

# Employment Guidelines



## Please note the following Guidelines:

- We welcome applications from Omani citizens.
- All staff who do not hold Omani citizenship must be sponsored by the school.
- For visa purposes, all non-Omani applicants should have a university degree and experience within the education sector.
- The school reserves the right to make an earlier appointment if a suitable candidate is identified.
- British School Muscat is committed to safeguarding children and young people. Appointments to British School Muscat are subject to police/ISA checks.
- All offers of employment by British School Muscat are subject to receiving at least two satisfactory references from previous employers; one of which must be from the current Head Teacher or Principal of the school /Head of organisation.
- In accordance with Omani sponsorship regulations we are unable to consider candidates aged 60 years and over, unmarried couples and same-sex couples.
- Appointments to British School Muscat are subject to medical and police/ISA checks. The Immigration authorities in Oman conduct their own examinations including blood tests and other checks. Persons who are HIV Positive or who have hepatitis will not be granted residency and therefore will be unable to work.

## International Hire

- For teaching positions, applicants must be qualified teachers, with a UK or internationally recognised equivalent qualification. A minimum of 2 years' experience of teaching the English National Curriculum or Early Years Foundation Stage Framework in UK is desirable. We will also consider applications from NQTs and teachers with extensive teaching experience in English medium schools.
- Senior School applicants should have experience of teaching their subject up to GCSE, A/S, and A2 level or equivalent.
- For International Hire positions, due to Oman employment and residence legislation, we cannot accept applications from females with accompanying husbands unless the husband holds, or is planning to apply for a job to obtain, their own Employment Visa. If this applies to you please include full details in your application.
- It is the School's policy not to consider applications from unmarried couples, either singly or jointly.
- For staff recruited internationally our remuneration package includes:
  - Competitive Tax Free Salary
  - Management Allowances
  - Remuneration of Threshold
  - End of Service Gratuity
  - Continuing Professional Development
  - Fully Furnished Accommodation
  - Utilities Allowance
  - Flight Allowance
  - Freight Allowance
  - International Medical Insurance
  - Free tuition for up to three children

## Local Hire Positions

- We will only consider applications from people who are residents in Oman for Local Hire positions.
- For staff recruited locally our remuneration package includes:
  - Competitive Tax Free Salary
  - Management and Remuneration Threshold (For Teachers only and dependent on the role, see job advert)
  - End of Service Gratuity
  - Health Insurance and Flight allowance (only if applicable, contact us for further information)