YOUR JOURNEY STARTS HERE



مدرسة ديرة الدولية
DEIRA INTERNATIONAL SCHOOL
FESTIVAL CITY

Al-Futtaim Education Foundation

TEACHER
Recruitment Pack

About Us

Introduction to DIS

Founded in 2005, Deira International School (DIS) is one of Dubai's leading international schools, offering a world-class British and IB education to more than 2,000 students from over 90 nationalities.

Located within the prestigious Dubai Festival City community and operated by the Al-Futtaim Education Foundation, DIS has built a 20-year reputation for excellence, innovation, and a commitment to developing confident, curious, and globally minded young people.

Our vision is for students to become knowledgeable, confident, and intellectually open-minded global citizens who are prepared to thrive in a rapidly changing world. We pursue this through our mission to provide an outstanding international education that inspires all students to reach their full potential, embrace lifelong learning, and contribute positively to society.

"GUIDED BY OUR CORE VALUES OF **RESPECT, EXCELLENCE, COLLABORATION**, AND **INTEGRITY**, DIS NURTURES A CULTURE WHERE STUDENTS ARE ENCOURAGED TO THINK CRITICALLY, ACT RESPONSIBLY, AND ENGAGE MEANINGFULLY WITH OTHERS."

CELEBRATING 20 Years OF EXCELLENCE
Shaping Futures, Inspiring Success





We value diversity, celebrate individuality, and work together as a united community, striving for the highest standards in all academic, social, and personal endeavours.

Students at DIS experience a rich and holistic education that blends the strength of the National Curriculum for England with the challenge and global perspective of the International Baccalaureate Diploma Programme. They are supported to excel academically, thrive personally, and take part in a vibrant programme of sport, performing arts, leadership, and community service.

With state-of-the-art facilities, a passionate and diverse staff, and a strong culture of professional learning, DIS is a place where ambition is nurtured and potential is realised.

DIS is more than a school; it is a community built on respect, collaboration, and a shared belief in the power of education to transform lives.

FOREVER LEARNING, FOREVER ACHIEVING...

A statement that embodies growth, aspiration, and possibility - reflecting our belief that every learner, every teacher, and every member of our community has the capacity to evolve, excel, and make a meaningful contribution.

Message from the School Director



Ian Thurston
School Director

Welcome to DIS, applying to this school may just be the best decision of your life! We are an aspirational community built on our values of Respect, Integrity, Collaboration and Excellence.

Run as a not-for-profit school, we are a premium British & IB curriculum school in Festival City, Dubai, providing education to over 2000 students aged from 3 to 18, representing over 90 different nationalities. We believe in a broad education encompassing academic achievement and a wide range of opportunities to enjoy learning and developing a broad skillset.

We have built a global reputation for excellence reflected by being ranked in the Top 150 Schools by Spears and rated Outstanding by the KHDA and BSO. We aim to go Beyond Outstanding, meaning this is a dynamic place to work and we empower our teachers to develop new thinking in education and be at the forefront of educational initiatives.

Our huge campus is well resourced and provides excellent learning opportunities but we offer learning far beyond the classroom through initiatives, such as our Forest School along with many international trips and competitions. Being operated by the Al Futtaim Education Foundation, we are able to harness the support of a major business organisation to support staff and students.

Our teachers and students build exceptional relationships built on trust and care. Our students will be eager to provide you a warm welcome and will want to learn from you. It is a genuinely exceptional place to work.

Message from the Heads of School



Gaynor Dale
Head of Primary

"Welcome, and thank you for your interest in Deira International School. In our Primary and Foundation Stage, I see every day how exceptional education begins with care, trust, and strong relationships. We believe children learn best when they feel safe, known, and valued where curiosity is nurtured, confidence is built, and learning is joyful, purposeful, and developmentally rich.

Our students thrive because our teachers create warm, inclusive environments and go beyond the classroom to shape meaningful experiences that last a lifetime.

If you join us, you will become part of a supportive, ambitious community that values collaboration, professional growth, and the privilege of shaping young lives at their very beginning. We would be delighted to receive your application.



Emma Hannon
Head of Secondary

"Welcome, and thank you for your interest in joining Deira International School. Our Secondary School is a vibrant, ambitious community where high expectations, strong relationships, and a belief in every student's potential underpin all that we do. We are proud of our culture which is one that balances academic excellence with genuine care, character development, and a rich life beyond the classroom.

At DIS, our staff do more than teach; they inspire curiosity, model integrity, and contribute fully to the wider life of the school.

We value professionalism, collaboration, and a commitment to continual growth, and we work hard to ensure that colleagues feel supported, challenged, and empowered to make a meaningful impact.

Joining DIS means becoming part of a team that is driven by purpose and united by shared values. If you are passionate about delivering exceptional education and ready to play a full role in a thriving school community, we very much look forward to receiving your application..

Educational Excellence

Educational excellence sits at the heart of everything we do at Deira International School. As an Outstanding-rated school with a 20-year legacy of high performance, DIS is committed to delivering a world-class education that combines academic rigour with creativity, curiosity, and deep personal growth.

Our approach is built upon:

1

High Expectations for All

Every student is challenged to excel through ambitious targets, personalised pathways, and a culture that celebrates effort, progress, and achievement.

2

Evidence-Informed Teaching

Our teachers use the latest research, innovative practice, and high-impact instructional strategies to ensure students learn deeply and think critically.

3

Outstanding Student Outcomes

From Early Years to the IB Diploma Programme, DIS students consistently achieve results that place them among the highest performers Globally. For example, in 2025, DIS was confirmed by ALPS to be in the top 1% of all schools internationally for value added (progress) at GCSE level. At IB our students averaged 34.6 points - 4.5 points above the global average.

4

A Holistic, Balanced Education

We believe true excellence extends beyond examination results. Students thrive through our rich programme of sport, performing arts, CAS, leadership, and enrichment opportunities.

5

A Culture of Continuous Improvement

DIS is a learning organisation. We invest heavily in professional development, coaching, and collaborative learning so every teacher grows — and every student benefits.

AT DIS, EDUCATIONAL EXCELLENCE IS NOT A GOAL; IT IS A MINDSET SHARED BY EVERY MEMBER OF OUR COMMUNITY.

Awards and Accrediations



KHDA OUTSTANDING

DEIRA INTERNATIONAL SCHOOL — BSO OUTSTANDING SCHOOL IN EVERY CATEGORY

OUTSTANDING
In every category
BSO Inspection: October 2021

COLEGIO DEL MUNDO • WORLD SCHOOL • ECOLE DU MONDE

Best School To Work
Platinum Certified

BSME Accredited Member

Cambridge Assessment International Education

BSO Inspected

iGNIS Pioneer Member Deira International School

EDUCATION EXCELLENCE AWARDS
School Team of the Year

WAS Wellbeing Award for Schools

SENDIA SEND Inclusion Award

ecis

THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD

COBIS ACCREDITED MEMBER

Leading Independent Schools HMC

Al-Futtaim
Education Foundation

Employee Value Proposition for Teachers



Who We Are

Al-Futtaim Education Foundation (AFEF) is a not-for-profit initiative established by the Al Futtaim family to meaningfully impact education in the UAE, the region, and beyond. AFEF governs, oversees and supports high-performing schools, currently Deira International School and Universal American School, with the potential to expand into other markets, such as a planned branded school in Cairo, and other school offerings in the UAE, such as a future or AI-driven school.

The Foundation holds its school to very high standard of operational and academic excellence.

AFEF's work is anchored in three guiding principles—**Legacy, Community, and Future**—which shape every decision made and every opportunity created for students, teachers and communities.

What We Aspire to Do

The Foundation's vision is one of excellence, rooted in the belief that education is the cornerstone of human progress.

AFEF aims to:

- Prepare students for university, global citizenship, and future opportunities by ensuring they are ready to embrace a dynamic and interconnected world
- Shape tomorrow's leaders and innovators through a seamless journey from school to career, fostering lifelong connections and success at every stage
- Redefine the trajectory of schooling by aligning with the UAE's Centennial Vision and the national ambition to lead the transformation of educational systems for the betterment of humanity
- Support the UAE's vision of a knowledge-based economy by dedicating resources and capabilities to long-term national development

Al-Futtaim Education Foundation at a glance

- **2** Schools under Foundation oversight
- **650+** Educators and staff
- **3500+** Students
- **90+** Nationalities
- Graduates progressing to leading universities and employers across the globe

Al-Futtaim
Education Foundation

How We Support Our Teachers

Exceptional teachers are the heart of great schools. AFEF is unwaveringly invested in attracting talent and then supporting professional and personal growth through:

1. **A Not-for-Profit Model That Prioritises People Over Profit**
   Our structure ensures that resources are reinvested directly into our schools, teachers, and students.

2. **Professional Growth & Lifelong Learning**
   We cultivate a culture where teachers are encouraged to grow, innovate, and lead. This includes:
   - Continuous professional development
   - Access to global best practices
   - Opportunities for leadership and innovation
   - A culture of curiosity and reflective practice
   - Opportunities to secure partial or full funding of postgraduate study and professional qualifications

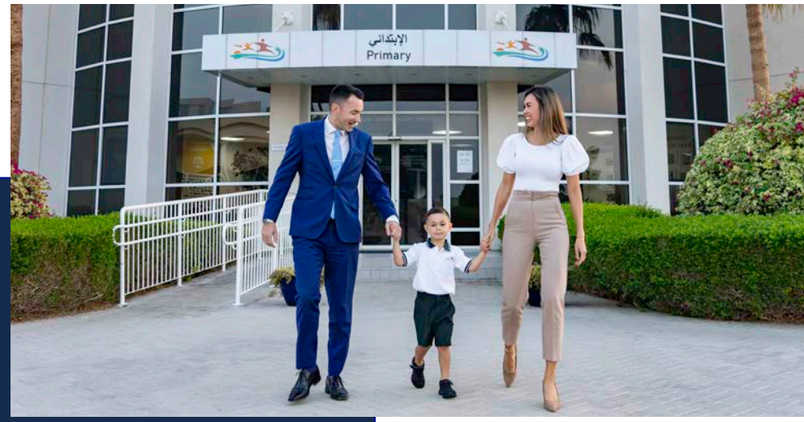
3. **Strong Operational & Academic Support**
   - AFEF provides robust operational and academic oversight so teachers can focus on what matters most—student learning.

4. **A Collaborative, Values-Driven Culture**
   - Our guiding principles—Legacy, Community, Future—shape a culture where teachers feel connected, respected, and part of something larger. The Al-Futtaim values of respect, integrity, collaboration and excellence, permeate through everything that we do.

5. **The Centre for Action Research in Education (CEAR)**
   CEAR is at the heart of our commitment to teacher empowerment and growth through living lifelong learning.

   The Centre has been able to allow teachers to:
   - Engage in meaningful, evidence-based action research
   - Collaborate with peers accross a range of schools to improve teaching and learning
   - Contribute to the advancement of educational practice across the Foundation
   - Build professional expertise grounded in inquiry, innovation, and impact

CEAR
Centre for Education Action Research
الفطيم التعليمية Al-Futtaim Education Foundation



How We Support Our Community

AFEF's work is rooted in community impact. We believe that education multiplies connections and drives exponential progress.

Our commitment includes:
- Scholarship programmes that expand access and opportunity for students.
- Partnerships that strengthen ties between families, educators, and the wider UAE and global communities.
- A focus on social contribution, maximising our positive impact through a not-for-profit model designed to give back.
- Schools that serve as community hubs, fostering belonging, engagement, and shared purpose.
- Experiential Learning, which prepares students for future study and employment through real-world learning opportunities across Deira International School. Through this approach, we:
- Provide structured experiential learning and work placement opportunities
- Leverage Al-Futtaim's diverse businesses across multiple industries
- Support students in exploring career pathways aligned with their interests and higher-education choices
- Build employability skills and real-world understanding through authentic workplace experiences

The Centre for Excellence in Arabic, which elevates Arabic language learning and cultural understanding across our schools and the broader community.

Through this centre, we:
- Promote high-quality Arabic instruction
- Support teachers with specialised training and proprietary resources
- Celebrate the UAE's linguistic and cultural heritage
- Strengthen community identity and cohesion

مركز التميز في اللغة العربية
Centre for Excellence in Arabic
الفطيم Al-Futtaim Education Foundation

How We Approach the Future

Preparedness is central to our philosophy. We embrace the future with optimism, innovation, and strategic clarity by ensuring:

Future-ready education that equips students with the skills needed for a rapidly changing world

A commitment to disruption-resilient learning, ensuring our schools remain agile, relevant, and forward-thinking

Investment in emerging opportunities, from Artificial Intelligence and technology to sustainability, aligning with the UAE's long-term national goals.

A vision anchored in legacy but oriented toward progress, ensuring that every teacher who joins us becomes part of a transformative journey shaping the next generation.

What It Means to Work at DIS

DIS is a high-performing, values-led school, and our professional culture reflects that commitment. Teachers at DIS embrace an environment where high standards, strong relationships, and continuous growth are part of everyday practice.

> Being a DIS teacher means joining a community that is warm, ambitious, and driven by purpose. The work is demanding, but it is also professionally rewarding, energising, and deeply fulfilling a - place where both students and teachers continually grow, achieve, and thrive."



At DIS:

- **Professional learning is central to our work.**
  Teachers engage deeply with ongoing development, coaching, and evidence-informed practice.
- **Excellence in the classroom is a shared commitment.**
  High-quality planning, assessment, and instructional consistency are expected across all phases.
- **Pastoral care is a key strength.**
  Teachers play an active role in a pastoral system that prioritises wellbeing, relationships, and inclusion.
- **Student outcomes are taken seriously.**
  High standards of progress, attainment, and personal development are nurtured and celebrated.
- **Life beyond the classroom matters.**
  Teachers contribute meaningfully to enrichment, sports, performing arts, service, and House programmes.



The DIS Teacher Profile

Teachers at DIS are passionate, dynamic professionals who are deeply committed to helping every learner thrive academically, socially, and personally. They bring expertise, creativity, and warmth to their classrooms, and they believe in the power of education to transform lives.

DIS teachers:

- Inspire students through engaging, evidence-informed practice.
- Hold themselves to high professional and ethical standards.
- Are ambitious for every learner and committed to exceptional progress.
- Build strong relationships grounded in respect, empathy, and positivity.
- Embrace collaboration and value the strength of a diverse, international community.
- Are reflective, open-minded, and eager to learn.
- Contribute to a culture where curiosity, challenge, and student agency are encouraged.
- Bring passion, energy, and authenticity to school life.

Our Commitment

DIS Commitment to You

At Deira International School, we believe exceptional schools are built by exceptional people. We are deeply committed to investing in the growth, wellbeing, and long-term success of every colleague, fostering a culture where professionalism is respected, ambition is encouraged, and individual strengths are recognised and celebrated. When you join DIS, you join a diverse and collaborative community with access to outstanding facilities, high-quality resources, and a values-led culture grounded in respect, excellence, collaboration, and integrity.

Professional growth is a defining feature of life at DIS. We are committed to developing highly skilled, reflective, and dynamic educators who continually refine their practice and contribute to a culture of excellence. Our professional learning model blends coaching, evidence-informed practice, collaboration, and leadership development, ensuring every teacher thrives and is supported to grow with purpose and confidence. Leadership development is central to this commitment. Through structured pathways in middle leadership, curriculum innovation, pastoral and wellbeing leadership, instructional practice, and whole-school strategy, colleagues are empowered to shape the future of our school. Opportunities such as NPQ qualifications, IB leadership training, internal leadership academies, mentoring, shadowing, research initiatives, and project leadership allow staff to build expertise, stretch their practice, and take on meaningful responsibility. At DIS, leadership is viewed as a behaviour rather than a title, and colleagues at all career stages are encouraged to step forward, influence change, and drive innovation.

As part of the Al-Futtaim Education Foundation, a not-for-profit organisation with a 20-year legacy, we are proud to invest sustainably in people, practice, and purpose. Your professional journey truly matters here, and we are committed to helping you grow, thrive, and make a meaningful impact every day.



Salary and Benefits

Deira International School offers a highly competitive, tax-free salary, reflecting our status as one of Dubai's leading international schools. Our packages are designed to attract and retain exceptional educators who contribute to our culture of excellence and share the values and mission of DIS. Full salary details will be shared with shortlisted candidates.

We provide a comprehensive benefits package to support your wellbeing, financial security, and long-term success in the UAE. This includes paid annual return flights, comprehensive medical coverage for you and your family, visa support for dependants, and two free places for eligible children.

Staff at DIS also enjoy exclusive access to the Al-Futtaim BlueRewards employee discount programme, offering significant savings across a wide range of Al-Futtaim family businesses, including Marks & Spencer, IKEA, Ted Baker, Toyota, Lexus, Jeep, Dodge, and many more. Our automotive partners provide particularly valuable benefits, with significant savings on both leasing and purchasing vehicles.

Blue | The rewards you love

TOYOTA · LEXUS · HONDA The Power of Dreams · BYD · ZARA · M&S · TOYS"R"US · Al-Futtaim HealthHub · watsons · IKEA · orient orient insurance plc

Accommodation

Employees joining from overseas are provided with high-quality company housing for the first two years, after which a generous housing allowance is offered to support sourcing your own accommodation. Colleagues joining from within Dubai receive a generous housing allowance from the start of their contract.

This allowance is designed to provide flexibility, allowing staff to choose a home that best suits their lifestyle, family needs, and preferred location. Full details of housing options and allowances will be shared with shortlisted candidates.



Submit Your Application

Candidates should submit:

We are delighted that you are considering joining the Deira International School community. Our recruitment process is designed to be thorough, transparent, and supportive, ensuring we identify teachers who share our values and commitment to excellence.

> “EVERY STUDENT REMEMBERS A DIS TEACHER”

Submit Your Application

- A full CV
- Application form
- Contact details for three professional referees, including your current or most recent Head Teacher (Only contacted with candidate authorization)

Our interview process

- A formal interview with school leadership (online for overseas candidates)
- A teaching activity, portfolio, or sample lesson (where applicable)

Safeguarding

Deira International School is fully committed to safeguarding and promoting the welfare of all children and young people. We believe that every student has the right to feel safe, respected, and supported, and we expect all staff and volunteers to share this commitment.

All appointments are subject to reference and background checks including:

- Verification of qualifications
- 3 Professional references
- Police clearance checks

The DIS Teaching and Learning Framework

The DIS Teaching and Learning Framework provides a clear, evidence-informed approach to pedagogy that ensures consistency, impact, and excellence in every classroom. It brings together the very best of research-based teaching practice with our shared values and expectations at Deira International School. The framework is built around three connected components: The DIS Way, which secures strong routines, behaviours, and learning culture; The DIS 10, our evidence-based teaching principles that drive effective learning and progress; and the 10 Learner Attributes, which nurture personal growth, character, and a lifelong love of learning. Together, these elements guide teachers in delivering high-quality teaching that supports both academic success and holistic student development.



Testimonials

We have the best teachers



Stuart Gibson
Head of Primary Performing Arts

Working at Deira International School as Head of Primary Performing Arts has been an incredibly rewarding and enriching experience. DIS offers a vibrant, supportive community where creativity is genuinely valued and the arts are seen as an integral part of every child's development.
What makes DIS truly special is its commitment to nurturing both students and staff. The culture of collaboration, professional trust and continual growth has empowered me to lead confidently with purpose and integrity, making a meaningful impact across the primary phase.



Sheikh Iqbal
Assistant Head Teacher

DIS is a vibrant, dynamic community where students bring energy and purpose to every day, and where staff form an exceptional, highly skilled team. Working alongside colleagues of such calibre is both inspiring and challenging; with so many outstanding practitioners, the standard is set incredibly high. Yet this is precisely what makes DIS so rewarding. The environment pushes you to be your best, and I can confidently say I have grown immensely as both a leader and a teacher through the support, collaboration, and shared commitment to excellence that exist here.

I am proud to be part of a school that not only strives for the highest standards but also nurtures the people within it. DIS has shaped me, developed me, and continues to challenge me in the best possible way.





Gabrielle Lake
Secondary Behaviour Coach

There are many reasons I love working at Deira International School, but the strongest of them all is the genuine sense of community. You really feel part of something supportive and positive. People genuinely care about each other, and there's a shared commitment to helping our students thrive.



Daniel Kilsby
Year 6 Teacher & Science Lead

Deira International School is a wonderful place to work because it has a genuine feeling of community. The senior leadership team clearly want the best for both students and staff, and this is shown through the decisions they make every day. What stands out most is how much care is given to staff and student wellbeing; it isn't just talked about, it is backed up by real actions and support.

“WE LOOK FORWARD TO MEETING EDUCATORS WHO ARE INSPIRED TO LEAD LEARNING, EMBRACE INNOVATION, AND HELP SHAPE THE NEXT GENERATION.”

CELEBRATING 20 Years OF EXCELLENCE

Shaping Futures, Inspiring Success

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DEIRA INTERNATIONAL SCHOOL

FESTIVAL CITY

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