

Teacher of English Language and Literature (full-time)

Are you passionate about teaching English Language & Literature and eager to make a real impact in an inspiring, international environment? Join our large, dedicated, and diverse team of educators committed to delivering exceptional learning experiences in both the IB MYP and DP/CP programmes.

Why join us and what you will do

- Work in a dynamic team of nearly 30 enthusiastic educators from over 10 nationalities, working collaboratively within one of our largest and most diverse departments.
- Deliver IB lessons using inquiry-based approaches and differentiation strategies to support a diverse student body.
- Shape future thinkers by encouraging students to engage deeply with literature and language, making meaningful connections to the real world.
- Teach across the IB MYP and DP programmes while contributing to curriculum development and engaging resources.
- Participate in interdisciplinary learning initiatives that help students understand the world through English.
- Grow your career through innovative professional development, including IB workshops and specific courses on concept-based inquiry and formative assessment.
- Maintain high standards of student behaviour and learning while monitoring, assessing, and reporting on progress.
- Act as a mentor, providing pastoral care and supporting the academic, social, and emotional well-being of students.
- Build strong, trusting relationships with students and communicate effectively with parents and the wider school community.
- Contribute to school-wide teaching and learning groups focusing on areas such as artificial intelligence, academic integrity, and technology integration.

Who are we looking for?

The ideal candidate aligns with the [ISH Community Profile](#) and thrives in a high-demand, inquiry-based learning environment.

Essential qualifications and experience

- Bachelor's or Master's degree in the relevant subject (or a related field).
- A fully recognised teaching qualification that meets [Dutch Education Authority \(DUO\)](#) standards, qualifying you to teach English Language and Literature across all year groups and levels of Secondary Education (ages 11-18).
- At least **3 years** experience teaching IB English Language and Literature in (international) secondary schools.
- Applicants who have the right to work in The Netherlands, independent of employment status.

Preferred

- Experience English Language and Literature across both DP and MYP and some experience of teaching English Language Acquisition.
- Experience as a student mentor.
- Recently completed IB DP Workshop (Category 2 or above).

We offer

- As with all teacher appointments in The Netherlands, this is a 12-month temporary appointment with a view to a permanent contract, if all the conditions are met.
- Based on the Dutch Collective Labor Agreement (CAO) for Secondary Education **Scale LB**: €3622 - €5520 pm (gross) for 1.0FTE - steps in the scale depend on relevant background and experience.
- The full-time position is based on 40 hours per week i.e 1.0 FTE.
- The appointed person will start on 1 August 2026.
- Work-life balance and generous school holiday periods in alignment with the [Rijksoverheid \(Dutch government\) schedule](#) for South Holland.
- Benefits such as 8% holiday allowance, 8.33% year-end bonus, ABP pension scheme, and travel expense contributions.
- Perks such as tax benefits for fitness memberships, bicycle purchases, and insurance discounts.

Procedure

- Interested candidates are invited to apply via **TES** by submitting a completed application/profile, motivation letter, and CV (**all in English**). Please note that **incomplete applications may not be considered**.
 - Please review our full [Person Specification](#) before applying to ensure your profile aligns with our specific requirements.
 - **Deadline for applications: Sunday, 24 May 2026**
 - **Interview schedule:** The selection panel will contact shortlisted candidates directly to arrange interviews according to the following schedule:
 - o Preliminary interviews: Week 22 (25-29 May 2026)
 - o Formal interviews: Week 23 (105 June 2026)
 - o **Please note:** While we aim to adhere to the indicated timeline, we are looking to fill this position as soon as possible. The school reserves the right to interview suitable applicants upon receipt of application and may appoint a successful candidate prior to the deadline. Early applications are therefore strongly encouraged.
 - **Contact:** Please direct any inquiries to our Secondary Recruitment Office via email at secondaryrecruitment@ishth Hague.nl.
 - **Note:** The school will be closed for May Break from 24th April until 11th May and all recruitment activities will be on hold during this time.
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