



International
School of London
Qatar



Head of School

July 2027

Scope: Head of School

Reporting to: Amin Makarem - The ISL Group CEO

This is an outstanding opportunity to lead a thriving international school renowned for its academic excellence, multicultural ethos, and commitment to developing globally minded young people. Working alongside an outstanding faculty, highly motivated students, an engaged parent community, and a dedicated Board, the new Head of School will further strengthen our position as one of the leading international schools in the region.



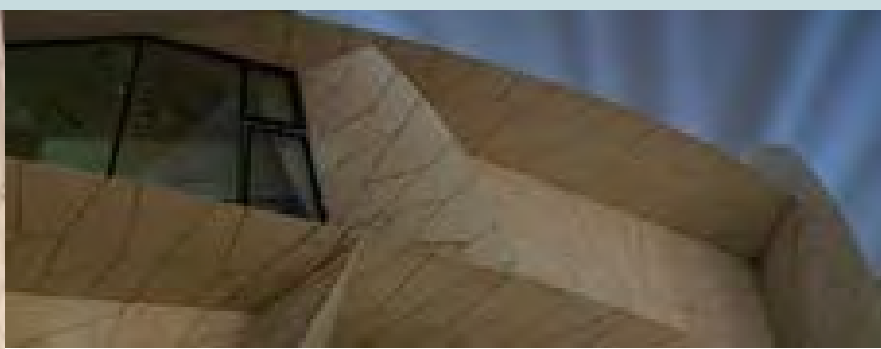
Background and History of ISL Group and the ISL Qatar

Founded in 2008 ISL Qatar is a leading international school serving both expatriate and local families who seek a world-class education for their children. The school is accredited by New England Association of Schools and Colleges (NEASC) and is widely recognised as one of the region's leading International Baccalaureate continuum schools.

Our educational philosophy combines academic rigour with a global outlook, empowering students to achieve their highest potential while developing the knowledge, skills, and character needed to thrive in an interconnected world. Through a challenging and inspiring curriculum, students are encouraged to pursue ambitious academic goals, secure places at leading universities worldwide, and become compassionate, responsible global citizens.

A defining feature of ISL Qatar is its exceptional commitment to multilingualism and intercultural understanding. At the heart of this commitment is one of the most distinctive language programmes offered by any international school globally.

Our Mother Tongue Language Programme currently supports 13 languages and continues to expand in response to community needs. The programme celebrates linguistic diversity, honours students' cultural identities, and enables learners to maintain and develop literacy in their home language while studying in an English-medium environment.



Definition of Learning

Learning at ISL Qatar is a joyful, dynamic process of discovery, inspiring innovation, and transformation, whereby learners connect and engage purposefully with the world.



Empowering learners to lead through compassion, collaboration, creativity and critical thinking.

Imagining and designing a better world together.

ISL Qatar Core Values

BELONGING



INTEGRITY



GRIT



KINDNESS



Beliefs

At ISL Qatar we believe in:

- Empowering students to maximise their learning opportunities to fulfil their potential
- Actively integrating cultural diversity in the curriculum
- Creating inclusive, vibrant, and innovative learning communities
- Offering a diverse and extensive international programme that supports personal, social and professional growth

For more information about ISL Qatar refer to www.islqatar.org

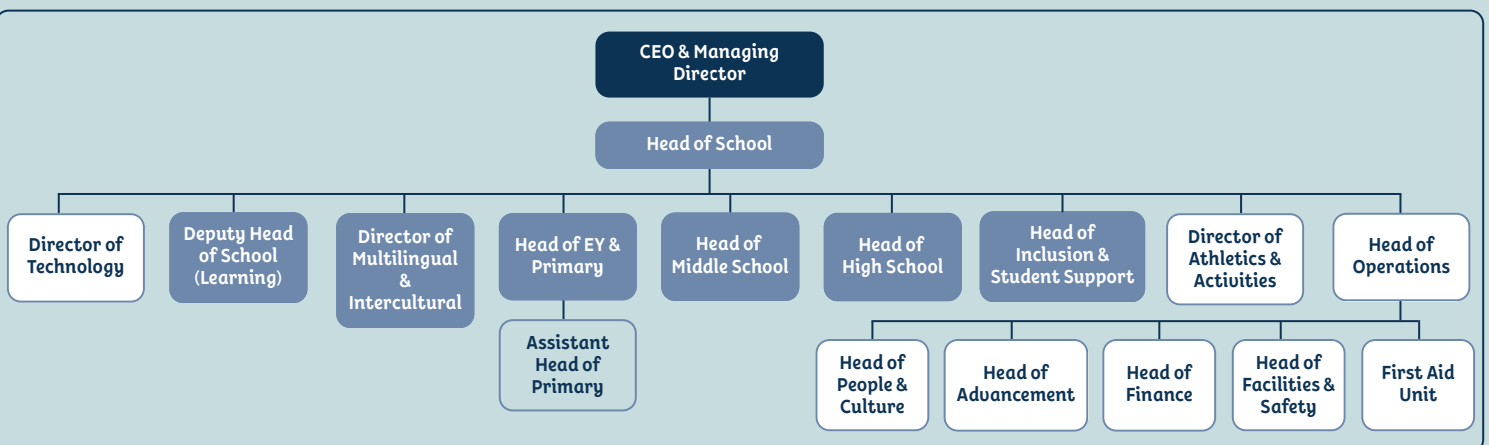
Location

ISL Qatar is located in a modern, purpose-built campus in the northern suburbs of Doha. The buildings have been developed to embody the school's philosophy of child-focused education. The school is currently constructing a new facility consisting of 30,000 square metres. The new school design is based on an understanding of the need for flexible and collaborative spaces that will help to enhance our educational goals, ensure safety, facilitate planning for the future, prioritizing sustainability, and foster a community-centred approach.

ISL Qatar's commitment to outdoor and physical education is reflected in the current sports facilities which include a large multi-purpose sports hall, a multi-purpose gym for early childhood students, an all-weather sports pitch and outdoor football/basketball/volleyball courts.

Students have access to indoor and outdoor recreational areas to enable them to enjoy periods of having fun together, in supervised recreational breaks. Recreational spaces include the main indoor atrium, shaded areas between most buildings, study areas and a 'common room' for senior students and other outdoor play areas.

Today, ISL Qatar is home to more than 1,100 students representing over 80 nationalities, creating a vibrant, inclusive, and truly international learning community. The school employs 250 staff. See below ISL Qatar Organisation Chart.





Academics

IB PYP

Our Early Years programme is enriched by a Reggio Emilia-inspired approach, emphasizing exploration, discovery, and the expression of ideas through various forms of communication. The ISLQ PYP nurtures curiosity and encourages students to take ownership of their learning from an early age. A key feature of the PYP is the Grade 5 Exhibition, a culminating project where students work collaboratively to conduct in-depth research on real-world issues, demonstrating their learning and development as young inquirers.

IB MYP

Students are encouraged to make practical connections between their studies and the real world. It is designed to help students develop personal, social, and intellectual skills, preparing them for the rigorous demands of the Diploma Programme and their future academic pursuits. A distinctive feature of the MYP is the focus on long-term projects, including the Community Project in Grade 8, which encourages students to explore their right and responsibility to implement service as action in the community, and the Personal Project in Grade 10, which is a student-directed inquiry on a topic of personal interest.

Grade 10 MYP Personal Projects boast high pass rates, with average scores significantly above global benchmarks.

IB Diploma Results

A breakdown of the school's historical performance demonstrates its sustained academic standard:

- **2025-2026 Cohorts:** Achieved a **98.3% pass rate**. Individual top marks reached **43 points** out of 45. Students are awarded between 10 to 16 **Bilingual Diplomas** annually.
- **Prior Performance:** ISL Qatar maintains a track record of beating global subject averages and frequently sees students earning over 35 points, placing them in the top tiers worldwide.



The Head of School will provide strategic, educational, and operational leadership for ISL Qatar and will combine up to date and future focused knowledge of education with disciplined execution. The head will be experienced in brand-building marketing, possess a proven track record in stakeholder communication, and strong financial stewardship. He or she will also demonstrate intercultural awareness and sensitivity and have successfully led effective change management initiatives to deliver outstanding student outcomes, sustainable growth, and a thriving, inclusive culture. The Head of School reports to the ISL Group CEO Amin Makarim.

Key Responsibilities

Vision, Strategy, and Governance

- Partner with the Board to define and execute a meaningful strategic plan aligned to the school's mission, vision and values
- Translate strategy into measurable annual objectives, budgets, and operating plans; report progress through clear KPIs.
- Ensure compliance with local Qatar regulations and alignment with IB, and NEASC standards and practices.

IB Teaching and Learning

- Champion high-quality implementation of IB programmes; drive pedagogical excellence, assessment rubrics, and academic integrity.
- Use data to improve outcomes, including standardized and IB results, value-added measures, and student well-being indicators.
- Lead accreditation/authorization and evaluation cycles (IB, NEASC,)

Execution and Operations

- Build robust annual operating rhythms (planning, review, risk, and performance routines).
- Oversee admissions, HR, facilities, IT, safeguarding, and health & safety with a culture of continuous improvement.
- Implement clear policies/procedures, and dashboards to track academic performance, service quality and responsiveness.

Marketing, Enrolment, and Community Relations

- Own the enrolment funnel: market research, value proposition, brand positioning, digital presence, events, and partnerships.
- Set and deliver on enrolment and retention targets; oversee parent communications and alumni relations.
- Serve as the school's chief ambassador locally and internationally; engage media responsibly to enhance reputation.



Key Responsibilities

Finance and Governance

- Develop multi-year financial scenarios and matching plans; lead annual budgeting and monthly forecasting with variance analysis.
- Ensure responsible tuition setting, scholarship/financial aid policies, and cost optimization without compromising quality.
- Provide transparent reporting to the Board; manage audits and risk registers.

People and Culture

- Recruit, develop, and retain high-performing, diverse faculty and staff; implement succession and professional growth plans.
- Foster an inclusive, student-centred culture aligned with IB Learner Profile attributes.
- Model effective communication and feedback; recognize excellence and identify, address and resolve underperformance promptly and positively.

Change Leadership

- Lead and sustain complex change initiatives (programme expansion, resources recalibration, curriculum shifts, finances, stakeholders' expectations).
- Apply structured change frameworks to align stakeholders, mitigate risk, and sustain outcomes.
- Manage project portfolios with clear terms of reference, timelines, owners, and benefits realisation plans.

Stakeholder Engagement and Communication

- Maintain proactive, transparent communication with students, parents, staff, Board, regulators, and community partners.
- Establish formal channels for voice and feedback; close the loop with visible action.
- Uphold the highest standards for safeguarding, ethics, and student well-being.





Qualifications, Experience and Skills

You will have an entrepreneurial mindset and will be looking for a school that brings a high level of job satisfaction and will help you to flourish and grow. You will have and can demonstrate the following attributes and competencies:

- A postgraduate qualification in education or educational leadership and/or an MBA or similar.
- 7+ years of progressively responsible leadership in international/IB schools, including successful Head/Principal or Deputy Head experience.
- Proven success improving academic outcomes and leading IB authorization/evaluation cycles.
- Proven track record in enrolment growth, brand building, and community engagement.
- Strong financial acumen: multi-year planning, budgeting, KPIs, and Board reporting.
- Evidenced experience leading enterprise-level change with measurable, sustained impact.
- Excellent written and verbal communication; fluent English required, additional languages an asset.

Core Competencies

- Strategic execution: sets priorities, sequences work and delivers results on time and within budget.
- Instructional leadership: deep understanding of IB pedagogy, assessment, and student well-being.
- Marketing and storytelling: craft a compelling, authentic narrative; make data-informed marketing decisions.
- Financial stewardship: interpret financials, manage trade-offs, and ensure long-term sustainability.
- Data-driven decision making: build dashboards, track KPIs, and act on insights.
- Change agility: anticipate resistance, build coalitions, and anchor change in culture.
- Stakeholder influence: inspire trust and alignment across diverse cultures and perspectives.
- Cultural competence: know how to work and maximise opportunities within a diverse community

Benefits

In addition to a competitive salary the school will provide accommodation, health insurance, a car and annual home flights. You will not pay individual income tax on your salary, bonuses, or investments. This zero-tax rate applies across the board to both citizens and expatriates, significantly increasing your take-home salary.

Safeguarding

The International School of London Qatar is fully committed to safeguarding children and young people, expecting the same from all employees. New staff undergo enhanced pre-employment checks, including identity, qualification, and employment verification.

For information on how to apply, please visit the RSAcademics website at

rsacademics.com



Living in Doha

Located on the Arabian Gulf, Qatar is one of the world's most dynamic and rapidly developing nations. Its capital, Doha, is a modern, cosmopolitan city that blends rich cultural heritage with contemporary innovation and world-class infrastructure.

Home to approximately 2.3 million residents, Doha is an international hub where people from more than 120 nations live and work. While Qatari citizens represent a small proportion of the population, the city's multicultural character creates an exceptionally welcoming environment for expatriates and their families.

Living and working in Doha presents a remarkable fusion of professional growth and an enriching lifestyle. The city's thriving economy, blend of cultural traditions and modernity creates a unique atmosphere that encourages personal and intellectual exploration.

With its state-of-the-art infrastructure, luxurious residential complexes, and excellent healthcare and cultural and sports opportunities, Doha ensures a high quality of life for residents and their families.

The city's emphasis on safety and security provides a sense of comfort and tranquillity, allowing individuals to focus on their careers and personal pursuits.

Once a modest pearling and fishing settlement, residents now enjoy a unique combination of modern urban living, year-round sunshine, rich cultural experiences, and easy access to destinations across Europe, Asia, Africa, and the Middle East. Doha is a major aviation hub for international flights. For educational leaders seeking both professional challenge and personal enrichment, Doha offers an exceptional place to live, work, and lead.



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This is us!