ABA OMAN INTERNATIONAL SCHOOL

IB CONTINUUM SCHOOL
PYP · MYP · DP
MUSCAT, SULTANATE OF OMAN



CANDIDATE BRIEF

High School Principal (Grades 9–12)

ABA Oman International School, Muscat

Commencing August 2027

Inspire. Empower. Explore.

www.abaoman.org

"We are a dynamic IB Continuum school, working in partnership with our diverse community. Together, we inspire and empower learners to explore their unique pathways to success."

POSITION OVERVIEW

ABA Oman International School seeks to appoint an outstanding **High School Principal** to lead Grades 9–12 from August 2027. This is a rare opportunity to step into a high-performing, well-loved IB Diploma school that has flourished under **eleven years of exceptional, stable leadership**, and to take it further.

Reporting to the Head of School and serving on the Senior Leadership Team, the Principal will be responsible for the vision, culture, academic programme and day-to-day leadership of the High School. ABA's secondary school operates as a genuinely **connected Grade 6–12 model**: many teachers teach across the Middle and High School, the MYP runs from Grade 6 to Grade 10, and departments span both divisions. The Principal will therefore work in close partnership with the Middle School Principal, the IB Coordinators, Heads of Department and Student Support Services to deliver one coherent secondary experience.

We are looking for a **strong, dynamic and relational leader** with proven experience as a principal, who will honour what is already excellent while bringing fresh energy, ambition and a willingness to push boundaries. The successful candidate will combine high expectations for academic rigour and excellence with a deep commitment to every learner in a community that is wonderfully diverse in culture, language, background and academic profile.

ABA is the only school in Oman, and was the first in the GCC, to offer all three IB programmes: a not-for-profit IB Continuum school of 950+ students from 70+ nationalities.

The opportunity in a sentence

Build on a great programme and an incredible legacy: strengthen relationships, deepen community, and raise academic excellence for *every* student in a non-selective, internationally minded IB school.

This position begins on **1 August 2027**.

THE LEADER WE SEEK

ABA's next High School Principal will be a visible, warm and decisive leader who knows students by name, earns the trust of colleagues and families, and sets an ambitious direction for teaching and learning. In particular, we are looking for someone who brings:

Strong, Visible Leadership 01

A confident, principled leader who sets clear expectations, makes sound decisions, follows through, and is present in classrooms, corridors and community life every day.

Proven Experience as a Principal 02

A successful track record in a principal (or equivalent divisional leadership) role, ideally in an international IB school, with clear evidence of impact on learning, culture and outcomes.

Secondary-Model Leadership 03

Experience leading within an integrated secondary structure: sharing staff, timetables and departments across Grades 6–12 and working hand-in-hand with the Middle School Principal and IB Coordinators.

Developing Leadership from Within 04

A coach and talent-builder who grows teachers, middle leaders and student leaders, invests in professional learning, and strengthens the capacity of the team around them.

Dynamic & Boundary-Pushing 05

An innovative, forward-thinking educator who will take an already strong programme to the next level, ask "what could be better?", and lead purposeful change with clarity and care.

Relationships & Community First 06

A people-centred leader who builds genuine partnerships with students, staff and families and strengthens the sense of belonging that defines the ABA experience.

Academic Rigour & Excellence 07

A champion of high-quality teaching, rigorous assessment and data-informed improvement, who expects and supports excellent outcomes in the MYP and the IB Diploma.

Excellence for Every Learner 08

A leader committed to inclusion in a non-selective school, whose students are diverse in culture and language and in academic profile, readiness and access, with pathways that stretch and support each one.

THE PRINCIPAL'S ROLE

Working with the Middle School Principal, IB Coordinators, Heads of Department, Grade Level Leaders and Counsellors, the High School Principal has overall responsibility for the leadership and day-to-day operation of the High School, including all academic, pastoral and co-curricular programmes for Grades 9–12.

VISION, MISSION & STRATEGY

- Ensure ABA's Mission, Vision, Values and the ABA Way are lived in every aspect of High School life
- Contribute to whole-school strategy as a member of the Senior Leadership Team
- Lead High School improvement planning, setting clear goals and measuring impact
- Ensure compliance with CIS, MSA and IB standards, authorisation and evaluation requirements

TEACHING, LEARNING & RIGOUR

- Lead the curriculum and pedagogy of MYP Years 4–5 and the IB Diploma Programme with the IB Coordinators
- Champion inquiry-based, concept-driven learning and consistent, reliable assessment practice
- Analyse MYP eAssessment, DP and internal data to monitor progress and add value for every student
- Oversee the ABA High School Diploma (MSA-accredited), course pathways, credits and graduation requirements

ONE CONNECTED SECONDARY SCHOOL

- Partner with the Middle School Principal on a coherent Grade 6–12 programme, shared staffing and smooth transitions
- Co-lead secondary departments, timetabling and staffing decisions across divisions
- Align MYP continuity from Grade 6 through Grade 10 and into DP readiness
- Model collaborative, transparent leadership across the K–12 continuum

PEOPLE & PROFESSIONAL GROWTH

- Recruit, induct, supervise and evaluate High School faculty, with professional growth plans
- Develop leadership from within: coach middle leaders and grow aspiring leaders
- Identify training needs and lead professional learning, including IB workshops and ISCO
- Build a positive, high-trust staff culture rooted in wellbeing and shared purpose

STUDENTS, WELLBEING & SAFEGUARDING

- Provide the highest level of leadership and ethical modelling in child protection and safeguarding
- Oversee pastoral care, advisory, behaviour and attendance, guided by the ABA Way and DEIB commitments
- Work with Student Support Services to provide inclusive pathways, EAL and learning support
- Lead student voice and leadership, CAS, service, MUN, and university and careers guidance

COMMUNITY & OPERATIONS

- Communicate proactively with parents; lead information evenings on the MYP, DP and pathways
- Be a visible presence at events, athletics, arts, MESAC and graduation
- Determine student placement with Admissions; approve trips and experiential learning
- Manage the High School budget, resources, handbooks and policies; perform other duties as assigned

THE SCHOOL

Founded in 1987, ABA Oman International School (legally American-British Academy) is a **not-for-profit, co-educational IB Continuum school** serving students from Early Childhood to Grade 12. Governed by a volunteer Board of Directors, ABA reinvests every surplus into its people, programmes and facilities. Since 2022 the school has been based on its purpose-built **Al Irfan campus** in Madinat Al Irfan, Muscat, with a contemporary Learning Centre, an Athletics Centre with aquatics, a Performing Arts Centre, and engaging outdoor learning spaces.

1987	950+	70+	3
Founded in Muscat	Students, Early Childhood to Grade 12	Student nationalities; 20+ staff nationalities	IB programmes: PYP, MYP and DP

ABA is a deliberately **non-selective** school: students are placed with their age-peers, and the community includes learners at every point on the academic spectrum. Diploma results nevertheless remain consistently above the world average, including perfect scores of 45. This blend of inclusion and excellence is at the heart of what makes ABA special, and what makes this role so rewarding.

ABA is also a leader in Oman's education community. The school founded the **International Schools Conference of Oman (ISCO)** in 2024; in November 2026 it welcomed more than 850 educators and hosted **Oman's first-ever IB cluster workshops**.

Our Mission, Vision & Values

MISSION

We are a dynamic IB Continuum school, working in partnership with our diverse community. Together, we inspire and empower learners to explore their unique pathways to success.

VISION

Innovative and authentic learning in a diverse and creative community where sustainability and individual growth are to the betterment of all.

VALUES

Our values are encapsulated in the IB Learner Profile and The ABA Way: a collective responsibility for mutual respect, trust and celebrating difference, because our diversity is our collective strength.

ABA is fully accredited by the **Council of International Schools (CIS)** and the **Middle States Association of Colleges and Schools (MSA)**, and is authorised by the International Baccalaureate as an **IB Continuum school**.

AN IB CONTINUUM SCHOOL

ABA offers the full International Baccalaureate continuum, guided throughout by the IB Learner Profile. English is the language of instruction, with Arabic and additional languages taught across the school.

PYP

Primary Years Programme
Early Childhood – Grade 5

A transdisciplinary, inquiry-based programme that builds curiosity, agency and strong foundations in literacy and numeracy.

MYP

Middle Years Programme
Grades 6 – 10

A five-year programme spanning Middle and High School, culminating in MYP eAssessments and the Personal Project in Grade 10.

DP

Diploma Programme
Grades 11 – 12

Over 90% of ABA students take the full IB Diploma, including Theory of Knowledge, the Extended Essay and CAS.

THE HIGH SCHOOL

The High School (Grades 9–12) completes the final two years of the MYP and the two-year Diploma Programme. Credits toward the **ABA High School Diploma**, accredited by MSA, accumulate from Grade 9, and after Grade 10 students choose from three pathways:

Full IB Diploma
Full IB DP plus the ABA High School Diploma

IB Courses
Individual IB DP courses plus the ABA High School Diploma

ABA Diploma
The ABA High School Diploma, with a tailored programme

Outcomes & Destinations

The Class of 2026 brought together **68 graduates from 30+ nationalities**, twelve of whom completed their entire K–12 journey at ABA. Supported by a dedicated University and Careers Counsellor, they applied to universities in 25+ countries and received **over 540 offers**, including the University of Toronto, McGill, UBC, King's College London, Edinburgh, UC San Diego, IE University and Waseda.

Beyond the Classroom

Students lead through Student Council, Model United Nations, Students Against Prejudice and other student voice groups. ABA competes in the **MESAC** athletics conference, offers the Duke of Edinburgh's International Award and the Global Citizen Diploma, and has a thriving arts programme, with CAS, service and experiential learning across Oman.

∞ **Inclusion with ambition.** ABA welcomes learners with a wide range of academic profiles and language backgrounds, supported by Learning Support, EAL and counselling teams. The school's inclusive approach has been commended by CIS. The next Principal will make sure every student is challenged, supported and known.

MUSCAT, OMAN

The Sultanate of Oman is one of the most welcoming, safe and culturally rich countries in the Middle East. Muscat combines a relaxed coastal lifestyle with a modern capital city: dramatic mountains and wadis, golden deserts, turtle beaches and historic forts are all within easy reach. Families enjoy excellent healthcare, a warm climate for much of the year, and a strong sense of community, together with easy travel connections to the Gulf, Asia, Africa and Europe.

ABA's community reflects Oman's tradition of openness: Omani and international families from more than 70 countries learn together, and the school is proud to respect and celebrate the culture and values of its host country.

Legacy	Team	Campus	Community
A great programme built over eleven years of exceptional leadership	Experienced, committed faculty teaching across Grades 6–12	Purpose-built Al Irfan campus, opened in 2022	Engaged families, an active PTA and a strong sense of belonging

QUALIFICATIONS & EXPERIENCE

The ideal candidate will bring:

- A master's degree in educational leadership, administration or curriculum (or equivalent), and valid teaching credentials
- Successful experience as a **Principal** (or equivalent divisional head), preferably in an international school
- Leadership experience in a **secondary school model**, ideally where staff, departments and programmes span the Middle and High School
- Substantial experience with the **IB Diploma Programme and/or MYP**; IB leadership training is highly desirable
- A record of raising **academic rigour and achievement**, using data to improve learning and outcomes
- Demonstrated commitment to **inclusion** and to supporting learners of diverse cultural, linguistic and academic backgrounds
- Experience in **developing people**: coaching, appraisal, professional learning and growing future leaders
- Exceptional communication and interpersonal skills, with a **relationship- and community-first** leadership style
- Current knowledge of safeguarding and child-protection best practice, and the integrity to model it
- Energy, optimism, cultural humility and the flexibility to thrive in a diverse, multicultural community

APPLICATION PROCEDURE

ABA is committed to safeguarding and promoting the welfare of children. All appointments are subject to rigorous reference and background checks, including police clearance from all countries of previous residence.

Please submit the following, combined into a single PDF:

The deadline for application is 7th December, 2026

Shortlisted candidates will be interviewed online with finalists being invited to Oman for face to face interviews.
Interested candidates are advised to apply as soon as possible as the school reserves the right to expedite the process should an exceptional candidate be identified.
Candidates are requested to send the following documents in a single PDF document to HoSoffice@abaoman.org:

- Letter of application outlining the main reasons for applying for the position
- Current C.V.
- One page outlining your educational and leadership philosophy
- Contact details of five referees including your current Head of School and current direct supervisor.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

ABA Oman International School will only use and retain personal information for the purpose for which it was collected. Any personal information provided will be maintained in confidence.

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