

## ***Avenor College is recruiting for Teachers of English***

**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 English throughout KS2-5 from August 2018. Applicants should be qualified English teachers and NQT's are welcome to apply. Our English department consists of nine members of staff, as well as many primary and nursery teachers delivering their subjects in English. The department has well equipped classrooms.

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

- Be near-native or native speakers of English;
- Be able to offer English 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 English 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 speciality;
- 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; organised and prepared; a high degree of resilience;
- Healthy lifestyle;
- Interest and constant practice for 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 English specialists;
- A great team spirit.

#### **THE ENGLISH DEPARTMENT**

We teach a broad and balanced curriculum in our primary school following the Cambridge Learning ladder.

In Nursery, the children experience full immersion and through the primary and middle school language acquisition programme we aim to have all students at B1/B2 level by the end of middle school. As a bilingual school we encourage CLIL in the expressive and performing arts, some science, PE and some humanities.

We teach English Literature at IGCSE and AS/A2 level, Media Studies at AS/A2, and Drama at IGCSE, all courses following the Cambridge International Examinations specifications. The department runs clubs delivered in English. Our department prepares students for exams endorsed by Cambridge English Language Assessment from YLE Starters in Primary up to First Certificate in English at the end of Middle School. We are also exploring IELTS in the sixth form.

Students then progress onto IGCSE Second language in year 9, and first language IGCSE in Year 10. We also offer English Literature to all our students in year 10.

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.

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 examinations as experiences,

hurdles that present challenge, but most importantly we believe that the English language is intrinsically fascinating.

We would like our teachers to really inspire the communicative education of tomorrow's leaders.

As a teacher in our school, you would be expected to be able to motivate all our students through differentiation, as well as being a positive role model for our locally recruited staff. We would particularly welcome colleagues who are confident in 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](mailto: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.