



CHELTENHAM
MUSCAT

Information Pack for Candidates

APPOINTMENT FOR AUGUST 2023 (OR SOONER)



Welcome from the Executive Principal

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

Cheltenham Muscat opened in September 2021 with excellent enrolment numbers in superb and continues to be a very popular school in Oman. Cheltenham Muscat has a genuine partnership with its sister school Cheltenham College UK and offers an all-round education with excellent teaching and learning at its heart.

Cheltenham Muscat is located in Al Bandar – a 1.1 million square metre development situated near Muscat International Airport, City Centre Muscat and many residential communities. Our state-of-the-art campus houses 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 with a separate learner pool.

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.

We would be delighted to hear from you if you want to be part of a special team and share our passion for a first-class all-round education.

Oona Carlin
Executive Principal

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.
- Outstanding pastoral care and opportunities for personal development.
- 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.

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 can 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, 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 9, the first year of the iGCSE programme, this year. The school will extend to Grade 12 over the coming years, as the pupils progress through the school.

"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, 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 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's UK's Achievements

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

"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"

"Pupils' 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 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 (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 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 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:

- 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

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.

**figures are approximate based on varying exchange rates*





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 this 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 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' pupil. 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.



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