

Isamilo International School Mwanza (IISM)



Job Description and Person Specification

Class Teacher

Isamilo International School Mwanza (IISM)

Our School

Isamilo International School is the oldest international school in Mwanza and is held in high esteem by the local community. We offer an exceptional and well-balanced education to 450+ children from a broad spectrum of cultural backgrounds aged between 2 and 18 years including boarding students from across East Africa. We have a committed team of creative, resourceful and inspiring teachers and teaching assistants. Due to the nature of being a non-profit school, the staff and students alike are used to finding inspired resolutions to overcome the challenges this can bring. The school benefits from a close-knit community where teachers, students, parents and guardians all come together to guarantee a memorable and enjoyable experience.

The campus incorporates a sports field, netball and tennis courts as well as an outdoor 25 meter swimming pool. There is a great range of extra-curricular activities offered by our staff. Community service is a highly valued aspect of our school with staff and students giving their time voluntarily to supporting our Saturday School outreach programme as well as committing to work alongside and train local teachers. The academic calendar has three terms and runs from the end of August through to the end of June.



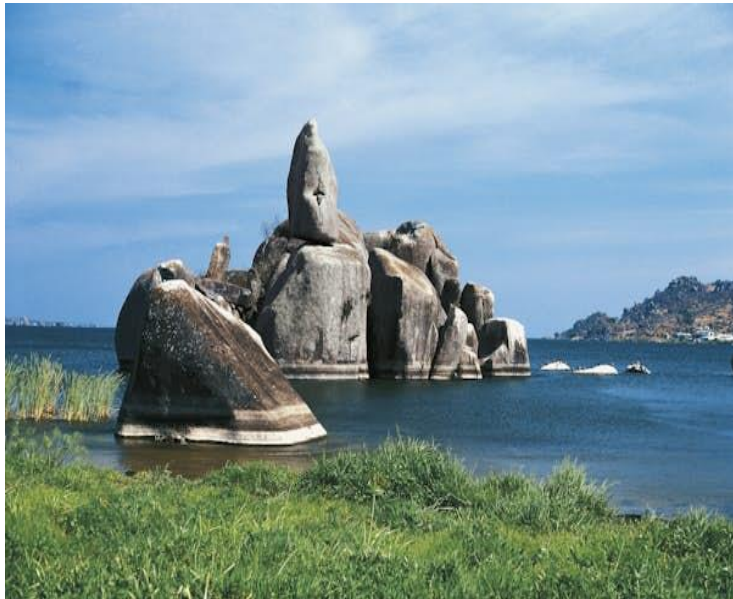
Isamilo International School Mwanza (IISM)

Mwanza - Tanzania

Tanzania's second-largest city, and the lake region's economic heart, Mwanza is set on Lake Victoria's shore, surrounded by hills strewn with enormous boulders. It is notable for its strong Indian influences, as well as for being a major industrial center and a busy port. Yet despite its rapidly rising skyline, Mwanza manages to retain a casual feel. In addition to being a stop on the way to Rubondo Island National Park, Mwanza is a great starting or finishing point for safaris through Ngorongoro and the Serengeti, ideally as a loop by adding in Lake Natron.

There are frequent ferries to neighbouring islands, including Rubondo and Ukerewe. It has a growing population of over 700,000 residents. As well as being in close proximity to the Serengeti, Mwanza is just a short flight away from Dar es Salaam, Mount Kilimanjaro and Zanzibar. Mwanza boasts breath-taking views of Lake Victoria, the famous rock formations and local wildlife (being on the edge of the Serengeti National Park).

Mwanza's climate is predominately tropical. Tanzania has two rainy seasons; the long rains from late March to June and the short rains from November to January. The long rains fall in heavy downpours, often accompanied by violent storms, but the short rains tend to be much less severe. The hottest time of the year is from December to March, before the long rains begin. The coolest months are June, July and August, when the weather is often overcast. In high altitude areas such as Kilimanjaro and the Ngorongoro Highlands, temperatures can fall below freezing.



Isamilo International School Mwanza (IISM)

The Role

We are looking to appoint a dedicated and hard-working Early Years teacher. We follow the EYFS statutory framework. This role would represent an excellent opportunity for teachers who are looking to work in Tanzania and wish to live in and explore an exciting part of the country.

We provide the Cambridge Curriculum to both expatriate and local Tanzanian children, giving students of all backgrounds the opportunity to develop life-long knowledge, experience and skills that will equip them to succeed later in life.

Please see the person specification and job description for further information.

Safeguarding

Isamilo International School Mwanza (IISM) is committed to equal opportunities, safeguarding, and promoting the welfare of children and expect all staff and volunteers to share this commitment. IISM is committed to safeguarding and promoting the welfare of children. All applicants must be willing to undergo recruitment screening processes including an interview, references from past employers, and a Criminal Background check from all countries of adult residence. Please note that the school will also carry out an online search, inclusive of social media, for shortlisted candidates.

We require applicants to declare all convictions, cautions and bind-overs, including those regarded as 'spent'. All information provided will be treated as confidential. All applicants, (regardless of position) are requested to read IISM's safeguarding policy, available on the school website, of our commitment to safeguarding children.

The IISM Model

Isamilo International School Mwanza (IISM)

IISM is a Christian, not for profit, school.

Sitting at the center of the local community, the city of Mwanza and the wider region, the school is integral to the voluntary sector in the region with its direct support of organisations. Not only is this through the educational development of staff and learners, it is also through the financial and strategic support provided to a range of charitable organisations.



Figure 1: Organisations Supported by IISM and the Church



Benefits

In comparison to other international schools, staff receive a lower salary. This allows us to support the

Isamilo International School Mwanza (IISM)

organisations above, alongside the local community. We do offer the following:

- Flights provided at the start and end of contract to your country of origin
- Furnished, secure accommodation close to school
- Visa and residency
- Medical insurance for the successful candidate and up to two dependents
- Opportunities to join day and residential school trips for boarders and a range of year groups across Africa
- Free school places for up to two dependents
- Generous holidays to travel home and/or beyond
- A strong, supportive expatriate community providing a 'home away from home'
- Professional development and guidance given

Our school is an ideal workplace to gain experience of living and working in Africa. Our salaries and benefits are in line with those of other international schools in East Africa. The cost of living is lower in Mwanza than other comparable sized cities. If you are looking to earn a large salary then we are not the place for you. If you are looking for a fantastic experience, along with the chance to live comfortably and explore this vast and unique part of the world then we look forward to hearing from you.



Job Description

Post:

Class Teacher

Isamilo International School Mwanza (IISM)

Reports to:	Line Manager
Liaising with:	Head of School, Senior Leadership Team, Staff, Learners, Parents / Carers, External agencies / professionals
	Main Purpose:
	Carry out the professional duties of a teacher as circumstances may require and in accordance with the schools' policies and ethos under the direction of the Head of School.
	Key Functions:
	<p>Take responsibility for the progress and learning of children determined on an annual basis by the Head of School and in accordance with the duties listed in this document.</p> <p>The postholder will be expected to undertake duties in line with the professional standards for qualified teachers.</p> <p>Teach learners, and ensure that planning, preparation, recording, assessment and reporting meet their varying needs.</p> <p>Maintain the positive ethos and core values of the school, both internally and within the wider community.</p>
	The main responsibilities of the post
	<ol style="list-style-type: none"> 1. Set high expectations with inspire, motivate and challenge learners <ul style="list-style-type: none"> - Establish a safe and stimulating environment for learners, rooted in mutual respect - Set goals that stretch and challenge learners of all backgrounds, abilities and dispositions - Demonstrate consistently the positive attitudes, values and behaviour which are expected of learners. 2. Promote good progress and outcomes by learners <ul style="list-style-type: none"> - Be accountable for learners' attainment, progress and outcomes - Be aware of learner's capabilities and their prior knowledge, and plan teaching to build on these - Guide learners to reflect on the progress they have made and their emerging needs - Demonstrate knowledge and understanding of how learners learn and how this impacts on teaching - Encourage learners to take a responsible and conscientious attitude to their own work and study. 3. Demonstrate good subject and curriculum knowledge <ul style="list-style-type: none"> - Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain learners' interest in the subject, and address misunderstandings - Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship - Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

Isamilo International School Mwanza (IISM)

	<ul style="list-style-type: none">- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies. <p>4. Plan and teach well structured lessons</p> <ul style="list-style-type: none">- Impart knowledge and develop understanding through effective use of lesson time- Promote a love of learning and children’s intellectual curiosity- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding learners have acquired- Reflect systematically on the effectiveness of lessons and approaches to teaching- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s). <p>5. Adapt teaching to respond to the strength and needs of the learners</p> <ul style="list-style-type: none">- Know when and how to differentiate appropriately, using approaches which enable learners to be taught effectively- Have a secure understanding of how a range of factors can inhibit learners’ ability to learn, and how best to overcome these- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support learners’ education at different stages of development- Have a clear understanding of the needs of all learners, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them. <p>6. Make accurate and productive use of assessment</p> <ul style="list-style-type: none">- Know when and how to differentiate appropriately, using approaches which enable learners to be taught effectively.- Have a secure understanding of how a range of factors can inhibit learners’ ability to learn, and how best to overcome these- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support learners’ education at different stages of development- Have a clear understanding of the needs of all learners, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them. <p>7. Manage behaviour effectively to ensure a good and safe learning environment</p> <ul style="list-style-type: none">- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school’s behaviour policy- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly- Manage classes effectively, using approaches which are appropriate to learners needs in order to involve and motivate them
--	--

Isamilo International School Mwanza (IISM)

	<ul style="list-style-type: none"> - Maintain good relationships with learners, exercise appropriate authority, and act decisively when necessary. <p>8. Fulfill wider professional responsibilities</p> <ul style="list-style-type: none"> - Make a positive contribution to the wider life and ethos of the school - Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support - Deploy support staff effectively - Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues - Communicate effectively with parents with regard to learners' achievements and well-being.
Personal and Professional Conduct	
	<p>A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.</p> <ul style="list-style-type: none"> - Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by: <ul style="list-style-type: none"> o Treating learners with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position o Having regard for the need to safeguard learners' well-being, in accordance with statutory provisions o showing tolerance of and respect for the rights of others o Not undermining fundamental values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs o Ensuring that personal beliefs are not expressed in ways which exploit learners' vulnerability or might lead them to break the law. <p>Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.</p> <p>Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.</p>

Isamilo International School Mwanza (IISM)

Person Specification

Position: Classroom Teacher

Isamilo International School Mwanza (IISM) is dedicated to appointing the best possible candidate for this position.

The successful candidate will have the ability to motivate and inspire those that they work with, break through the barriers of expectations and harness all opportunities to create a climate of success and achievement for all.

Teachers at IISM will want to make a difference. They will be ready for a challenge and will bring a wealth of innovative and outstanding ideas to engage all stakeholders. Our teachers will be approachable and consistent; they will give and earn respect from our learners, staff, parents and carers.

	Essential	Desirable	Evidenced in
Education and Qualifications			
Appropriate Degree	✓		Application
Appropriate Master's Degree		✓	Application
Qualified Teacher Status		✓	Application Interview References
Evidence of continuous professional development	✓		Application
Experience			
Proven ability as an excellent Classroom Teacher	✓		Application Interview References
Knowledge and Skills			
Professional knowledge of what constitutes high quality and standards in teaching and learning	✓		Application Interview References
Professional understanding of inclusion and strategies for engaging all learners	✓		Application Interview References
Professional understanding of safeguarding within a school setting	✓		Application Interview
Ability to write reports, keep accurate records and communicate effectively	✓		Application Interview References

Isamilo International School Mwanza (IISM)

Knowledge and Skills			
Effective organisational skills	✓		Application Interview References
Ability to work well with a range of audiences, including parents/carers and other professionals	✓		Application Interview References
Ability to use a positive approach to promote learning and excellent behaviour	✓		Application Interview
Confident and competent in the use of ICT	✓		Application Interview References
Ability to lead and manage a team		✓	Application Interview References
Understanding of curriculum and assessment of learner progress	✓		Application Interview References
Understanding of cross-curricular teaching	✓		Application Interview References
Understand procedures and legislation relating to confidentiality	✓		Application Interview
Personal Attributes			
Resilience, the ability to work under pressure and be able to meet deadlines	✓		Application Interview References
Proven ability to prioritise workloads	✓		Application Interview References
Ability to work effectively and supportively within the academy team	✓		Application Interview References
Excellent communication and organisational skills (including written and oral skills)	✓		Application Interview References
A commitment to safeguarding and promoting the welfare of children and young people	✓		Application Interview References
Ability to work creatively and collaboratively	✓		Application Interview References
Demonstrably professional, honest and loyal	✓		Application Interview References
Ability to make and justify difficult decisions	✓		Application Interview

Isamilo International School Mwanza (IISM)

Personal Attributes			
Commitment to our pupils and their learning, wellbeing and safety	✓		Application Interview
Committed to equality	✓		Application Interview
Ability to establish rapport and respectful and trusting relationships with children, their families, carers and other adults	✓		Application Interview References
Able to build and maintain successful and purposeful relationships	✓		Application Interview
Passionate about teaching and learning	✓		Application Interview
Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	✓		Application Interview
Willingness to be involved in the wider life of the school	✓		Application Interview
Bring personal interests and enthusiasms to the school community	✓		Application Interview