

ACS DOHA

MIDDLE AND HIGH SCHOOL PRINCIPAL

Information for Candidates

This information for candidates should be read in conjunction with two further documents: the ACS Doha Overview and the job description for each role.

This information was initially written when two positions were being sought: the Head of School and the Middle and High School Principal. Information about the Head of School position remains in this document and is being retained for information and continuity. However, applications for that position are no longer being accepted.

ACS Doha is highly distinctive in the landscape of schools in Qatar: an American International IB Continuum school on an outstanding new campus. The school has recently become part of Artemis Education and the Middle and High School Principal represents an excellent opportunity to guide ACS Doha through a new phase of its development – helping to sharpen the school's identity, reinvigorate its offer, strengthen its reputation as a warm and inclusive community, and support it to become one of the leading schools in Qatar and a model for American international education globally.

ACS Doha is a pre-K-12 school, currently of 980 students, with scope for significant expansion in its new home.

The school's new leadership (a Head of School is also being appointed) will be instrumental in blending ACS Doha's existing distinctiveness with the Artemis Promise and approach, which emphasise academic excellence, the development of the whole child, social and environmental responsibility, and a genuine community commitment. Artemis schools integrate their own context-specific curricula, while the Artemis Experience is a framework to ensure that the extracurricular programme and community engagement are a core part of the learning experience. Every Artemis school is deliberately shaped to reflect its local context and culture, supporting the concept of the community itself as a classroom.

ACS Doha's impressive campus represents a move away from more traditional institutional layouts to an active, inclusive and practical home that can support innovative thinking and rigorous learning. The campus is a landmark in school design and is already making ACS Doha stand out in Qatar. Making full use of all the campus has to offer will be an important part of the school's continuing transformation.

Perhaps, above all, there is an opportunity now to reinvigorate all aspects of ACS Doha, to make it a place where a love of learning, fun, challenge and high standards are all part of daily life, and to cultivate a strong sense of purpose. The Middle and High School Principal will help to create a level of aspiration that can inspire continual improvement in teaching and learning, drive up attainment, and provide a platform for growth.

The role will suit an ambitious and experienced leader who is eager to work in an environment with huge potential and where they can make a significant difference. The successful candidate will need strong experience in US curriculum schools alongside good IB experience; they are also likely to have a particular interest in the MYP alongside solid experience of the DP.

The position is for appointment as soon as possible. Candidates already under consideration should not re-apply.

The School

ACS Doha is a highly distinctive school in Qatar, and indeed within the Artemis group. It offers an IB Continuum (PYP, MYP, DP) and students graduate with a US High School Diploma. The school has been defined by its identity as both an American school and an international school in the context of Qatar, and now this is being placed within the additional framework provided by the Artemis group.

ACS Doha opened in 2011 as the first overseas school within the UK-based American Community Schools organisation, founded in 1967 and with three highly-successful schools in the UK. It moved to an outstanding new campus with world-class facilities in 2020, and in early 2024 became part of Artemis Education.

The combination of the school's successful first decade, its remarkable new facilities and now the resources, expertise and support of the Artemis group provides an opportunity for ACS Doha to become a major player in the dynamic and forward-thinking, educational landscape of Qatar. The aim is to build on the school's distinctiveness and to transform it into a school that is outstanding in every way.

ACS Doha is a pre-K-12 school, currently with 980 students, and with the capacity in its new home to grow to more than 2,000. Students are drawn from more than 70 countries. It is an inclusive school with a deep commitment to providing a holistic education in the American liberal arts tradition. It seeks to blend its American heritage with the international mindedness, critical thinking and structured approach that the IB offers across its programmes. The school also integrates into its programme those subjects that are mandatory in Qatar – Arabic, Qatari History and Islamic Studies.

Alongside the externally-examined curricula, all Artemis schools offer a bespoke curriculum that is intended to give meaning to the Artemis Promise and values in a way that is appropriate for the host environment. The Artemis Experience then provides a framework for the school's extracurricular programmes and activities and for fostering meaningful relationships with the local community – an important idea in Artemis is that the host location should itself be a classroom.

Artemis schools also emphasise environmental and social sustainability and responsibility, viewing sustainability as a wider societal challenge and recognising that the future of the planet is an inescapable reality for all young people. Given that ACS Doha only became an Artemis School in early 2024, building this Artemis profile remains in progress and will be an important priority for the incoming leadership team.

The school's campus is exceptional. It is not just the quality of the facilities, but the design principles – natural light, fresh air, functional spaces and good acoustics – that support a flow within the building to connect learning spaces and promote creativity, diversity, engagement, collaboration and inclusion.

The school's governance will be organised according to the Artemis Governance Handbook that applies across the group. There will be a board of governors comprising members of Artemis, to which the Head of School will report on a termly basis. The governance will also include an advisory board drawn from the wider school community and with others who can provide specialist input. On a day-to-day basis, the Head will be in contact with and report to the Director of Schools, who is based in Artemis's Qatar office, and there will be a weekly call with the Global Education Team. All leaders within the group help to deliver on group-wide KPIs that cover delivery of the Artemis Promise, financial performance, student enrolment and new school development.

Artemis Education

Artemis is a young and growing group with a strong values proposition. It currently has two schools in Qatar in addition to ACS Doha: Northview International (opened 2022), and Queen's Qatar (opened September 2024). Other schools in the Middle East and Europe are at various stages of planning. The next school, The Lisbon, will open in August 2025 in a spectacularly-renovated building in the heart of Lisbon, with a new school in Oman following soon thereafter. Artemis has an impressive and experienced [central team](#), headed by CEO Niall Brennan, with John Baugh as Chief Education Officer.

Artemis is deliberately setting out to be different. It emphasises academic excellence, universal values and the development of the whole child, viewing each child as an individual able to succeed in a non-selective and inclusive environment. The group recognises the importance of educators – empowering them to motivate learning through culture and inspiration – and backing them up with outstanding facilities and the smart use of technology. Artemis also prioritises social and environmental responsibility – aiming for each of its schools to be carbon-positive, eco-centric and operating in strong partnership with the community. Each school is uniquely designed for its host culture, environment and context.

Artemis has invested in its central infrastructure as the means to drive forward its ambitious agenda to be a different type of group – its central team has school leadership experience across many parts of international education. However, the group believes strongly in the autonomy of its Principals to be able to lead their schools in a spirit of trust grounded in strong habits of accountability.

The Roles

[Note: A Job description for the role is available as a separate documents]

These are two fascinating opportunities and, while each carries a distinct set of responsibilities, some key themes will be relevant to the whole leadership. One advantage of appointing to these two positions at a similar time is that Artemis will be able to seek complementary strengths, also taking into account the experience and skills of other members of the leadership team.

ACS Doha has entered an exciting period of transition. This process started when the school joined Artemis in early 2024, and is continuing under the leadership of the interim Head of School, Dr Nigel Winnard, a deeply-experienced international school leader. At the core of Artemis's approach is its Promise and values proposition, which are common across its schools. These cannot be imposed on the school, but must be developed and nurtured from within, which requires careful stewardship. At the same time, Artemis schools enjoy a high degree of autonomy. This paradigm – commonality of values, autonomy of operation – is one that candidates for both these roles, especially the Headship, will need to understand and want to work with.

With all that is at the school's disposal, including the support and experience of the Artemis group, there is a huge opportunity to drive up student achievement within the context of an inclusive school. Achievement cannot only be measured in terms of examination results and university destinations because the American liberal arts tradition and Artemis's approach require a broader view. Nevertheless, academic outcomes must be central to achievement and this will be an important focus for the leadership team. At the same time, the leadership must be firmly committed to the notion – at the heart of both Artemis and the liberal arts tradition – that those who engage and contribute most outside the classroom are likely to secure the strongest academic outcomes.

The leadership team will need to be outward-looking. A key part of the Artemis approach is that each school should be unique to the community it serves, there should be authentic community engagement and students should have opportunities to use the community – the city of Doha in this case – as their classroom. The Head of School will need to embody that outward-looking culture in a way that encourages the whole school to think imaginatively about its community relationship. They should also want to lead a school that is prepared to welcome the wider community to share in its space and facilities.

ACS Doha is in a period of huge opportunity. With visionary leadership, ACS has the potential to become one of the best-regarded schools in Qatar and in the region.

Note: For both roles, visa restrictions relating to age, nationality and experience apply. Please check with RSAcademics before applying.

Head of School

The Head of School needs to be a community builder – a leader who understands that community is best built through a supportive and collaborative culture, clarity of expectations and a commitment to a culture of high standards and high performance. Their leadership will be characterised by a recognition that a school is a community of human beings, who require kindness and patience at times, and strong decisions and clarity at other times. The successful candidate will have a track record of strengthening communities, improving quality and attainment, and building a strong sense of purpose.

Artemis places great value on the role of educators and the Head will need to embrace this and celebrate the teaching staff while also supporting them continually to strive to improve. They will be equally committed to leading a community that is warm and welcoming. They will understand the responsibility of the Head in relation to maintaining a robust culture of safeguarding grounded in first-class practice, a clear understanding of responsibility across the community and high visibility throughout the school.

It is likely that the successful candidate will be North American, or will at least have experience in US curriculum-style schools; they will be committed to American holistic/liberal arts traditions. The Head of School must be able to embody ACS Doha's identity as an American international school, both as a means to shape the school's culture and to represent the school externally. At the same time, they should embody the Artemis Promise, standing for excellence, a child-centred approach to learning, social and environmental responsibility and the idea of a school being deeply embedded in its host community.

It is also likely that the head will have experience of leadership in the GCC or in another Arab or Islamic country.

The Head is likely to have good experience of growing a school. They will certainly have the credibility and instincts to represent the school externally, providing confidence to families – whether local or expatriate – that ACS Doha is the school for them. The school has the capacity to more than double in size, and while there is not an expectation that will happen quickly, the Head will need the commercial instincts and the perseverance to deliver and to manage growth.

The Head of School will need to be an effective financial and operational leader. Artemis schools are well-resourced, and the school's Business Manager will receive good support from the Artemis group, but the Head will need to be familiar with managing budgets and controlling costs and will have an eye for generating revenue in new ways.

The Head of School should feel comfortable working within a growing group with high expectations and a commitment to innovation and forward-thinking education. Artemis's leadership is deeply embedded in the world of schools and understands the need for a Principal to have the autonomy to lead their school. However, autonomy requires accountability and the Principal should welcome the prospect of regular meetings with the CEO and Education Team. At the same time, they should also have the depth of experience and interest to be able to

contribute actively to the group. Artemis operates three schools in Doha and the links between these are strong.

The successful candidate will have the experience, enthusiasm and determination to take a school that is already distinctive and turn it into one that is a beacon in Doha and beyond – clearly an American international school, but clearly also an Artemis school. For the right candidate, this could be a career-defining opportunity.

The position is available from August 2025 or possibly earlier for a candidate available before then.

Middle and High School Principal

The Middle and High School Principal is likely to have a background in both US curriculum and IB World Schools. They will understand the distinctive American approach to Middle and High Schools, but in the context of a Pre-K-12 international school.

The Principal should have familiarity with the MYP so that they can ensure the programme has validity in its own right and fosters a strong identity for the Middle School, while also providing excellent preparation for the final years of High School. They will have the curriculum skills and the ability to think strategically about curriculum development.

The Middle and High School Principal will be an enthusiastic instructional leader who is also willing to think more broadly about organisational leadership. They will be deeply committed to their age group and the idea of nurturing a community of adolescents. They will understand that raising attainment is dependent on a safe environment, strong systems of well-being and care and a rich holistic programme. They will be enthusiastic about working with the Head of Experience to make sure that the whole ACS Doha experience can contribute to each student's learning.

There will be plenty of opportunity to develop systems in support of raising standards and attainment. The Principal will deliver improvement through robust systems, carefully considered instructional strategies and the use of data to inform improvement. But they will definitely not be confined to an office. Their leadership will be informed by being deeply present in the life of the school – in and out of classrooms, walking the corridors, constantly engaging with staff, students and parents. They will keep up with latest thinking in education and will be a keen innovator, but they will know – instinctively and through constant discussion and consultation – what will work for the school; they will not always want to respond to the latest new idea.

Within the Middle and High School, the Principal will be responsible for a Vice Principal, MYP and DP Coordinators, and a diverse international staff body. Building the capacity of the Middle and High School leadership team, and its middle leadership, will be an important area of focus.

The Middle and High School Principal will be comfortable working in a collaborative whole-school leadership team. It will be especially important to

form a close relationship with the Head of the Early Years and Lower School, not least to support effective transition between the school divisions. They will also need to be committed to supporting the Head of School in initiatives intended to sharpen ACS Doha's identity, including with the integration of Artemis's Promise, values and approach.

The Middle and High School Principal position is available as soon as possible.

Remuneration

The successful candidate will be offered a competitive salary in line with the respective seniority of the roles. The remuneration package will also include an accommodation allowance, medical insurance, annual flights home and places in the school for dependent children.

How to Apply

This recruitment process is being managed by RSAcademics Ltd on behalf Artemis Education. Unless stated otherwise, all communication about the appointments will be via RSAcademics.

Two members of the RSAcademics team are primarily engaged on this process:

Hannah Freestone-Smith
Search Consultant
HannahFreestone-Smith@rsacademics.com

Chris Edwards
Senior Advisor
ChrisEdwards@RSAcademics.com

Interested candidates are invited to contact Hannah Freestone-Smith by email for an initial confidential conversation. Hannah will deal with your enquiry in early January, after the RSAcademics holiday closure.

Visa restrictions relating to age, nationality and experience apply. Please check with RSAcademics before applying.

Candidates are encouraged to apply as quickly as possible and by 17 January (10:00 UK / 13:00 Qatar) at the latest. Applications received earlier in January will be processed and considered in advance of the deadline. Artemis Education and RSAcademics reserve the right to make an appointment ahead of this deadline.

You should submit:

- A completed application form.
- A completed data sharing agreement.
- A copy of your curriculum vitae/résumé.

- A covering letter, preferably of no more than two pages, addressed to Mr Niall Brennan, CEO, Artemis Education. The letter should explain the attractions of the role, the relevance of your experience and your education philosophy, and other information that can demonstrate your alignment. Please make your letter as specific as you can, addressing the role, the Artemis approach and the opportunities presented by ACS Doha. A letter that is largely generic may result in your application not being considered.

Applications should be made electronically to RSAcademics. Please apply at www.rsacademics.com/current-vacancies/acs-doha_hos_mhsp via the **Apply Now** link accompanying the announcement of the position. You will be taken to an online portal where you will be able to download an application form. Please follow the instructions provided to complete and submit your application.

When you submit your application, you will receive an automated email from RSAcademics confirming that we have received it. If you have not received the automated email within two working days of submitting your application, or if you have any other queries relating to uploading your application documents, please contact Alison Hooper, Project Coordinator, at applications@rsacademics.com. Alison can also be reached by calling +44(0)1858 383163. Enquiries will be dealt with after the RSAcademics holiday closure in early January.

Selected candidates will be invited to preliminary interviews by video call with RSAcademics colleagues and further stages of interviewing will take place with members of the Artemis team. Interviews may commence ahead of the deadline,

Further interviews will take place by video call with members of the Artemis team.

RSAcademics will collect references for candidates invited to attend the final round interviews. No referees will be contacted until RSAcademics has received your express permission to do so.

Artemis Education is committed to safeguarding and promoting the welfare of children and young people. As an employee you are expected to share this commitment. The protection of students' welfare is the responsibility of all staff and individuals are expected to conduct themselves in a way that reflects the principles of our organization. All staff commit to implementing and adhering to the Safeguarding Policy.

Founded in 2002 by Russell Speirs, RSAcademics specialises in schools, in the UK and internationally. The company advises on business strategy and strategic marketing, development and fundraising, leadership consultancy and the search and selection of Heads, Chairs of Boards, Bursars and other senior staff. Comprising a team of exceptional talent and experience, RSAcademics provides a high quality service to schools with rigour, expertise and warmth. RSAcademics is committed to promoting diversity and inclusion in schools. Please visit www.rsacademics.com for more information.