



CHEL TENHAM
MUSCAT

Information Pack for Candidates

APPOINTMENT FOR AUGUST 2025 (OR SOONER)



Introduction

Thank you for your interest in joining Cheltenham Muscat in the beautiful country of Oman.

Cheltenham Muscat opened in September 2021 in partnership with Cheltenham College, UK. With over a 180 years of experience, Cheltenham College is one of the UK's most renowned private schools and is part of the Rugby Group – an elite group of British Independent schools including world-famous schools such as Wellington College, Harrow, Winchester College and Radley College. Much has been achieved since opening and the school is well on its way to being an outstanding school and has the desire to be the best in the region.

Located in the Al Bandar development in Muscat, Cheltenham Muscat offers the globally celebrated Cambridge International Curriculum leading to iGCSE in Grades 9 and

10, and A level and the General Education Diploma (GED) in Grades 11 and 12. The curriculum is sensitively adapted for the Sultanate of Oman, ensuring the pupils will excel in Arabic language and Islamic Studies, alongside other subjects and a vast array of extra-curricular activities.

This is a tremendous opportunity for an ambitious and dynamic person to join the leadership team of Oman's first premium British school for boys and girls opened in partnership with one of the UK's best private schools. We want to appoint an exceptional school leader who possesses the drive and talent to lead the Prep School to excellence and enjoys a close liaison with pupils, colleagues and parents. They will be able to develop and maintain the highest standards of teaching, learning and pupil outcomes and the systems and processes required in any leading school. The successful candidate

will play a leading role in ensuring the school meet its enrolment targets.

There will be opportunities for you to develop and grow professionally, as part of an exceptional education alliance, whilst living in the wonderfully welcoming city of Muscat.

If you are excited by what you read and are looking for a one-of-kind opportunity, then we encourage you to discover more by submitting your application.

We look forward to hearing from you.



Richard Snape
Principal





"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, Pupil, 2022

About Cheltenham Muscat

Cheltenham Muscat opened in September 2021 with excellent pupil numbers that exceeded expectations. Cheltenham is the first UK style independent international school for boys and girls aged 3 to 18 in Oman. Our partnership with Cheltenham College in the UK who have been educating pupils both from the UK and abroad for one hundred and eighty years, is genuine.

Cheltenham Muscat offers:

- A first-class education in the international context of Oman from EYFS through to iGCSE and A Level examination.
- Academic excellence for all.
- Specialist teaching in all subjects from Grade 5, with some specialist teaching as far down as the Early Years.
- A superb range of extra-curricular

activities as part of a fulfilling and extended school day.

- Outstanding pastoral care and opportunities for personal development.

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 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 co-curriculum, 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 is based on Cheltenham College UK's phases of education and the following is a guide to how the school is organised.

Pre-Prep	KG1 - Grade 2
Prep School	Grade 3 - Grade 8
Senior School	Grade 9 - Grade 12

The school opened from KG1 to Grade 8 (3 to 13 years old) and has extended to include Grade 10, the second year of the iGCSE programme, this year. Uniquely for Oman, pupils have the choice of following either a 2- or 3-year iGCSE programme before continuing their education in the sixth form that will open next year.



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 both Prep and Senior sections adjacent to each other on a historic campus, Cheltenham College provides an outstanding education to pupils 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 English to have its own military colours. This connection continues to exist at Cheltenham Muscat whose partner is the Ministry of Defence Pension Fund.

Cheltenham College, UK's Achievements

The School has built an enviable reputation for both academic achievement and the breadth of activities offered outside the

classroom. This year it was awarded Boarding School of the Year. Pupils leave Cheltenham with excellent qualifications, enabling entry into top 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 were rated "excellent" in every category, this being the highest grade it could receive.

"The quality of the pupils' academic and other achievements is excellent."

ISI Inspection, 2023

*Cheltenham College UK is
part of the Rugby Group
– an elite group of British
Independent 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 (Expatriate 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 make 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 lies 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 has 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.



A Career at Cheltenham Muscat

Cheltenham Muscat is seeking to appoint outstanding individuals for its continued growth. This is a unique opportunity to join a highly talented team that is quickly establishing Cheltenham Muscat as the 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 independent and state sector as well as from those working internationally.

Ongoing Professional Development

Our focus on career development is very important to us and we are committed to attracting and retaining outstanding staff and

look forward to helping you develop your career with us.

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

All successful candidates appointed to Cheltenham Muscat will also be joining an expanding network of schools with access to:

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

- Academic conferences
- 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 warm 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.



Remuneration Package

A competitive salary package offered on a UK equivalent basis. This attractive, tax-free package will be determined based on qualifications, experience, and track record.

Additional benefits include:

- An end of service payment (Omani nationals receive a PASI payment)
- Start and end of contract flights for overseas staff
- Annual return flight allowance for overseas staff
- Tuition fee concession at Cheltenham Muscat
- Medical insurance
- Visa costs as required

*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 progression opportunities that arise from being part of a rapidly expanding education group in a dynamic market.
- A CPD training allowance.

Person Specification

Please note that successful applicants must meet the following criteria. More details can be found in the accompanying job description. Applicants without the following will not be considered:

- A Bachelor's Degree in a relevant subject to the teaching post.
- UK Post Graduate Certificate of Education (or equivalent).
- Qualified Teacher Status.
- Excellent working knowledge of the UK National Curriculum.

- A proven track record of excellent teaching for at least three years as a qualified teacher.
- A strong academic background, stature and experience that will command the respect of pupils, parents, colleagues and the wider community.
- A commitment to academic progress and the welfare and safeguarding of pupils.
- Knowledge and understanding of recent educational developments and best practice.



How to Apply

To apply, please consider the details of the candidate information pack, 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 closing date.

Please note that we will not consider applications without a fully completed application form.

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 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 staff to respect this commitment. The post is subject to applicants providing a satisfactory current Police Clearance Certificate. In addition, candidates are requested to provide a police clearance certificate from each country they have worked in. Two 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. Some of these documents will need to be attested by you at the Ministry of Foreign Affairs and Oman Embassy in the candidate'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.



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