



Leadership *Search*

High School Associate Principal

Application Deadline: July 31, 2026

Start Date: August 2027

(Initial contract term of two or three years)

Mission, Vision, and Core Values

The American School of Doha (ASD) community is constantly renewing and challenging itself through an active strategic planning process that establishes the school's Mission, Vision, and Values. This is a community-wide process and involves parents, students, teachers, administrators, and board members.



ASD Identity Statement

The American School of Doha is the premier educational leader in the dynamic and tradition-rich country of Qatar. We provide a rigorous standards-based, internationally enriched American curriculum in a non-profit, U.S. accredited, PreK - 12 college preparatory school. ASD is the hub of a multicultural community where we celebrate the whole Learner through diverse experiences.

ASD Mission

ASD nurtures each learner's unique academic and personal identity; challenged and enriched through Communication, Collaboration, Creativity, Critical Thinking, and active Character and Citizenship development.

ASD Vision

Empowering Learners to discover their passions, develop talents, and positively impact our world.

ASD Values

The core values of ASD set the guidelines for how we live and work together to create an ethos at ASD where everyone is valued.

All of our disciplinary procedures are based on learning and helping students understand the importance of our core values in the life of the school. These values are:

HONESTY ■ RESPECT ■ RESPONSIBILITY ■ KINDNESS

Position Overview

Working as one of two High School Associate Principals in close partnership with the High School Principal, the Associate Principal provides visionary, day-to-day leadership to sustain a collaborative, innovative, and nurturing environment for students and staff.

This multi-faceted role balances complex operational management with dynamic instructional supervision. Operationally, the Associate Principal maximizes divisional efficiency by supporting the High School Principal with managing daily logistics, directing campus safety and crisis-readiness protocols, and leveraging attendance and grade data to support proactive student interventions. Integral to the divisional leadership team, the Associate Principal works in tandem with the Principal and administrative colleagues to cultivate a culture of professional excellence across a diverse body of roughly 90 faculty and staff. In this capacity, they provide strategic supervision and performance evaluation while facilitating data-driven Professional Learning Communities (PLCs) that advance instructional quality and elevate student achievement through reflective, evidence-based practices.

As a highly visible community advocate, the Associate Principal fosters strong, culturally sensitive partnerships with students and parents and serves on the divisional Child Protection and Crisis Teams. In this capacity, they champion a comprehensive safeguarding ecosystem that models restorative student discipline while actively protecting the psychological safety, welfare, and professional boundaries of both students and employees.

Why This Opportunity?

The American School of Doha seeks a collaborative and forward-thinking educational leader to join a high-performing high school administrative team comprised of the High School Principal and two Associate Principals. This role offers a unique opportunity to influence teaching and learning, strengthen student well-being, and contribute to the continued growth of a thriving and diverse school community.

Working closely with the High School Principal, fellow Associate Principal, and a talented faculty, the Associate Principal will play a central role in advancing ASD's Mission and strategic priorities through instructional leadership, professional learning, operational excellence, and meaningful engagement with students and families. The successful candidate will join a culture that values innovation, reflection, collaboration, and continuous improvement while helping lead and support approximately 90 faculty and staff in delivering exceptional learning experiences for students.

For educators passionate about developing people, fostering inclusive communities, and leading positive change, this position offers the opportunity to make a lasting impact at a world-class international school committed to excellence, belonging, and the success of every learner.

Key Areas of Leadership and Responsibility

1. Instructional Leadership & Professional Growth

- Collaborates with teachers to establish professional growth goals and provides timely, evidence-based feedback through the school's performance evaluation process.
- Fosters a culture of continuous improvement by supervising, coaching, and supporting faculty in the refinement of instructional practices and student learning outcomes.
- Leads and facilitates data-informed Professional Learning Communities (PLCs) to strengthen curriculum implementation, instructional effectiveness, and student achievement.
- Collaborates with teachers and the Student Support Team (SST) to implement a Multi-Tiered System of Supports (MTSS) that addresses students' academic, behavioral, and social-emotional needs.

2. Student Well-Being, Social-Emotional Learning & Restorative

Practices

- Promotes a positive, inclusive, and student-centered school culture that fosters a sense of belonging, well-being, and social-emotional growth, including the strategic leadership and programmatic oversight of the High School Advisory program.
- Collaborates with faculty, counselors, students, and families to establish and reinforce equitable behavioral expectations and shared community values.
- Leads the implementation of restorative practices that strengthen relationships, encourage accountability, and support student growth and learning.
- Oversees systems and interventions that proactively identify and respond to student needs, ensuring appropriate academic, behavioral, and emotional support.

3. Operational Leadership & School Management

- Oversees the implementation of high school attendance policies, monitors attendance trends, and collaborates with the Student Support Team (SST) and families to design proactive interventions for at-risk students.
- Leads campus safety and crisis preparedness efforts, including emergency drills, safety protocols, supervision systems, and coordination with the Director of Operations and other school divisions.
- Oversees daily school operations, including schedules, assemblies, special events, and logistical planning to ensure the efficient functioning of the division.
- Supports the development and management of the high school master schedule, including teacher assignments, course offerings, room allocations, and student course selection processes.
- Utilizes achievement and behavioral data to inform decision-making, improve operational effectiveness, and support student success.

4. Safeguarding & Community Well-Being

- Champions a culture of safeguarding and care in which student and employee physical safety, holistic well-being, and individual dignity are organizational priorities.
- Ensures compliance with all safeguarding policies, procedures, and reporting requirements, including child protection protocols, mandated reporting obligations, and employee codes of conduct.
- Collaborates with school leaders to strengthen safeguarding practices, safer recruitment procedures, and a safe, inclusive workplace culture that actively supports the personal, professional, and psychological well-being of all faculty and staff.
- Serves as an active member of the Child Protection and Crisis Management Teams, responding appropriately, equitably, and with deep pastoral care to concerns involving student or staff welfare.
- Provides training, guidance, and support to faculty and staff regarding safeguarding responsibilities, risk mitigation, and best practices for maintaining healthy professional boundaries and personal wellness.

5. Community & Stakeholder Engagement

- Builds positive partnerships with students, families, faculty, and community members through clear communication, transparency, and responsiveness.
- Facilitates parent education sessions and informational events related to high school programs, student well-being, academic integrity, assessment practices, and school initiatives.
- Serves as a primary point of support in resolving parent-teacher and student-teacher concerns, utilizing culturally responsive and restorative approaches to conflict resolution.

- Collaborates with the Admissions Office by reviewing applications, meeting with prospective families, and supporting successful student transitions into the high school.
- Represents the High School and ASD in a professional manner that reflects and advances the school's Mission, Vision, and Values.

Skills and Attributes Sought

- A collaborative, dynamic, and self-motivated educational leader with a passion for providing an exceptional learning experience for high school students.
- Demonstrated cultural competence and a commitment to fostering inclusive, equitable, and student-centered learning environments.
- A relationship-focused leader who values collegiality, transparency, and trust, and actively promotes the well-being, psychological safety, and professional growth of students, faculty, staff, and families.
- A visible and approachable presence who enjoys working with adolescents and recognizes the importance of building meaningful connections with students.
- Data-informed and skilled in analyzing attendance, achievement, and behavioral data to guide decision-making and design proactive student interventions.
- An effective communicator with strong interpersonal, written, and presentation skills, capable of engaging diverse stakeholders with clarity and professionalism.
- Calm, decisive, and solutions-oriented in managing complex situations, including crisis response, campus safety, and student support.
- Technologically proficient, with a strong understanding of educational technology and its role in enhancing teaching, learning, and operational effectiveness.
- A collaborative problem-solver who empowers others, builds leadership capacity, and fosters a culture of continuous improvement.
- Innovative, adaptable, and forward-thinking, with the ability to lead change while aligning decisions and actions with the school's Mission, Vision, and Values.
- Demonstrated success in people development, team building, coaching, and leadership.
- A person of unquestionable integrity who consistently models ethical leadership, professional conduct, and a steadfast commitment to safeguarding and professional boundaries.
- Highly organized and effective at managing multiple priorities in a fast-paced and dynamic school environment.

Required Qualifications and Experience

- Master's degree in Educational Leadership, Educational Administration, Educational Policy, or a related field.
- Valid school administrator certification, principal licensure, or equivalent leadership credential. Candidates currently enrolled in a qualifying program with a completion date of July 2027 will also be considered.
- Demonstrated success in a school leadership role, preferably at the secondary level.
- Valid teaching certification and a minimum of five years of successful secondary teaching experience.
- Proven ability to lead and develop people, manage complex processes, and improve student learning outcomes.

Salary & Benefits

ASD offers a highly competitive compensation and benefits package, including a competitive salary, tuition waiver for dependent children, furnished housing or housing allowance, comprehensive international

medical insurance, annual airfare allowance, and a range of additional benefits. As an added advantage, Qatar currently imposes no personal income tax, allowing employees to maximize their earnings.

Application Process

Interested candidates should submit their application materials at [THIS](#) link. Applications should include:

- A one-page letter of interest outlining the candidate's qualifications and motivation for seeking the position.
- A current résumé or curriculum vitae not exceeding two pages.
- A statement of educational leadership philosophy not exceeding two pages.

Applications will be reviewed on a rolling basis until the position is filled.

The application deadline is July 31, 2026. Candidates are encouraged to submit their applications as early as possible, as the school reserves the right to begin the selection process and make an appointment before the closing date if an exceptional candidate is identified.

School Overview



The American School of Doha is rooted in five foundational structures, known as the ASD Pillars. The pillars define the essential transactional relationships, policies, practices, and systems we believe are essential for maintaining a safe, effective, and sustainable learning community. The pillars, in conjunction with ASD's guiding statements, serve as anchors for school decisions and actions. The five pillars are as follows:

1. Learning Structure

We will enhance the academic, intellectual, and personal development of learners through a comprehensively articulated curriculum, evidence-based instruction, and reflective practices that support learner growth and development.

2. Organizational Structure

We will develop and enhance governance, leadership, and management systems to promote transparent and accountable practices to best align with our school identity and achieve the Mission, Vision, and Values.

3. Health, Safety, & Security

We will employ effective policies, procedures and practices to foster an environment of physical and psychological safety ensuring the well-being of all learners.

4. Finances, Facilities & Resources

We will advance a strategic allocation of school resources that will build sustainability and support learners to reach their highest potential.

5. Ethical Practice

We will build and refine policies, procedures and practices that promote belonging for all learners by engaging voices and honoring dignity.

Our Students

Although over 50% of our students are North Americans (43% U.S. citizens & 11% Canadians), diversity is viewed as a strength of the school and is one of the experiences our students most often refer to when reflecting on their education at ASD.

The majority of our students attend colleges and universities in North America, and many of our Qatari students are opting to attend one of six prestigious American universities at Education City in Doha. Ninety-eight percent of our students continue their education after high school in North America, Qatar, and in more than 20 countries around the globe.



Our Faculty

The ASD faculty consists of approximately 240 teachers, primarily from North America. In recent years, the staff has become more diverse, with the addition of teachers from Australia, Colombia, Jordan, Lebanon, Morocco, New Zealand, South Africa, Türkiye, and further afield. Approximately 60% of the faculty hold advanced degrees.

The faculty is housed in a state-of-the-art, purpose-built residential compound with resort-like facilities, including swimming pool, tennis/padel/squash courts, sauna, fitness center, restaurant, and all the amenities needed to live comfortably. The school provides buses to and from the compound for faculty (and their children) as part of the compensation package.



**Alfardan Gardens
Residential
Compound**



Diversity, Equity, Inclusion, Social Justice

The American School of Doha community is committed to fostering a safe and inclusive school climate and learning environment while denouncing all forms of discrimination and inequality. ASD invites and values diversity and recognizes that each of us carries diversity in who we are, how we learn, what we believe, and countless other facets that make us each unique. ASD welcomes and celebrates all community members. We also acknowledge the impact of current and historical inequality and prejudice, and firmly believe that honoring dignity is non-negotiable and the most basic of rights, regardless of identity, including race, ethnicity, religion, color, culture, national origin, gender, age, ableness, or socioeconomic status.



The School Facility

The American School of Doha, with its contemporary glass design and geometric canopies, is a work of art in itself. The lush twenty-acre campus is one of the greenest and most enjoyable in all of Doha. The campus currently provides state-of-the-art facilities, including a new elementary library with a “maker space”, a new learner’s pool, an enclosed early childhood play courtyard, a greenhouse, two 25m swimming pools (one outdoor and one indoor), a full-sized soccer pitch, a smaller soccer field for elementary, the only baseball diamond in Qatar, a 400 meter track, an indoor climbing wall, a theater for 630 people, four elementary music rooms, seven purpose-built art rooms, three computer labs, two cafeterias, a middle/high school library, three presentation rooms, ten science labs, a central office complex, a drama room, two tennis courts, three covered playgrounds, and an extensive fitness center.



Our Greater Doha Community

Qatar is a leading center for the development and production of LNG (liquefied natural gas). The expatriate community has grown rapidly over the past several years due to numerous projects in Qatar's gas and oil industry. However, other initiatives by the Qatar government, especially in education, sports, and health services, have widened the pool of expatriates moving to Qatar. This, along with ancillary services in banking and construction, has made Qatar one of the great stories of the early 21st century.

In recent years, Qatar has undertaken a multitude of impressive construction projects, including a new skyline as large-scale buildings are erected. The Pei-designed Museum of Islamic Art on the corniche, a new airport, and the sporting facilities built for international competition are among the best in the world. In 2022, Qatar hosted the FIFA World Cup; the eyes of the world turned to Doha, where they marveled at the most successful tournament in football history. The country continues to invest heavily in infrastructure and cultural development to ensure its place on the world stage. Safe and modern, Doha is both an exciting and an easy place to live and work.

