One International School



ELEMENTARY & MIDDLE SCHOOL PRINCIPAL

Academic Year 2027–28

Reimagine Learning. Develop People. Build What Comes Next.
543 students | Teachers representing 32 nationalities | 129 staff

THE OPPORTUNITY

What could an elementary and middle school become if we designed it around how children learn, grow and thrive?

ONE International School is seeking an imaginative, courageous and student-centred Principal to help answer that question—and turn the answers into everyday practice.

As a young and growing school, ONE offers an opportunity to strengthen an established Elementary School while playing a leading role in designing, launching and developing our Middle School over the coming years. The successful candidate will help shape its learning model, curriculum, culture, staffing and student experience as the school expands.

We seek a leader who asks thoughtful questions, challenges familiar routines when better approaches are possible, and brings people together to make meaningful change. Someone who creates the conditions for teachers to explore new ideas, learn from experience and improve their practice—with clear expectations for quality and student progress.

This role calls for both educational imagination and practical leadership: the ability to develop a compelling vision, build shared commitment and translate ambition into sustainable action.





ABOUT ONE INTERNATIONAL SCHOOL

ONE International School is a young, ambitious, and forward-thinking international school in Kuwait, currently in its third year of operation. Serving 543 students from KG1 through Grade 5, with a predominantly Kuwaiti student population, ONE is building a distinctive educational experience that places academic excellence, innovation, and holistic wellbeing at the heart of school life.

As a growing school, we are at an exciting stage of our development, with plans to expand progressively through middle and high school in the coming years. This growth presents a unique opportunity for educators and school leaders to contribute not simply to an established institution, but to help shape the culture, identity, and future direction of a school from its formative years.

Our brand-new, purpose-built campus has been thoughtfully designed to support engaging, innovative, and varied learning experiences. Alongside modern classrooms, students benefit from dedicated science, STEAM, and information technology spaces, two libraries, a gymnasium, swimming pool, and an indoor ski facility that offers a truly distinctive dimension to our physical education and experiential learning programmes. Further campus development is planned to accommodate our expanding middle and high school divisions, ensuring our facilities continue to evolve alongside our educational vision.

Our identity rests on four interconnected pillars:
- **Education Excellence:** Deep understanding, strong foundations and ambitious expectations for every learner.
- **Entrepreneurship:** Initiative, creativity and the confidence to identify opportunities, solve problems and turn ideas into action.
- **Holistic Wellness:** An approach to school life that recognises the connection between learning and physical, social and emotional wellbeing.
- **Kuwaiti Identity:** A strong connection to local heritage, language and community, alongside intercultural understanding and global awareness.

These pillars should be visible in what students experience each day: the questions they explore, the relationships they build, the choices they make and the contributions they bring to their community.

We seek a Principal who can draw on that diversity to develop a shared culture of curiosity, collaboration and professional growth.





THE ROLE

The Elementary and Middle School Principal will lead teaching, learning, student wellbeing and daily operations across both sections, working closely with the Director and the wider leadership team.

A central responsibility will be to create a coherent learning journey from elementary education into early adolescence, while developing a distinctive Middle School experience that responds to students' changing needs, interests and capabilities.

Design and develop the Middle School

- Lead the phased development of the Middle School, translating ONE's vision into a clear educational model and achievable implementation plan.
- Shape curriculum, assessment, staffing, schedules, learning spaces and pastoral structures as new grades open.
- Develop an approach suited to early adolescence, supporting belonging, identity, independence, healthy relationships and growing responsibility.
- Create opportunities for interdisciplinary inquiry, authentic projects, entrepreneurial thinking, student leadership and meaningful choice.
- Engage students, staff and families in the design process, building understanding and shared ownership.
- Establish clear milestones, review emerging practice and refine the programme as the school grows.





Strengthen teaching and deepen learning

- Sustain strong foundations in literacy, numeracy & subject knowledge while broadening opportunities for inquiry, creativity and real-world application.
- Lead a coherent curriculum and assessment approach across Elementary and Middle School.
- Use classroom observation, student work, assessment evidence and student feedback to understand and improve learning.
- Support responsive teaching, appropriate challenge and timely intervention for students with different learning and language needs.
- Explore purposeful uses of technology and age-appropriate AI, guided by educational value, safeguarding and responsible practice.
- Evaluate new approaches carefully and develop those that demonstrably improve students' learning and experience.

Build a culture where educators grow

- Be a visible, approachable leader who knows classrooms, understands teachers' work and contributes actively to professional learning.
- Build trust so staff can ask questions, share challenges, test ideas and learn together.
- Combine coaching, useful feedback and collaborative inquiry with clear professional expectations and fair accountability.
- Develop leadership capacity and enable teachers to take meaningful ownership of school improvement.
- Contribute to recruitment, induction, mentoring and retention, attracting educators who share ONE's ambition.
- Lead change at a sustainable pace, with attention to staff wellbeing, resources and implementation.





Make wellbeing, belonging and safeguarding central

- Ensure safeguarding responsibilities are understood and consistently enacted across both sections.
- Promote a culture in which students feel safe, known, included and appropriately challenged.
- Work with ONE's wellness and learning specialists to connect academic, social, emotional and physical development.
- Establish consistent, developmentally appropriate approaches to behaviour, attendance and student support.
- Strengthen student voice and leadership, enabling children to contribute meaningfully to their school community.
- Build effective transitions between grades and from Elementary into Middle School.

Build partnerships and lead effective operations

- Develop trusting relationships with families through clear communication, active listening and constructive dialogue.
- Help parents understand ONE's learning approach and the developing Middle School programme.
- Connect learning with Kuwaiti heritage, community partnerships and wider perspectives.
- Lead schedules, staffing deployment and resource planning that support educational priorities.
- Contribute to budgets, recruitment planning, school improvement and accreditation readiness.
- Uphold school policies and applicable Kuwait Ministry of Education requirements.
- Report clearly on progress, challenges and priorities, using evidence to inform decisions.





EARLY PRIORITIES

During the initial phase of the appointment, the Principal will be expected to:

- Build a strong understanding of ONE's students, staff, families and existing practice.
- Establish a shared roadmap for Middle School development, including its learning model, staffing and student support structures.
- Strengthen consistency and quality in Elementary teaching, assessment and intervention.
- Develop purposeful collaboration between teachers, leaders and ONE's specialist teams.
- Prepare students and families for a confident transition into Middle School.
- Establish measures of success that capture academic progress, wellbeing, engagement and belonging.



THE PRINCIPAL WE SEEK

You are an educational leader who combines curiosity with sound judgement, ambition with empathy, and strategic thinking with a visible presence in daily school life.

You can articulate what better learning might look like—and work alongside others to make it happen. You welcome different perspectives, invite constructive challenge and are willing to revise your thinking when evidence points towards a better approach.

You understand that a growing school needs both creativity and dependable systems. You bring the organisational discipline to move from ideas to implementation, and the patience to build lasting capacity.

Above all, you believe in the potential of young people and the professional capability of teachers. You create a culture in which both can grow.

QUALIFICATIONS & EXPERIENCE

- A Master's degree in Educational Leadership, Education Administration, Elementary or Middle School Education, or a related field.
- At least five years of teaching experience and three years in a school administrative or leadership role.
- Appropriate teaching and/or administrative certification, meeting applicable appointment requirements.
- Demonstrated success in improving teaching and learning and developing staff.
- Experience leading diverse teams and building a positive, collaborative school culture.
- Strong communication, organisational and strategic planning skills.
- A clear commitment to safeguarding, inclusion, student wellbeing and professional learning.





DESIRABLE

- Leadership experience in an international school.
- Experience establishing a new section, developing a programme or leading through school growth.
- Knowledge of elementary education, early adolescent development and effective transitions between phases.
- Familiarity with an American Common Core-aligned curriculum.
- Experience with interdisciplinary learning, student agency, entrepreneurial education or other approaches relevant to ONE's vision.
- Experience in accreditation, school improvement and evidence-informed change.
- An understanding of multilingual learning communities and culturally responsive leadership.

LIVING & WORKING IN KUWAIT

Kuwait offers a distinctive and rewarding experience for international educators and their families, combining the warmth of traditional Arabian hospitality with the comforts and conveniences of modern living. Known for its strong sense of community and rich cultural heritage, Kuwait provides an environment in which meaningful personal and professional connections are easily formed. Kuwait offers a more authentic, relaxed, and community-oriented lifestyle, where traditional souqs, vibrant cafés, waterfront promenades, excellent restaurants, and a growing arts and cultural scene sit comfortably alongside modern amenities. Competitive, tax-free salaries, accessible healthcare, and convenient connections to destinations across the Middle East, Europe, and Asia further enhance the experience of living and working here.

Kuwait is also a nation characterised by resilience, generosity, and a strong commitment to its future. Its people and communities have demonstrated a remarkable capacity to navigate challenges, adapt to changing circumstances, and move forward with optimism and determination. For educators seeking more than simply an overseas appointment, Kuwait offers the opportunity to become part of a close-knit international community, experience a fascinating culture, and contribute meaningfully to a country that continues to invest in education, innovation, and the next generation.



WHY JOIN ONE?

At ONE, you will have the opportunity to shape a developing school at a formative stage.

You will strengthen Elementary education while helping create a Middle School with a clear identity and a thoughtful response to the needs of young adolescents. You will work alongside an international team and specialist colleagues who bring different perspectives to learning, wellbeing and school development.

We welcome a leader who wants to contribute over time: developing people, establishing strong foundations and seeing ideas grow into a lasting educational experience.



APPOINTMENT DETAILS

Position:	Elementary and Middle School Principal
Location:	Kuwait
Academic year:	2027–28
Start date:	August 2027
Contract and remuneration:	•Attractive tax-free salary •Private medical insurance •Annual return flights •Fully furnished family accommodation •End of service indemnity •Settling in allowance •Baggage allowance •Ongoing Professional Development •Full details will be shared with shortlisted candidates



HOW TO APPLY

Please submit :

A one page cover letter explaining your interest in ONE, your relevant leadership experience and how you would approach the development of a new Middle School.

Please include an example of an initiative you have led that improved students' learning or experience, explaining your contribution and what you learned.

Your current CV.

Applications: hr@wazzanedu.com
Application deadline:

Given the unique nature of the vacancy, the search will remain open until the right candidate is identified. Applicants are strongly encouraged to apply early as shortlisting and interviews will begin immediately.

ONE International School is committed to safeguarding and promoting the welfare of children. Appointment will be subject to satisfactory references, appropriate background checks and verification of qualifications.

