

### Teacher of English Language and Literature, with possibility of IB MYP SC role (full-time)

**The International School of The Hague** is a highly successful, innovative and dynamic school located in a state-of-the-art building in an area of natural beauty in the city of The Hague in The Netherlands. The school is made up of a Primary School and a Secondary school, each receiving government funding as well as private fees as Dutch International Schools. The two schools work together as one school with a shared vision and mission as part of the *Rijnlands Lyceum* foundation. The whole school currently has around 2000 students (1300 in Secondary) with over 100 nationalities taught by teachers from around the world.

At ISH we **inspire personal excellence** by encouraging our students to be **curious, connected and compassionate**. We use student-led inquiry to develop **curiosity** in authentic and challenging contexts. Students learn to apply their knowledge and skills to deepen conceptual, disciplinary and interdisciplinary understanding by making effective **connections** with other people and their ideas. Our students learn how to become **compassionate** and proactive global citizens through collaborative projects both in, and beyond, the classroom.

Teachers at ISH achieve these high standards by recognising that, like their students, they are lifelong learners who must continually reflect upon their own professional practice, as well as striving to be excellent role models for the ISH Community Profile.

Currently, we have a vacancy at ISH Secondary School:

## Teacher of English Language and Literature, with possibility of IB MYP SC role (full-time)

*Start date: 1 August 2025*

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. For the right candidate, there could also be the opportunity to take on the role of IB MYP Subject Coordinator.

### Why join us?

**Be Part of a Supportive Team** – Work alongside nearly 30 enthusiastic educators who share your passion for English. Our team includes both **English Language & Literature teachers** (for native and high-fluent speakers) and **English Language Acquisition teachers** (supporting students with English as an additional language). With colleagues from over 10 nationalities, we bring a wealth of experience and perspectives to our teaching. We are a dynamic, collaborative team that thrives on the challenges of educating the diverse student body at ISH.

**Shape Future Thinkers** – Our **concept-driven, inquiry-based approach** encourages students to engage deeply with literature and language, making meaningful connections to the real world. We empower students to navigate and analyze the often overwhelming amount of discourse around them, teaching them to communicate their ideas with clarity, fluency, and empathy.

**Broaden Your Teaching Experience** – Depending on your background and expertise, you'll have the opportunity to teach across the **IB MYP and DP programmes**, contribute to curriculum development, and collaborate on creating engaging resources and assessments. Many of our English teachers take on additional **pastoral and academic roles** within the school, such as Year Leaders or Coordinators of core areas within the IB curriculum, supporting student experience and the shaping of school policies.

**Encourage Interdisciplinary Learning** – Work in an environment that values cross-subject connections and real-world applications. The MYP global contexts and the DP global issues are a key element of all our units, enabling students to understand the world through English. Every year, there are MYP Interdisciplinary Units which all students are involved in and which truly enhance the connections across subjects.

**Develop Your Career** – Grow within an IB-focused school that supports innovative teaching and professional development. There is the opportunity to participate in IB workshops, according to the teacher's needs, together with professional development specific to ISH, such as workshops on Embedding Formative Assessment and courses on Concept Based Inquiry. There are a range of teaching and learning groups within the school that teachers can participate in, to strengthen both their own learning and to have a voice in the school's education policies - for example, focusing on how we manage Artificial Intelligence, how we deal with Academic Integrity, and how we can incorporate the ISTE standards to increase more effective use of technology within the classroom.

## Candidate Profile

The ideal candidate will be:

- Internationally-minded
- Innovative, committed to learning and up-to-date with current research
- An inspiring, challenging and empowering teacher to our students
- An excellent team player both within the department and across the school, willing to work collaboratively and support the ongoing development of the English department and the whole school.
- Proactive and a strong commitment to mentoring and supporting students as a form tutor, advisor and role model, while actively contributing to the wider school community.
- Flexible and have the desire to be a part of a dynamic school community.
- Willing to be involved in extracurricular activities.
- A role model for the [ISH Community Profile](#)

We are a forward thinking school and therefore we invest in potential future leaders as well as excellent teachers. We expect our teachers to be skilled in using digital tools for teaching (example: MacBook Air, Touch Screen boards and iPads). The chosen candidate will be a reflective practitioner and embrace opportunities for Continuous Professional Learning.

We invest in future leaders as well as excellent teachers. If you're a reflective educator eager for continuous professional learning, we'd love to hear from you!

## Qualifications and experience:

### Essential

Please know that in order to work for us, you must be a fully qualified teacher in accordance with the standards required by the [Dutch Education Authorities \(DUO\)](#):

- A **Bachelor's or Master's degree in English Language & Literature** (or a related field)
- An **official teaching qualification for English Language & Literature**
- At least **2 years** secondary school English teaching experience

### Preferred

- Experience in teaching IB MYP and DP/CP is advantageous
- Attendance at relevant IB workshops
- Applicants who have the right to work in The Netherlands, independent of employment status

## We offer

- As with all teacher appointments in The Netherlands, this is a temporary appointment for one year, with a view to a permanent contract if all the conditions are met. The position is based on the Dutch Collective Labor Agreement (CAO) for Secondary Education.
- **Teacher salary scale LB:** €3463 - €5277 pm (gross) or **Teacher & Subject Coordinator salary scale LC:** €3484 - €6149 pm (gross) for 1.0FTE - steps in the scales depend on relevant background and experience.
- The position is based on 40 hours per week i.e full-time [1.0FTE].
- Other benefits include the 8% holiday allowance, a year-end bonus of 8.33%, an extra year-end bonus for educational support staff, a contribution towards travel expenses and the ABP pension scheme.
- In addition, staff are given a number of options for tax benefits regarding trade union dues, the costs of sports (fitness) membership fees, the purchase of a bicycle (for commuting purposes) and a travel allowance (cafeteria scheme). In addition, Rijnlands staff receive discounts on various insurance Policies.
- Living in the Netherlands offers the advantage of a society with a high degree of English fluency, excellent services, safety, and social security. However, becoming part of this community also means embracing its way of life and navigating it largely independently, with some help from the school. At ISH, we value individuals who are curious about Dutch society and willing to connect with it. This is an opportunity to make an informed choice to immerse yourself in a vibrant and well-connected culture.

## Start Date

- The appointed person will start on 1 August 2025.

## Procedure

- You are invited to express your interest by following the link via [TES](#) and submitting your application form, motivation letter and CV (**all in English**) - incomplete applications may not be considered.
- Please visit our [school website](#) for more information on our application process, reference requirements, child safeguarding, Recruitment Package, FAQs etc.
- Deadline for Applications: **Monday, 5 May 2025**. Short listed candidates will be interviewed **as soon as possible**. Please note that the school reserves the right to interview suitable applicants early and appoint a successful candidate prior to the deadline. In case of equal suitability, internal candidates are preferred.

- A full description of the role is available in the "[Teacher Roles and Responsibilities](#)" and "[Subject Coordinator Roles and Responsibilities](#)" documents.
- If you have any questions, please don't hesitate to contact the ISH Secondary Recruitment Office, on [secondaryrecruitment@ishthehague.nl](mailto:secondaryrecruitment@ishthehague.nl) before the deadline.
- Kindly be advised that ISH will be closed for the May break from 18 April to 5 May 2025 and all recruitment will be on hold during this time.

## Requirements to Work with Us

To meet the standards of the [Dutch Education Authorities \(DUO\)](#), you must be a fully qualified teacher. The following qualifications are required:

**1. Academic Background:**

- a. A Bachelor's or Master's degree in **English Language & Literature** (or a related field)

**2. Teaching Qualification:**

- a. A Bachelor's or Master's degree in Education; or  
b. A Postgraduate Diploma or Certificate in Education (PGCE)

**3. Your teaching qualification must:**

- a. Qualify you to teach **English Language & Literature** across all year groups and levels in Secondary Education.  
b. Be officially recognised either in your home country, or in the country where it was obtained (this is essential for DUO)

**4. For UK Applicants:**

- a. If you hold a PGCE, you must also have:  
b. Qualified Teacher Status (QTS)  
c. Successfully completed the Newly Qualified Teacher (NQT) induction year

## Safeguarding

The International School of the Hague is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safer recruitment practices which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. All appointments are subject to an interview, identity checks, criminal record checks, and successful references.

To this end, the leadership team is required to conduct an oral reference check by directly contacting the current or previous employer.

Furthermore, those who are appointed at The International School of The Hague are required to obtain a Certificate of Good Conduct (in Dutch: VOG). Appointment with The Rijnlands Lyceum Foundation takes place on condition that the successful candidate obtains a VOG. Needless to say, Rijnlands will reimburse all costs in relation thereto.

## Additional details

Please visit our school website for more specific information about our school and our mission, vision and values: [www.ishthehague.nl](http://www.ishthehague.nl)

The Rijnlands Lyceum Recruitment Code is applicable and can be obtained via the above email address or the [website](#).

*Please refrain from placing this advert on recruiting websites without our permission or using it for acquisition purposes.*

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