

Avenor College is recruiting for **Science Teachers**

Start date: August 2018

Application deadline: February 28, 2018

ABOUT AVENOR COLLEGE

We are a non-profit school for students aged 2-19 school, founded in 2007 and celebrating our first decade of educating tomorrow's leaders today. We opened as a nursery school, and the first students entered the High School in 2015. Our first A-level class will graduate in 2019.

Our teaching staff is a mixture of Romanian and British.

It is the school's success that has allowed us to grow so rapidly. From modest beginnings, we have grown to 500 pupils from Kindergarten to lower sixth, and we expect our enrolment to exceed 650 by 2020.

As the school expands, we need to appoint enthusiastic and dynamic professionals to contribute to the teaching of Science throughout KS3-5 from August 2018. Applicants should be qualified science teachers and NQT's are welcome to apply. Our science department of six colleagues and two well equipped laboratories, offers great opportunities for development. We currently offer coordinated sciences to all at IGCSE but want to develop the separate sciences more extensively. We offer Cambridge A levels in Biology, Chemistry and Physics.

We would welcome applicants who will fulfil the following *Essential* Characteristics:

- Be near-native or native speakers of English;
- Be able to offer at least two of the sciences to IGCSE and one to A level with an international dimension;
- Be able to motivate and challenge able students by co-creating a stimulating learning experience;
- Be motivated to develop schemes and ensure that science is a central aspect of the whole school curricular and co-curricular experience;
- Inspire trust and confidence in students, parents and colleagues, with the ability to offer CPD to colleagues in your area of specialism;
- Promote the wider aspirations and values of Avenor College.

We value the following *Personal Characteristics* and would hope you might be able to demonstrate these:

- People oriented - building positive relationships; good team player and good team builder; excellent listener; fair and consistent;
- Positive outlook - in all respects a good role model who will lead by example;
- A high level of cultural sensitivity and the ability to treat all staff/students/parents equally regardless of nationality or background;
- Capacity for hard work; organized and prepared; a high degree of resilience;
- Healthy lifestyle;
- Interest and constant practice in their own personal development;
- Constant learner.

We offer:

- A Competitive salary and benefits package including: high quality 1 bedroom apartment; flights; medical insurance for employee and dependents; 80% tuition support will be provided for any successful applicant with school-aged children;
- The position will be offered on an initial two-year contract term with annual renewal thereafter;
- Maximum IGCSE classes sizes of 18, small motivated groups of A level students;
- Continuing professional development opportunities;
- Maximum contact time 80%, the remainder being Planning, Preparation and Assessment time;
- A wonderful well equipped friendly environment in which to work, with a motivated team of science specialists;
- A great team spirit.

THE SCIENCE DEPARTMENT

The current science department consists of six members of staff, as well as many primary and nursery teachers delivering science. The department has two very well equipped laboratories as well as a dedicated space in the Primary school for science.

We teach a broad and balanced curriculum in our primary school following the Romanian national curriculum, but supplemented by teaching of UK National curriculum science. In middle school we currently offer Cambridge lower secondary science curriculum, culminating in checkpoint examination, students then progress onto IGCSE in Double award coordinated or the separate sciences. Some students move onto A levels, and we are currently delivering these in Biology, Chemistry and Physics. All courses are Cambridge examined.

The department is forward thinking, plans are afoot to challenge students even more, by adopting a 'stage not age' concept, entering students when they are ready for summative assessments rather than delaying. We ultimately aim for a 3 year IGCSE course in separate sciences and 3 years for AS/A2. This is necessary because of the very short terms, as well as the schools commitment to providing a very rich and diverse educational experience for all our young people, which invariably means that time in the timetable is sometimes taken by challenging learning experiences outside the classroom (LOTIC).

The department is actively pursuing an AfL and AoL culture, students are expected to be active learners, and great critical thinkers, we want young people to see the examinations as experiences, hurdles that present challenge, but most importantly we believe that science is intrinsically fascinating, and we want our teachers to really 'inspire' the scientific education of tomorrows leaders.

As a teacher in our school, you would be expected to be able to motivate through differentiation all our students, as well as being a positive role model for our locally recruited staff. We would particularly welcome colleagues who are confident at mentoring students, coaching staff, providing CPD activities to their own direct colleagues or even at whole school level.

For more information about the school generally, please take a good look at the Avenor College website: <http://www.avenor.ro>

Application process:

- Please send your complete resume/CV, with a good-quality, recent head-and-shoulders photo to hr@avenor.ro;
- Include a covering letter explaining your strengths, your reasons for wanting to work at Avenor College (and live in Bucharest), and a short statement outlining your educational beliefs;
- Additionally ensure that your CV includes the names of at least three referees with their current phone numbers and email addresses.

Safeguarding:

Please be aware we take very seriously our duty of care towards all our students; as part of our safeguarding procedures we will undertake rigorous checks with referees, as well as requiring you to provide current police checks.

Timescale

- Closing date: February 28, 2018
- First-round interviews will be conducted via Skype
- Final interviews for shortlisted candidates will be held at Avenor College, Bucharest, in March 2018.