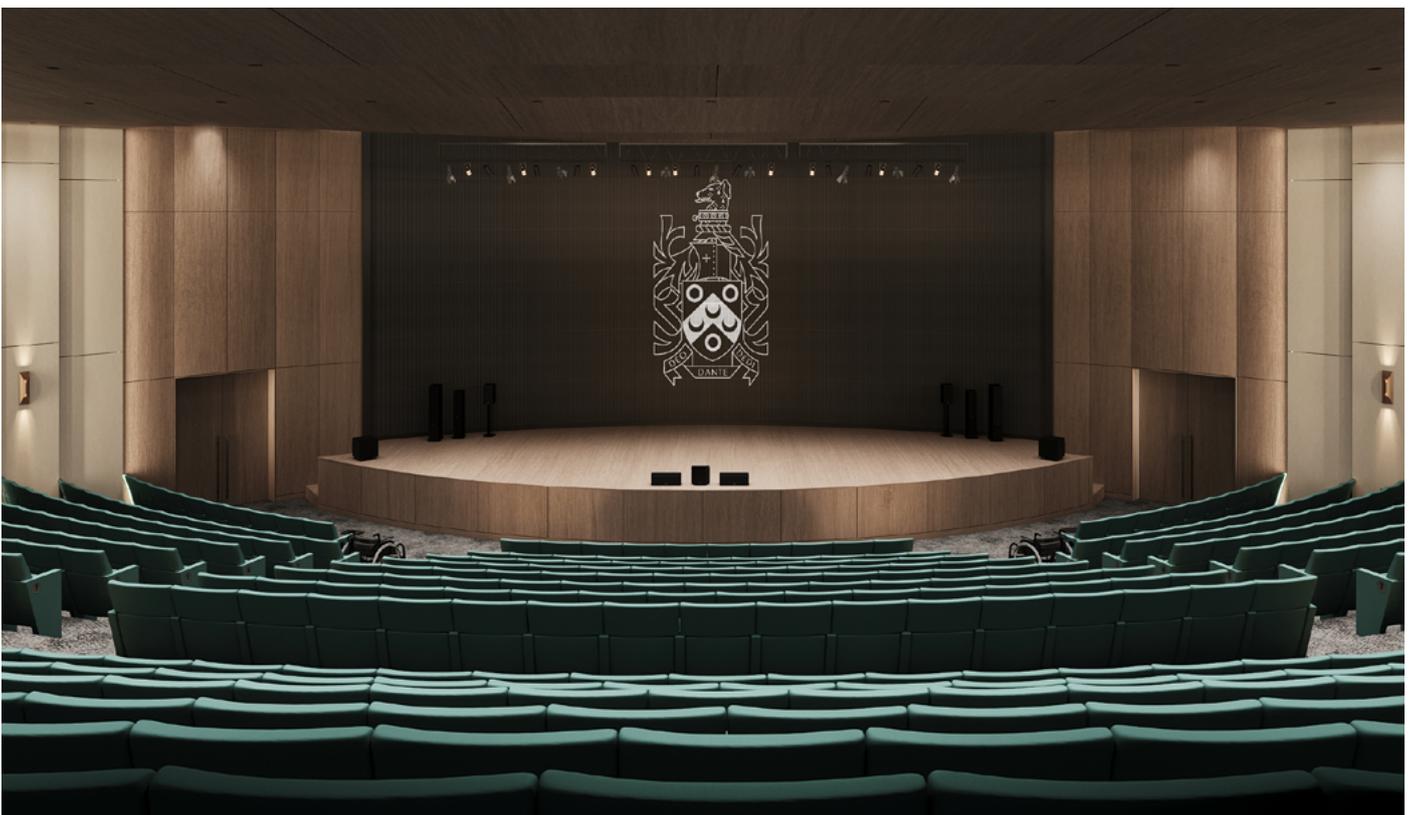
A vibrant, welcoming Junior School environment.



Our Campus



Elegant, light-filled classrooms designed for modern learning.



A state-of-the-art auditorium with full professional theatre facilities.



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The Opportunity

The Deputy Head (Senior School) will help to establish, lead and inspire a culture of excellence across Years 7-13 (initially 7-10), ensuring that teaching, learning, behaviour and personal development all reflect the highest standards.

This is both a strategic and operational role, which is ideal for an accomplished school leader who combines intellectual depth with emotional intelligence, professional authority with humility, and can turn vision into practice.

Working closely with the Head of Senior School and the wider Senior Leadership Team, the post-holder will:

- Support the overall leadership of the Senior School, deputising when required.
- Build cohesive systems and policies that embed the Charterhouse Standard into every aspect of school life.
- Develop a Senior School culture that is academically ambitious and personally enriching for every student.

This is a hands-on role, combining vision and visibility. The successful candidate will contribute to long-term planning and staff development while modelling outstanding practice in teaching and leadership. It calls for a highly talented individual who brings intellectual ambition, warmth and emotional intelligence, and who values collaboration, trust and professional excellence.





Role Profile

This Role Profile outlines the core responsibilities and expectations for the role. It is not an exhaustive list, and the specific portfolio may be adapted to reflect the strengths and experience of the successful candidate, ensuring the right balance within the Senior School's leadership team. The Deputy Head (Senior School) should be prepared to take on additional duties or adjust to the evolving needs of the school, in consultation with the Head of Senior School.

KEY RESPONSIBILITIES

Strategic and Operational Leadership

- Lead, inspire and support the development of the Senior School as an academically selective and values-driven community.
- Work in partnership with the Head of Senior School to implement the school's strategic priorities and development plan.
- Contribute to the whole-school agenda, ensuring continuity of ethos and standards across the Junior and Senior Schools.

Teaching and Learning

- Work closely with the Head of Senior School to lead the continual improvement of teaching and learning, ensuring every classroom reflects the Charterhouse Standard of high challenge and deep support.
- Model outstanding teaching, maintaining a reduced timetable to demonstrate exemplary practice.
- Monitor and evaluate the quality of teaching through lesson visits, learning walks, student voice and data analysis, providing constructive feedback and coaching.
- Embed a 'teach to the top' culture in which all students, including those newer to English, experience ambitious instruction and intellectual stretch.
- Oversee the use of assessment and reporting to inform planning, identify achievement and celebrate progress.
- Promote evidence-informed pedagogy, drawing on current educational research and professional learning communities.
- Coordinate with the Heads of EAL and Learning Support to ensure provision is inclusive and coherent.



Role Profile

Curriculum and Enrichment

- Support the Head of Senior School in shaping and reviewing a broad curriculum that reflects the best of the English National Curriculum while celebrating Kazakh identity and global citizenship.
- Monitor the impact of homework, ensuring that tasks extend and deepen classroom learning, foster independence and promote intellectual curiosity.
- Actively support a culture in which participation in co-curricular life is universal, joyful and integral to a Charterhouse education.
- Encourage innovation and student leadership in super-curricular programmes that complement academic learning.

Behaviour, Pastoral Care and Safeguarding

- Uphold exemplary standards of behaviour, attendance and conduct, promoting a culture of respect and responsibility.
- Lead or support key pastoral systems, using data intelligently to inform action and working with House Tutors to ensure that every student is known and supported.
- Maintain oversight of welfare and safeguarding procedures.
- Lead assemblies and pastoral events that reinforce the Charterhouse Values.
- Champion the wellbeing of students and staff across the campus, recognising the pressures of a high-achieving British independent school overseas.

Operational and Organisational Leadership

- Oversee key operational areas by agreement with the Head of Senior School, e.g. cover, duty rotas and the calendar.
- Contribute to the recruitment, induction and professional development of staff.
- Support effective communication with parents and the wider community.
- Ensure compliance with policies, safeguarding expectations and global best practice in all areas of school life.

Parental and Community Engagement

- Maintain strong, trusting and open relationships with parents through meetings, workshops and regular communication.
- Lead parent briefings and reporting cycles to ensure clarity, transparency and trust.
- Contribute to the school's public profile through events, media, tours and marketing, representing Charterhouse Almaty with great professionalism and warmth.
- Strengthen links with Charterhouse, UK, local and international partners to enrich the educational offer of the Senior School.



Further Requirements

Education, Training and Qualifications

- A good honours degree (or equivalent).
- A recognised teaching qualification (PGCE or international equivalent).
- Evidence of sustained professional development, including leadership or curriculum design training, and a strong understanding of contemporary educational research and best practice.

Knowledge, Skills and Experience

- Significant experience in a leadership role within a high-performing British or British international school.
- Proven record of improving teaching quality, student outcomes and staff development.
- Strong understanding of leading effective curriculum design, assessment and pastoral systems.
- Experience of, or strong empathy towards, the ethos and expectations of leading British independent schools, with an understanding of how their traditions of academic ambition, tailored pastoral care and co-curricular breadth can be adapted within an international context.
- Ability to balance strategic skill with operational excellence during a founding or fast-growth phase.
- Experience in supporting EAL and inclusion, with a good grasp of EAL pedagogy.
- Demonstrated success in staff development, coaching and performance management.
- Familiarity with UK inspection frameworks (ISI or Ofsted) and the ability to prepare documentation and evidence accordingly.
- Strong commitment to co-curricular learning as integral to whole-child development.

Personal Qualities

- A visible and approachable leader who inspires trust, respect and confidence.
- Warm, articulate and intellectually curious, able to inspire confidence among staff, students and parents.
- Calm, decisive and resilient under pressure, with exceptional organisational skill.
- Collegial and collaborative, thriving within a values-driven leadership culture.
- Embodies the Charterhouse Values of kindness, perseverance, open-mindedness, moral courage and responsibility.



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Life in Almaty

Almaty is widely celebrated as one of the most beautiful cities in Asia, earning it a reputation as the 'Switzerland of Central Asia' thanks to its stunning mountain backdrop, pristine landscapes and year-round outdoor appeal. The city's location at the foot of the Tien Shan mountains gives it a dramatic and breathtaking skyline, with snow-capped peaks visible from nearly every corner.

Almaty's natural beauty is complemented by its lush greenery, wide boulevards and vibrant parks. Its combination of modern urban living and unspoiled nature sets it apart from other major cities in the region, offering a vibrant café culture, elegant European-style architecture and tree-lined avenues set against a breathtaking natural canvas.

For expatriates, Almaty offers a lifestyle that blends adventure with comfort. International-standard restaurants, boutique shops, theatres and concert halls sit alongside local markets and a thriving cultural scene. A growing international community ensures a welcoming network for newcomers, while outstanding healthcare, modern shopping malls, and international flight connections provide the reassurance of convenience and accessibility. Skiing, hiking, and mountain biking are all within a 30-minute drive of the city centre, while weekend getaways to lakes, canyons, and mountain resorts add to its appeal.

The cost of living is strikingly affordable compared with other international postings, allowing expatriates to enjoy a high quality of life with access to spacious accommodation, domestic help and an enviable balance of professional fulfilment and personal wellbeing. Few cities in the world can offer such a rare combination: a dynamic and cosmopolitan urban centre, surrounded by some of the most spectacular landscapes on the planet.





Remuneration

Our remuneration packages are amongst the most competitive in international education, reflecting both the calibre of the school we are building and the high expectations we are setting for ourselves and each other.

Our package of benefits includes:

- A highly competitive tax-paid salary, commensurate with experience.
- A gratuity of 10,000 US dollars at the end of the initial two-year contract, followed by 5,000 USD per academic year upon renewal.
- A substantial monthly housing allowance for a fully furnished apartment or house.
- Annual return flights for you and your dependents.
- Full tuition fee remission for up to two children enrolled at Charterhouse Almaty.
- Complimentary breakfast and lunch provided on campus during the school day.
- Exceptional professional development opportunities, including fully-funded National Professional Qualifications (NPQs).
- An excess baggage allowance of 1,000 USD.
- Comprehensive global medical insurance.





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Appointment Process and How to Apply

Applicants are invited to submit a full CV, clearly outlining key achievements, together with a covering letter of no more than two pages which addresses the competencies addressed in the Role Profile and Further Requirements. The CV must include the names and contact details of three professional referees, one of whom must be your current employer. Please note that referees will not be contacted without prior consent, and that all appointments will be subject to satisfactory references and the school's safer recruitment checks, in line with UK safeguarding standards.

Completed applications should be emailed to hr@charterhousealmaty.com. The closing date for applications is Monday 10th November 2025, although earlier applications are encouraged. The school reserves the right to make an appointment before the closing date should an exceptional candidate be identified.

Charterhouse Almaty is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The appointment will be subject to satisfactory police clearance from the candidate's home country (issued within the last three months), three professional references, and full verification of qualifications.

The successful candidate will be required to provide attested copies of degree certificates, academic transcripts, and proof of full-time student status. These documents must be notarised, authenticated by the Ministry of Foreign Affairs in the candidate's home country, and legalised by the Kazakh Embassy. A valid medical certificate is also required. The school's HR Department will support overseas applicants through this process to ensure timely completion and compliance with Kazakhstan's immigration regulations.





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<https://charterhousealmaty.com>