

Inclusion Teacher (SEN Teacher)

Job Description

Type: Permanent

Department: Academic

Line Manager: Head of Inclusion

Job Description

Job Purpose

The Inclusion Teacher plays a key role in supporting the Head of Inclusion and Inclusion Coordinator to deliver high-quality, legally compliant provision for students with Special Educational Needs and Disabilities (SEND), in alignment with Qatar MoEHE requirements and international best practices.

The Inclusion Teacher leads teaching and learning within a dedicated Inclusion classroom, delivering an adapted curriculum and implementing Individual Education Plans (IEPs) to ensure students with additional needs experience academic, social, and emotional growth. The role forms part of a multidisciplinary Inclusion team supporting Tier 1, Tier 2, and Tier 3 students across the school.

The Inclusion Teacher fosters a safe, supportive, and inclusive environment in which every learner feels valued, understood, and empowered to achieve their full potential.

Key Duties and Areas of Responsibility

1. Learning, Teaching, and Classroom Practice

- Lead a dedicated Inclusion classroom, delivering high-quality, adapted teaching for students with additional learning needs.
 - Tailor instruction, materials, and activities to meet diverse learning profiles and developmental needs.
 - Use a range of evidence-based, SEN-appropriate teaching strategies that promote engagement, independence, communication, and social development.
 - Create a safe, structured, and supportive learning environment built on positive relationships and clear routines.
 - Work collaboratively with subject teachers and support staff to ensure inclusive practice across all learning environments.
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2. Assessment and Monitoring of Progress



- Assess, monitor, and document student progress using appropriate SEN assessment tools, observational notes, and formative/summative measures.
 - Maintain accurate and up-to-date records of progress, behaviour data, interventions, and student needs.
 - Use data to inform teaching, adjust strategies, and set targets that promote meaningful progress.
 - Provide regular updates to the Inclusion Coordinator and participate in data review meetings.
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3. IEP Development and Implementation

- Contribute to the development, review, and refinement of Individual Education Plans (IEPs) in collaboration with the Inclusion Coordinator, teachers, parents, and specialists.
 - Implement IEPs effectively within the classroom, ensuring goals are embedded in daily learning.
 - Conduct scheduled IEP reviews, evaluate progress, and adjust goals, accommodations, and support strategies as needed.
 - Ensure all stakeholders — teachers, parents, therapists — understand their roles in IEP implementation.
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4. Curriculum Adaptation and Access

- Adapt curriculum content, learning activities, and assessments to ensure accessibility for students with diverse needs.
 - Modify teaching approaches to support varying cognitive, physical, emotional, and language needs.
 - Collaborate with classroom and subject teachers to promote inclusive planning and ensure alignment with whole-school expectations.
 - Ensure all students are able to engage meaningfully in a broad and balanced curriculum.
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5. Collaboration with Therapists and Specialists



- Work closely with the school's multidisciplinary team, including Speech and Language Therapists (SLTs), Occupational Therapists (OTs), Behaviour Specialists, and Learning Support Assistants.
 - Participate in case meetings, share observations, and contribute to intervention plans.
 - Ensure therapeutic recommendations are embedded into classroom routines and learning activities.
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6. Inclusion, Advocacy, and School Culture

- Promote a culture of inclusion, empathy, and respect within the classroom and across the school.
 - Advocate for the needs of students with SEND and ensure their voices and preferences are considered.
 - Support students' participation in whole-school events, activities, and social opportunities.
 - Model and promote positive attitudes toward diversity and inclusion throughout the school community.
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7. Professional Development and Reflective Practice

- Engage in ongoing professional learning related to SEN, therapeutic approaches, behaviour support, and inclusive teaching strategies.
 - Participate in training, workshops, and coaching through ISP's Learning Hub and internal programs.
 - Reflect on teaching practices, seek feedback, and demonstrate a commitment to continuous improvement.
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8. Behaviour Guidance and Well-being

- Implement behaviour management strategies aligned with the Inclusion Department's behaviour policy.
- Maintain high expectations for behaviour while using supportive, developmentally appropriate methods.
- Build student confidence, emotional regulation, and social skills through daily interactions.



- Maintain strong, positive relationships with students and act decisively when behaviour concerns arise.
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Position Requirements

Education

- Bachelor's Degree in Special Education, Education, Psychology, or a related field.
- SEN-specific training or certification preferred.
- Teaching qualification recognized by Qatar MoEHE.
- Training in Child Protection and Safeguarding (or willingness to complete upon employment).

Experience

- Minimum 3 years of experience working with students with SEND in a school setting.
- Experience in managing an adapted or small-group learning environment preferred.
- International school or multicultural setting experience is an advantage.

Skills and Competencies

- Strong understanding of SEN pedagogies, intervention strategies, and developmental needs.
 - Ability to differentiate learning effectively and adapt curriculum materials.
 - Excellent communication and collaboration skills.
 - Ability to build trust and rapport with students, families, and colleagues.
 - Strong organizational skills and ability to maintain detailed documentation.
 - Competence in using digital tools and assistive technologies.
 - High level of professionalism, empathy, patience, and emotional intelligence.
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Attributes

- Passionate advocate for inclusive education.
- Calm, nurturing, and patient approach to supporting diverse learners.
- Internationally minded and culturally sensitive.
- Flexible, reflective, and able to adapt to changing needs.



- Committed to continuous improvement and team collaboration.

Approvals	
Line Manager:	Principal:
Employee:	HR:

The Hamilton International School

The Hamilton International School, located in Doha, Qatar, is a leading international school that has quickly established a reputation for excellence since opening in 2019. Guided by our vision of "Igniting Passion, Purpose, and Potential," we offer a dynamic, inclusive, and learner-centered environment where educators and students thrive. Fully accredited by NEASC and QNSA and offering the IB Diploma Programme, Hamilton provides a world-class education supported by exceptional facilities and a diverse community representing over 80 nationalities.

As a member of the International Schools Partnership (ISP), a global network of over 115 schools, our staff benefit from extensive professional growth opportunities, collaboration, and shared best practices across continents. With personalized pathways, robust academic and extracurricular programs, and a deep commitment to well-being, inclusion, and safeguarding, Hamilton empowers every learner to achieve their fullest potential in a supportive and innovative school community.

The International Schools Partnership

The International Schools Partnership (ISP) is a growing group of committed colleagues in financially responsible schools around the world, all of which aim to be the school of choice in their local area. Learning is at the heart of everything we do for our students, colleagues and parents. We are committed to getting better, all the time.

ISP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All post holders are subject to appropriate vetting procedures, including an online due diligence search, references and satisfactory Criminal Background Checks or equivalent covering the previous 10 years' employment history.

ISP Commitment to Diversity, Equity, Inclusion, and Belonging

ISP is committed to strengthening our inclusive culture by identifying, hiring, developing, and retaining high-performing teammates regardless of gender, age, disability status, neurodivergence, socio-economic background or other demographic characteristics. Candidates who share our vision and principles and are interested in contributing to the success of ISP through this role are strongly encouraged to apply.