



**INFORMATION FOR
INTERNATIONALLY-HIRED APPLICANTS**

OUR SCHOOL

Modern English School Cairo (MES Cairo) is an international, co-educational, all-through day school for over 2444 students aged from 3.6 months to 18 years. Our school is one of the most prestigious schools in the Egypt and indeed, the region as a whole. Since its foundation in 1991, it has established a reputation for academic excellence in international British, American and IBDP education.

MES Cairo is a dynamic school where holistic education is valued and where the students thrive at every stage of their journey. They graduate with world class qualifications that take them to top universities around the world. The success of our students is dependent on their outstanding learning journey, led by our energetic and caring teachers who themselves demonstrate a love of lifelong learning. We are extremely proud of our students world-wide university acceptance record.

The most recent BSO Accreditation visits (2016 and 2021) found MES Cairo to be 'Outstanding' in all standards and the Board of Directors' commitment to the success of the school is recognised as highly reliable in the long-term planning of the school.

OUR SCHOOL CAMPUS

The school campus is situated in the clean, modern and thriving New Cairo area in a modern facility that is divided into two main areas for Primary and Secondary students.

Our students enjoy a large sports field, playing courts, a competition pool, a large 450 seat Theatre, and well-equipped Art, Technology and Science labs. They are offered a rich tapestry of opportunities for extra-curricular enrichment as part of our After School Activities programme including MES Cairo Pioneers, National Honor Society, and International Awards.



OUR TEACHERS

MES Cairo seeks to recruit fully qualified teachers of high calibre, who bring with them proven experience of success as classroom teachers, and educational expertise and knowledge of either the British or American educational systems, along with an understanding of the international school environment. Our teaching community comprises over 168 teaching staff, from the UK, US and elsewhere and all with internationally credible teaching qualifications. We offer early career pathways for teachers who have suitable prior qualifications, along with NPQ programmes and other relevant professional development opportunities for established teachers who are keen to further develop their careers. Staff are focused on bringing to life the school Mission of *leadership through education*... every student, everyday. MES Cairo has a family-centered ethos where we all work together to help students define their pathway to a successful future.

OUR SCHOOL CULTURE

Our Primary and Secondary Leadership Teams are ably supported by a talented and dedicated team of teachers and highly experienced support staff who are all very much involved in strategic initiatives, and share and develop best educational and teaching practice through a range of opportunities, including representation on the School Development Advisory committees that impact the Whole School Development Plan, which is reviewed annually.

Our student body is made up of predominantly host nationals who are bilingual with an excellent command of English. MES Cairo students are well-connected, resourceful and ambitious. Students are encouraged to engage in service activities across the community, as part of the whole school events and smaller group ASAs, for example MES Cairo's Outreach Programme. Our students are encouraged to nurture a love of life-long learning and to learn both inside and outside the classroom.



OUR HISTORY

In October 1990, Modern English School Cairo opened its doors with only 28 students enrolled. The school began with the pioneering vision of a group of educators led by Mr Nabeel Dajani and Mrs Sawsan Dajani. Its reputation and standing in the community grew quickly. As the school population increased, improved facilities were built, culminating in the move to an impressive purpose-built campus in New Cairo. In a friendly and welcoming atmosphere, our students are encouraged to CARE for each other, seek CHALLENGE and to be INSPIRED.

The school's phenomenal success and multiple educational accreditations from the UK and USA are a testament to the dedication of our Chairman of the Board, Mrs Sawsan Dajani and our Managing Director, Ms Ghada Dajani. The Board of Directors is deeply passionate about the school and united in a clear vision that seeks, above all, to provide an excellent education. Ms Ghada Dajani is the Chair of Egypt's country IB Association and is an 'International Schools Advisor' to the College Board Executive.



OUR MISSION, VISION AND VALUES

Our School Director Melanie Midwood has joined MES Cairo this academic year and is looking forward to a year of positive growth and educational innovation at our school. Melanie has over twenty years' experience leading schools in the UAE, the UK, Denmark and now Egypt. She believes that MES Cairo is 'a place where children can flourish and where learning is at the heart of everything we do. Through our mission statement of Leadership through Education: Care, Challenge and Inspire, we actively encourage all our stakeholders to be lifelong learners and to work hard and be kind. The valuable experience that MES Cairo students have at our school prepares them for life beyond our gates and we are very proud of the graduates we produce.'



MODERN ENGLISH SCHOOL

CAIRO



Modern English School Cairo is a learning community which provides a high quality education for children from Foundation Stage One to university entrance level, serving the needs of Egyptian and international families in Cairo. Our broad education is based upon the British Curriculum in Primary. In Secondary, we offer a choice between a British Curriculum, an American Curriculum and the International Baccalaureate Diploma Programme. Arabic and Religious Studies are taught throughout the school.

Our Mission:

Leadership through Education: Care, Challenge, Inspire

We Believe In:

- Recognising the value of each individual and his/her relationship with others;
- Promoting international understanding and responsible citizenship in a multicultural context, reflecting the best of Arab, Western and other world cultures;
- Providing a supportive, inspiring environment which encourages learners to aim high and achieve their aspirations;
- Creating opportunities for all to develop confidence, responsibility and integrity.

GRADUATE PROFILE

An MES Cairo graduate is:	An MES Cairo graduate can:	An MES Cairo graduate shows:
<ul style="list-style-type: none">• A leader• Confident• Articulate• Flexible• Pro-active• Reflective• Principled• Independent• Resourceful• Resilient• Inspired• Creative• Visionary	<ul style="list-style-type: none">• Communicate fluently in the English language• Intelligently express their views• Problem solve• Lead by example• Recognise personal strengths and passions• Relate well to others• Take appropriate risks• Make a difference	<ul style="list-style-type: none">• Integrity• Initiative• Empathy• Excellent interpersonal skills• Appreciation of individuals' rights and responsibilities• Cultural awareness• Respect for self and others• Global understanding• Commitment to lifelong learning• Understanding of the Egyptian culture and the Arabic language

OUR FUTURE

MES Cairo is a learning organisation. No more has this claim been tested than in recent times when, due to the global pandemic, our teachers readily embraced online hybridised models of teaching and learning. Sustained technological growth has always been one of our development targets and in our 3-tiered vision for the next decade, technology aligns with continued improvement in cross-disciplinary teaching and learning strategies. With a focus on wellbeing for the whole of our school community we embrace a strategic vision that ensures robust stability for the school, in line with our host country's projected economic growth.



OUR STUDENTS

MES Cairo students are ambitious, kind, lively and bright.

In **Primary**, students build their learning and development on the cornerstones of the '5Rs'. Our young people set out on their educational careers with healthy aspirations to become Respectful, Resilient, Risk-takers, who are Reflective and hold positive Relationships.

In **Secondary**, a bespoke set of 5 'Elements', developed by a representative group of Secondary teachers, was launched in 2019 in order to help students take greater responsibility for their learning. This prepares them for university and helping them to understand how they learn best, in preparation for a lifelong learning journey.

These Elements are summarised below:

- Dependability (Presence, Solutions, Contribution)
- Effort (Grit, Participation, Perseverance)
- Integrity (Credit, Honesty, Responsibility)
- Readiness (Equipment, Mind, Learning)
- Respect (Empathy, Acceptance, Environment)

Our students value diversity and are proud of their school motto (*Studiis Gubernatio* – Leadership Through Education - Care, Challenge, and Inspire).

Most of our students are with us from 3.6 years of age through to graduation; they learn and grow with us, regarding our school as their second home. Our students and parents are very proud to be a part of the MES Cairo community.



OUR PERSON SPECIFICATION

The key to our successful recruitment for MES Cairo is taking the time to ensure that successful applicants are sure to thrive. We achieve this through due diligence and a desire to 'get the right fit', where we believe that newly hired MES Cairo staff will contribute positively to our existing staff team and will find professional fulfilment within our school's educational offer. Of equal importance is the need to protect and promote our school's distinguished reputation and uphold the mission to Care, Challenge and Inspire that is so visible throughout every element of the school.

We seek teachers with proven ability to deliver outstanding results and create a modern, fun, engaging and dynamic learning environment where our students flourish. Our teachers are supported by robust structures, policies and practices and are able to thrive in the comfortable and ambient physical environment of the school.

MES Cairo teachers are committed, hard working educators who are:

- Qualified or certified to teach with credentials that are internationally recognised
- Able to uphold high professional standards at all times (both inside and outside school)
- Flexible, with a good sense of humour
- Respectful of all members of the community
- Internationally-minded
- Lifelong learners
- Engaged in the development of themselves and others as part of a learning organisation
- Committed to supporting students to thrive



LIFE IN CAIRO

Cairo is a huge metropolis filled with chaotic traffic, noise and action! It is a place where ancient meets modern at every turn. There is never a lack of things to do at any time of the day or night in this buzzing and exciting city! Boasting an outstanding climate all year round, Egypt is a fantastic place to live for those who enjoy exploring different cultures, ancient architecture and beautiful landscapes. Ride apps like Uber are readily available, making travel across the city very easy for those who choose not to drive their own car. While Egyptian Arabic is spoken across the country, Egypt's history and education system, along with the impact of globalisation, mean that English is also spoken by many. The country has seen rapid growth over the last decade and, boosted by the riches of its gorgeous seas and infinite tourist attractions, it is projected by the economists all over the world to be one of the globe's top 10 economies by 2030. The government is focused on improving infrastructure and building capacity, seen in improved arterial roadways, airport facilities, and the construction of a massive administrative capital that boasts state of the art technology. Despite this exponential growth, the cost of living in Egypt remains low and this includes apartment rentals, furniture and the use of amenities, resorts and hotels where staff are granted local rates rather than tourist rates.

Dining Out

Egypt offers a thriving restaurant scene, from fast food to fine dining and you can indulge in cuisines from every corner of the globe. You can even have exotic platters delivered to your front door via modern delivery apps. Alcohol is served at bars and at some restaurants and is available for purchase online for delivery to your home or upon entry at the airport Duty Free stores.

Shopping

As well as the traditional souqs and bazaars, modern shopping malls exist in abundance. There you can find most modern chains, like IKEA, Marks and Spencer and Gap. If you need a break from shopping, you can sip on a Starbucks latte or enjoy the latest Hollywood blockbuster at one of the cinemas in the large malls. Supermarkets and pharmacies are also accessible via online apps and will conveniently deliver orders to your door.



MARKS &
SPENCER



ZARA



LIFE IN CAIRO

Sun, Sea and Sand!

Most activities you can think of, can be enjoyed in Egypt; golf, triathlons and trekking to name but a few! Those who enjoy watersports will find a wide range of providers located within the resort towns on the Red Sea, Mediterranean coastline, and a little closer to Cairo at Ain Sokhna or Ras Sudr. Egypt is world famous for its holiday resorts, where our teachers enjoy discounted prices as resident workers in the country.

Weather

The weather in Egypt is warm throughout the spring and summer. Residents are blessed with sunshine on almost every day of the year, whilst also enjoying the full range of seasons without the climate reaching unbearable extremes.

Family Life

Our teacher parents enjoy the fun-filled community offered to them by the MES Cairo Kids Club, run by current teacher parents. The Kids Club provides regular opportunities for family gatherings and outings, including an annual desert trip, Christmas and Halloween parties and an annual overnight trip to a poolside retreat.

Religion

Muslims and Christians live together in harmony in Egypt, where there are mosques and churches in every locality.

Women

Women may dress as they wish outside of working hours but are strongly advised to dress modestly, in order not to attract unwanted attention. Egypt is a moderate country in terms of equality; it is committed to progress.

Gyms and Exercise

Each area of Cairo hosts a number of gyms, each with its own membership fees and rules. Along with the many sports clubs and events, there is something to suit everyone who is interested in staying fit.





MES Cairo – Summary of Package and Benefits for Overseas-Hire Teachers

(for more details refer to the Sample Conditions of Employment)

Contracts

Initial 2-year contract with the option of annual renewal pending satisfactory performance review.

Salary

70% of teachers' salaries are paid in either GBP or USD, as agreed at point of hire. The remaining 30% will be paid in Egyptian LE converted at the rate applicable on the day of transfer to the bank. Staff are paid on the 26th of every month or the last working day of the month whichever comes first.

Gratuity/Service Bonus

For the first three years half a month's salary is earned as gratuity. From the fourth year to the ninth year one month's salary is earned for each year served. From year 10 onwards half a month's salary is earned as gratuity.

Sick leave

We maintain high attendance expectations for staff and students. That said, there is support available if/when you become unwell. When an appropriate medical certificate is produced, the first six days of absence do not affect your salary.

Accommodation

Teachers receive a housing contribution which is paid monthly. Many teachers choose to supplement their housing allowance, depending on their chosen location and style of housing. Teaching couples each receive their own housing allowance as individuals. Teachers rent apartments independently of the school but our accommodation team offers ample assistance to new recruits, including a website of available options.

Transport

Optional transport is provided to and from school daily for teaching staff residing in serviced locations. Our comfortable and air-conditioned staff buses are for use by staff only. Staff with families who wish to travel to school with their children make alternative, independent transport arrangements.

Settling-in Allowance

Staff that are new to Cairo are entitled to a nominal settling in allowance upon their first arrival in Cairo; some local currency cash for incidentals.

Medical Insurance

Staff members and their children are covered by a local medical insurance policy that covers essential medical treatments and emergencies within its limit. International care coverage with BUPA can also be purchased through the School and the School covers 50% of the Essential care monthly premium for employees.

Waived School Fees

Teaching staff who enrol their children in the school are not required to pay tuition fees, registration fees, or busing fees.

Air Passage

Economy class tickets are provided for the teacher's arrival to Cairo at the beginning of the contract. For returning staff, a set allowance for a round trip ticket to the nominated 'home' destination (as per contract) is provided during the summer break. For non-returning staff a set allowance for a one way ticket is provided. The allowance is based on the average price of a round trip ticket to various airports in the country of origin.

Embassies

We maintain excellent relations with Diplomatic Missions in Cairo including the British and US Embassies. All staff are encouraged to register online with their Embassy upon arrival in Cairo.

For general enquiries please contact the school at mescairo@mescairo.com

For specific enquiries about your application please email the School Director's Office Manager, Ms Carol Collier mescairo@mescairo.com