

STAFF PROFILE International School Delft

Staff appointed to **International School Delft** are well-qualified professionals committed to international education and to **International School Delft's** ethos and mission. All staff actively subscribe to the educational philosophy of **International School Delft** and its role in the local and wider community.

Teaching staff have sound academic qualifications in their area of expertise. **International School Delft** aims for a diversity of nationalities in its staff team and particularly seeks staff with a passion to commit themselves to the development of the school and to teamwork. All staff should demonstrate a commitment to the school as a learning and living community.

International School Delft will become a fully accredited International Baccalaureate World School, teaching all three programmes; the Primary Years Programme (PYP), the Middle Years Programme (MYP) and Diploma Programme (DP). A parallel post-16 pathway with IBCP will be considered in the future.

The following staff profile is specifically for teaching staff. It is understood that non-teaching staff should meet similar professional requirements.

Educational Philosophy

Teachers should

- be committed to the mission and vision of the school
- demonstrate an international approach
- subscribe to the International Baccalaureate IB learner profile
- be prepared to adapt teaching strategies to meet the different abilities, learning needs and cultural backgrounds of the students
- recognize their responsibility to reflect upon and adapt their teaching to support the students' performance
- demonstrate a commitment to personal and professional development
- recognize the importance of the mother tongue and identity as integral in the learning process

Skills

Teachers should

- be proven excellent classroom teachers
- have sound IT skills and a passion for embracing innovation
- have excellent inter-cultural communication skills
- have good time management and organizational skills
- be able to work in teams
- be capable of leading when necessary
- be adaptable, positive and pioneering; demonstrating resilience in a school start-up setting.

International School Delft values the following:

- international-mindedness
- prior experience of working in an international school

- experience in International Baccalaureate curriculum development
- a good track record in collaborative planning and working

Personal qualities

Teachers should have

- an empathy with and a willingness to care for children
- a sense of humour
- initiative
- an ability to take criticism and a willingness to act upon it
- an interest in contributing new ideas
- a willingness to learn, including the Dutch language
- reliable
- self-critical, committed to self-development and able to see the benefit of professional appraisal for personal growth

Qualifications

Teaching staff should have

- a teaching qualification that is or will be recognised by the Dutch authorities
- sound academic qualifications
- further qualifications and experience in training, coaching and presenting workshops are welcomed

Personal circumstances

International School Delft staff should have a desire to live in the Netherlands. Teaching staff should be energetic, and role models for fit and healthy lifestyles. Staff should show commitment to their role in the school as well as to after school hours.

Availability

International School Delft is looking for teachers wanting to make a full-time commitment to the school.

* Please note that teaching staff should be European passport or Dutch work permit holders

Delft, January 2019