



CHEL TENHAM
MUSCAT



Recruitment
Information Pack

*Bringing 180 years of
outstanding British
education to Muscat*



Welcome from the Head

Thank you for your interest in joining Cheltenham Muscat.

The opening of a new school is an incredibly exciting time. Building on the 180 year heritage of Cheltenham College, UK, Cheltenham Muscat will provide an education for boys and girls which will be inspirational. I am ambitious for the school, for the children who attend it and for the staff who work there. As a team of outstanding practitioners, Cheltenham Muscat, which will have a genuine partnership with its sister school Cheltenham College UK, will offer a first-class education. This will be an all-round education with excellent teaching and learning at its heart.

We welcome all staff who genuinely care about pupils, who want to be the best they can be and who want to be involved in the all-round life of the school. If you want to be part of a special team who will develop Cheltenham Muscat as the best school in Oman, then we want to hear from you.

Our staff are our most important asset as they are the individuals who inspire and contribute towards each child's journey, both in and outside the classroom. There will be opportunities for you to develop and grow professionally, as part of an exceptional education community, whilst living in the wonderfully welcoming city of Muscat.

I hope that you will enjoy reading about this position



and that you decide to apply to join the Cheltenham Muscat founding team. I am confident that you will find this position exciting, challenging and most importantly, rewarding.

We believe an all-round education is the most valuable gift you can give your child, providing them with a foundation from which they can learn about themselves, their community and the world around them.

We wish to hear from teachers who share this belief and look forward to reading your application and talking more at interview about the difference you can make at Cheltenham Muscat.

A handwritten signature in black ink, appearing to read 'Crispin Dawson'.

Crispin Dawson
Founding Head, Cheltenham Muscat

About Cheltenham Muscat

Opening in September 2021, Cheltenham Muscat is the first 3 to 18 boys and girls school in Oman to partner with a UK premium school, Cheltenham College, bringing 180 years of outstanding practice, expertise and tradition.

Cheltenham Muscat will offer

- first-class British education in the international setting of Oman from EYFS through to IGCSE and A Level examination
- academic excellence for all
- uniquely for Oman, specialist led teaching in all subjects from Grade 4 and in some subjects from Grade 1
- outstanding pastoral care and opportunities for personal development; and
- a broad range of extra-curricular activities as part of an extended and fulfilling school day.

The partnership with Cheltenham College UK is a great source of strength. Significant collaboration in areas such as vision and ethos, curriculum planning, professional development, and co-curriculum opportunities, ensure that we maintain the highest international standards. Through the strength of our partnership, both pupils and staff in Oman will benefit from the expertise and reputation Cheltenham College has built in the UK over the past two centuries.

We combine an academic focus with a broad programme of extra-curricular activities, offering all pupils an extended and fulfilling day. Underpinning our curriculum is the value we attach to pastoral care. We understand that pupils fulfil their potential when they feel happy, supported and at ease in their surroundings. All members of staff, therefore, work hard to build a strong sense of community and promote supportive relationships, ensuring that children know they always have a peer or adult to whom they can talk.

The structure of Cheltenham Muscat will be:

Pre-Prep	KG1 - Grade 1	3 - 7 years old
Prep School	Grade 2 - Grade 7	7 - 13 years old
Senior School	Grade 8 - Grade 12	13 - 18 years old



Cheltenham Muscat will be opening from KG1 to Grade 8 (3 to 13 years old) in 2021.

The school will be located in the Al Bandar Masterplan – a 1.1 million square metre development situated in close proximity to Muscat International Airport, City Centre Muscat and many residential communities. Our state of the art campus houses some of the finest school facilities in Oman. These include dedicated libraries, a central atrium, a STEM centre, an Art and design centre, music and drama classrooms and practice rooms, IT labs, indoor and outdoor sports facilities and a 25m x 6 lane pool.

“I am so glad I came to College. You get to know everyone quickly and people really look after you. We work together, support each other and people are proud of achieving. We all love our community.”

Cheltenham UK, Student, 2018





Our Founding School - Cheltenham College UK

Founded in 1841, Cheltenham College is regarded as one of the foremost independent, boys and girls boarding schools in the UK. With Pre-Prep, Prep and Senior sections adjacent to each other on a historic campus, Cheltenham College provides an outstanding education to students between the ages of 3 to 18.

Cheltenham College, UK also has a long and distinguished connection with the military dating back to 1863. They are one of only three schools in England to have their own military colours. This connection continues to exist at Cheltenham Muscat whose partner is the Ministry of Defence Pension Fund.

Cheltenham College's UK's Achievements

The school has built an enviable reputation for academic achievement and the breadth of activities offered outside the classroom. Students leave Cheltenham with excellent qualifications, enabling entry into first-class universities such as Oxford and Cambridge. Indeed, each year approximately 10% of their graduates receive offers for Oxford and Cambridge to read highly competitive subjects such as Medicine, Veterinary Medicine, History and Classics.

Inspection

The holistic nature of a Cheltenham education is what makes it stand out. In the School's most recent inspection by the Independent School Inspectorate (ISI), Cheltenham College, UK was rated "excellent" in every category, this being the highest grade it could receive.

"Cheltenham College is very successful in meeting its aim of equipping pupils to lead fulfilled and purposeful lives by providing an excellent all-round education."

"Students' personal development is excellent. Pupils are enthusiastic about their school life and speak warmly about relationships, in terms of both their peers and staff."

"The quality of pupils' achievement and learning is excellent."

"The contribution of curricular and extra-curricular activities is excellent."

"The quality of leadership and management, including links with parents, carers and guardians, is excellent."

ISI Inspection, 2016



Cheltenham College UK is part of the Rugby Group – an elite group of British premium schools including world-famous schools such as Wellington College, Harrow, Winchester College and Radley College.



Living in Oman

Occupying the south-eastern coast of the Arabian Peninsula, the Sultanate of Oman is at the confluence of the Persian Gulf and the Arabian Sea. According to recent global reports, the beautiful country of Oman has been named the safest and friendliest country in the world for expatriates to live and work (Expat Insider Report, InterNations, 2019).

Oman's low-rise towns retain their traditional charms, and Bedouin values remain at the heart of an Omani welcome. With an abundance of natural beauty, from spectacular mountains, wind-blown deserts and a pristine coastline, Oman provides a modern face of Arabia whilst preserving a sense of its ancient soul.

Oman has a huge expatriate population, drawn to the country for several reasons:

- It is complete with all the conveniences and luxuries you would expect to find in a developed western city: international restaurants, luxury shopping malls, coffee shops, 10-screen VOX cinemas, an efficient health system, five-star hotels, to name but a few.
- Despite being an upcoming modern city, Muscat is soaked in culture and tradition. Examples of this include the Sultan Qaboos Grand Mosque, the Muttrah Souk and the National Museum, which showcases two millennia of heritage and history through the permanent exhibition of more than 5,000 objects. Meanwhile, the Royal Opera House has a prestigious international line-up staging jazz, ballet, classical and opera all year round.



- Oman's landscape, dominated by desert, mountains and coastline, offers Muscat residents plenty of weekend escapes. The Al Hajar mountains, with caves, canyons and numerous wadis (dry riverbeds) that flow with spring water making wonderful hikes or scenic drives. Alternatively, Oman is a one-hour flight from Dubai and Abu Dhabi, making it easy to experience the Emirati lifestyle as well.
- Oman has much to offer for those interested in sports and partaking in outdoor pursuits. South of Oman lie the Rub' Al Khali desert where a perfect sea of dunes reaching up to 300 metres high can be found, hosting exciting activities such as sandboarding, 4WD dune-bashing, camel riding and camping. Furthermore, Oman is a dazzling bounty of underwater attractions. The Daymaniyat Islands, for example, is a marine reserve providing beautiful waters for divers and snorkellers to swim among the coral, rays, and turtles.

There is then the rest of the world. Oman's location makes it an amazing point from which to travel the world during the holidays. Incredible destinations in Asia, Africa, Europe and the Middle East are only a short flight away. The \$1.8bn Muscat International Airport was named the best airport in the Middle East, at the 2019 World Travel Awards, making Oman a truly excellent staging post.



Careers at Cheltenham Muscat

Cheltenham Muscat is seeking to appoint outstanding individuals as part of the Founding Team. This is a unique opportunity to join a highly talented team to quickly establish Cheltenham Muscat as a leading school in Muscat and with the ambition to be the best.

Our staff enjoy an excellent and fulfilling working environment, a competitive tax-free salary and package, and an exciting lifestyle in a beautiful, vibrant coastal city.

We welcome applications from the UK as well as from those working internationally.

Ongoing Professional Development

The best teachers continuously improve and develop their teaching practice, leadership skills and subject knowledge. This is why Cheltenham Muscat will dedicate resources towards CPD for both our new and experienced teachers and leaders.

When joining Cheltenham Muscat, you become a part of a global community of educators with access to:

- Middle and Senior leadership training
- Subject specific training
- Mentoring and peer learning
- Online training opportunities
- Tailored INSET days
- Academic conferences
- Teacher exchange with Cheltenham College UK
- Intra-network collaboration

Onboarding

We understand that moving abroad, especially for the first time, can be daunting. Apart from the practical logistics associated with taking a job in Muscat, we know that teachers sometimes feel anxious about how they are going to settle.

At Cheltenham Muscat, our HR and school leadership team will provide the support and advice required for new members of staff to settle. This includes support with the work and residence visa application process, settling into permanent accommodation, health insurance, setting up bank accounts and orientation of the beautiful city of Muscat.

We warmly invite you to be a member of our founding team.





“College is an exciting transition between school education and adult life. Everyone finds their niche, whether it is within a subject, society, sport, House or new hobby.”

Cheltenham UK, Student, 2019

Remuneration Package

A UK equivalent package worth approximately £47,700 to - £62,800* before tax.

This is based on an attractive tax free package of £36,000 to £45,000* per annum, subject to qualifications, experience and track record.

Additional benefits include:

- A competitive, annual tax-free salary inclusive of accommodation and other allowances
- An end of service payment
- Start and end of contract flights
- Annual return flight allowance
- Tuition fee concession at Cheltenham Muscat
- Medical insurance
- Visa costs

*figures are approximate based on varying exchange rates

We recognise that the success of Cheltenham Muscat depends on the quality, well-being and motivation of our staff. In addition to the salary and package structure outlines above, staff can also expect:

- A commitment to professional development
- A dedicated and passionate human resources and support team committed to making life in Oman as comfortable as possible
- Outstanding career profession opportunities that arise from being part of a rapidly expanding education group in a dynamic market.
- A CPD training allowance.





How to Apply

In order to apply, please consider the details of the job description and person specification for the role you are applying for and complete all sections of the application form including the supporting statement that sets out your interest in this position, how you meet the requirements of the role and your ambitions for the school. Completed applications should be sent to careers@cheltenhammuscat.com by the advertised closing date.

Applications will be reviewed as they are received. Early application is advised with interviews possibly being arranged in advance of the closing date. Cheltenham Muscat reserves the right to make an appointment before the closing date.

To arrange an informal discussion about the role, please email to careers@cheltenhammuscat.com. Please visit our website at www.cheltenhammuscat.com for further information about the School.

Safeguarding and Data Protection

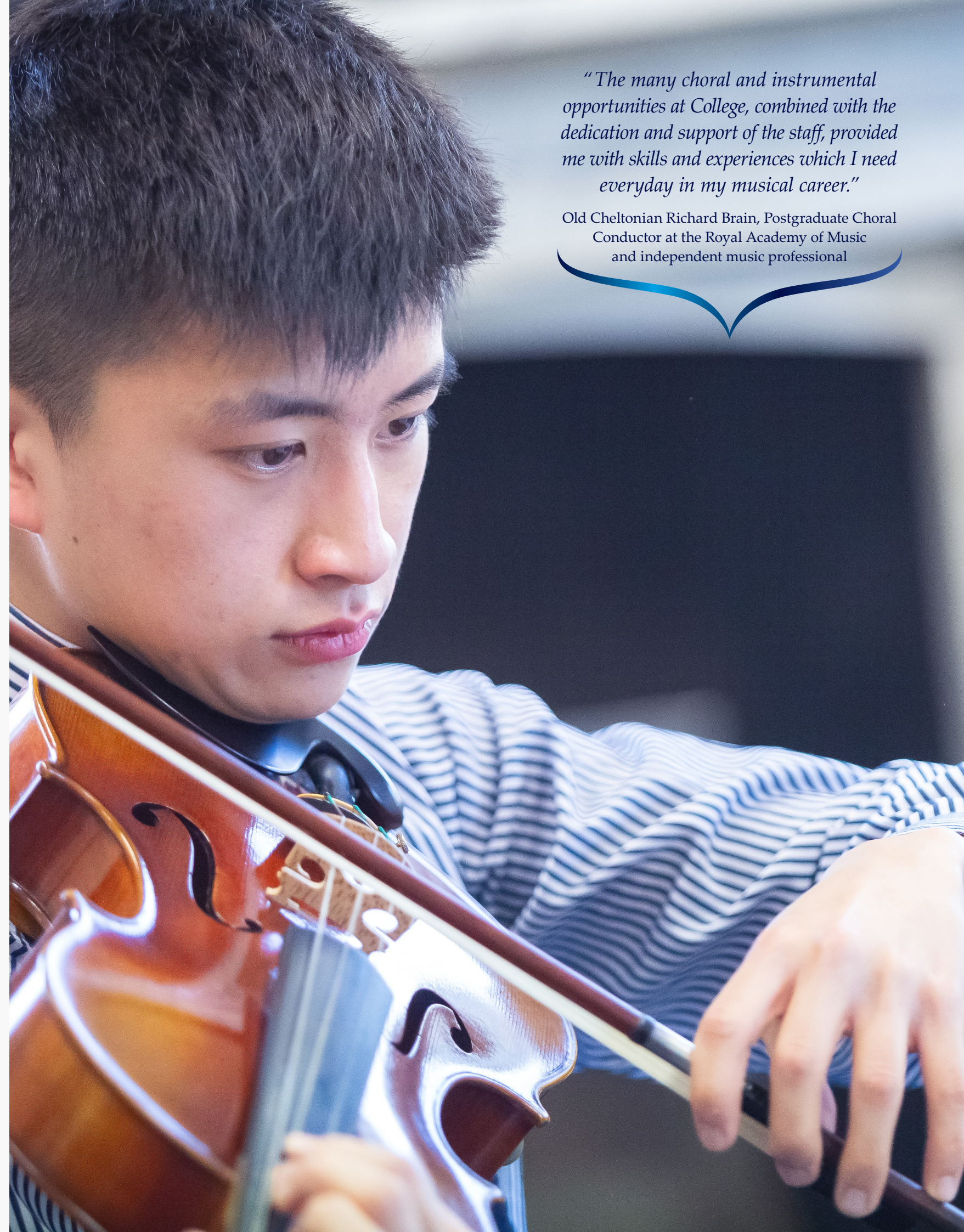
Cheltenham Muscat is committed to safeguarding and promoting the welfare of children and expects all the staff to respect this commitment. The post is subject to applicants providing a satisfactory Police Clearance Certificate from their home country that is less than three (3) months old. Three satisfactory professional references will also be required.

If successful and if applicable, for visa purposes, applicants will need to supply relevant degree certificates, university transcripts and proof of being a 'full time' student. These documents will need to be attested by the Ministry of Foreign Affairs and Oman Embassy in the applicant's home country.

By applying to this post, you agree to your data being held and processed by Cheltenham Muscat and its affiliates. If you are appointed to the post, you also agree to additional information, including sensitive data such as bank details and medical information, being held by Cheltenham Muscat and its affiliates.

"The many choral and instrumental opportunities at College, combined with the dedication and support of the staff, provided me with skills and experiences which I need everyday in my musical career."

Old Cheltonian Richard Brain, Postgraduate Choral Conductor at the Royal Academy of Music and independent music professional





CHELTENHAM MUSCAT

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