



Head of Secondary Geography

for 15th August 2024

Closing date for applications: Friday 23rd February at Midday (Swiss time)

Candidates must have the right to work in Switzerland - an existing work permit or an EU passport.



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Welcome from the Head, Matt Williams

Thank you for your interest in Geneva English School. GES is a thriving, academically successful all through school situated just outside of Geneva. We have two campuses - one in Genthod and one in Versoix and offer wonderful students and a warm and welcoming international community. Our school teaches the British National Curriculum from age 3 through to 18 and all our teaching staff are trained in the UK and have significant experience in their areas of expertise from EYFS through to A levels. We are passionate about high quality teaching and learning and want all of our staff to strive for excellence in what they do, it is what our students and families deserve and expect.

We are known locally for the high quality education that we provide and the fact that our students are polite, articulate and wonderful young people. Parents chose us not only for the excellent quality of education their children receive but because of the strong pastoral care and the fact that our small size allows us to know each child individually. Our primary school has been open for over 60 years and our secondary school for just eight. We are regularly inspected by ISI (the only school in Switzerland to do this) and are Outstanding in all areas, are members of COBIS and IAPS and follow British safeguarding procedures. Our first set of GCSE results placed us in the top 10% of UK Independent schools and the average grade achieved was a 7. Our A level grades were equally impressive with 48% of grades at an A or A*.

I joined as Headteacher in August 2020 after leading an outstanding inner-London Academy and have loved every minute of my role. I have found the GES community to be welcoming and friendly, the students to be hard working, polite and full of life and Switzerland a wonderful place to live. My aim, and that of the board, is to ensure that we offer a truly world class education to our young people. We want to ensure that they are academically successful, happy and are able to learn in the environment around them. We want them to attend the best universities in the world and be happy, confident and resilient as they forge a path for themselves across the world.

As a teacher you will find GES to be similar in structure and pattern to a UK school. We have INSET days, there is regular quality assurance from the leadership team and there is an active clubs and activities programme, run by our staff for students. However, staff that have recently joined us from the UK and other international schools say that whilst they work hard, the pressures are less than other schools and that they are able to teach and focus on the quality of their instruction rather than worrying about inspections or behaviour. Add this to the very high quality of life and glorious environment and you can see why staff stay at GES for a long time and are sad to leave when they do.

Switzerland brings an abundance of opportunities, from day trips to glaciers to visits to the UN, there really are endless opportunities for geography to thrive. We want someone that is passionate about geography and fosters this in the students. You should have at least 5 years teaching experience, and have taught GCSE and A level geography with impressive results. You should also have experience of teaching a wide variety of students from Key Stage 3 to Key Stage 5.

We welcome applications from experienced international teachers with significant experience of the UK curriculum. We are unable to get visas for staff that do not have an EU passport or already have the right to work in Switzerland. Please do not apply as you will not be shortlisted.



In your application letter please outline the impact that you have had on the academic outcomes of the children you have taught and how you intend to instil a love of geography to the students of GES

We require the successful candidate to start on 15th August 2024.

Matt Williams
Head



About Geneva English School

Geneva English School (GES) is an international, British curriculum, not-for-profit school, based just outside central Geneva. Since its foundation in 1961, the school has maintained its very strong sense of community and we are proud of the high-quality, holistic and innovative education we provide to our pupils.

GES is a member of [COBIS](#), [IAPS](#), [AGBIS](#), [SGIS](#) and [AGEP](#) and was rated "[excellent](#)" in every area of [our provision](#) by the [Independent Schools Inspectorate](#) – the highest possible rating. Our broad and enriching educational programme has its foundations in the UK national curriculum, but is continuously enhanced and adapted so it is relevant and applicable to our international community and ensures we take advantage of our beautiful, local surroundings.

The nursery and primary school are housed in an elegant, mid-nineteenth century building in Genthod by Lake Geneva. The campus includes five acres of outside space, an indoor gym, library, 22 classrooms and spacious, specialist classrooms for art, music and drama.



In 2016, GES embarked on an exciting new phase of its development with the opening of a secondary school in an architect-designed, state-of-the-art facility in Versoix (three kilometres from the primary site). The Secondary has been growing organically, with the addition of one year-group every year. In August 2021 we opened our A level provision, and now offer Early Years to A level teaching.

We follow the English National Curriculum throughout the Primary and Secondary, providing teaching that inspires the pupils to be life-long learners and ensure every child reaches, or exceeds, their potential.

Pay and Benefits

The salary for this role will be gross between 90'000 CHF and 100'000 CHF, depending on experience, and will be shared with shortlisted candidates.

All permanent full time members of the teaching staff pay only $\frac{1}{3}$ of the tuition fees for their children. They also get free use of our After School Care until 18:00 each day during the week and free lunches.

GES has published pay bands and follows a UK based performance management and pay progression system which will be shared in more detail with shortlisted candidates.



Role

Geography at GES is a thriving and successful department that aims to both reflect and take students beyond our international and diverse community. Our KS3 curriculum has a broad scope and aims to provide students with a grounding in geography.

Our Geography curriculum follows the UK National Curriculum, whilst reflecting the international setting of the School through the study of local Swiss Geography. The aims of the course are: to develop an understanding of human and physical processes and the interconnections between them; to encourage and deepen questioning skills by incorporating natural, social, economic and political elements; to encourage data literacy skills by gathering and analysing information using a range of sources; and to develop decision making skills and the ability to communicate findings and justify opinions.

We begin Key Stage 3 with a 'big picture' framework of what Geography encompasses. This acts as a starting point for future learning and aims to provide pupils with a framework for the development of knowledge and questioning skills. Each year of study covers a balanced range of human and physical topics with enquiry questions such as *How can we live sustainably?* or *Do richer people suffer less from natural hazards?* Within this programme, pupils undertake an annual fieldwork project in the local environment.

Since we value cross-curricular learning, where possible we plan in collaboration with other departments, encouraging our pupils to join up their thinking and see the connections between subjects.

Geography remains a compulsory subject in Key Stage 4. In line with our focus on engaging pupils through the study of local Geography and encouraging global learning, the pupils study the Pearson Edexcel International GCSE. This qualification enables pupils to explore the world, the challenges it faces, and their own place within it.

Geography is a popular A level subject choice at Key Stage 5, with students progressing to study Geography, Economics and Land Economy at university. We currently teach the AQA 7037 Geography specification, incorporating a fieldwork residential to Barcelona as part of the NEA A level requirement.



Job Description

We are looking for an enthusiastic and well-qualified teacher to lead the teaching and development of Geography in our secondary school.

RESPONSIBLE TO

- Leadership team

KEY TASKS AND RESPONSIBILITIES

- Lead, motivate and inspire others, generating an enthusiasm for Geography amongst pupils and colleagues.
- Monitor and evaluate the effectiveness of learning and teaching in the subject, supporting and advising colleagues and sharing good practice.
- Work closely with the Head of Primary Humanities, planning for continuity and progression throughout the School.
- Work with other heads of department and with colleagues across the School, collaborating, sharing ideas and ensuring connectivity across the curriculum.
- Set out an annual action plan which:
 - o contributes to whole school objectives;
 - o is based on evidence and evaluation;
 - o identifies realistic targets for improvement and development.
- Submit an annual budget bid that is informed by this improvement plan and manage the budget, keeping within designated limits of spending.
- Keep abreast of developments in Geography education, continuously looking to strengthen your own knowledge, understanding and expertise.
- Attend relevant in-service training, and organise and lead training for others as appropriate.
- Seek to develop external links to enrich the education that we provide.
- Represent the School at relevant local, national or international meetings.
- Ensure that staff and pupils work in a safe manner in accordance with relevant risk assessments and with the School's policy on Health and Safety.
- Teach the lessons assigned to you, planning appropriately to meet the needs of all pupils, making effective use of resources, and securing the best possible standards of learning and achievement.
- Maintain good order and discipline amongst pupils, in accordance with the School's behaviour policy, and have due regard for their welfare, health and safety.
- Maintain a productive learning environment by employing good classroom techniques, resources and management skills.
- Follow guidelines for assessment as set out by the School and keep appropriate records.
- Establish professional and effective communication with parents, reporting to them formally and informally on the development, progress and attainment of pupils.
- Liaise with the Deputy Head and with Tutors about any pupils with specific learning needs or giving rise to learning or pastoral concerns.
- Contribute to the creation of a stimulating learning environment around the School.
- Show an active commitment to the wider life of the School, including extra-curricular activities and events.



- Show commitment to your own professional development and take an active interest in educational debate and development.
- Carry out administrative and supervisory duties efficiently and conscientiously.
- Supervise and, so far as is practicable, teach any pupils who are assigned to you by the teacher in charge of cover arrangements.
- Undertake such other tasks as may be reasonably assigned by the Deputy Head or Head from time to time.
- Act in accordance with the policies of the School and in particular with the principles laid down in the Staff Handbook, Staff Code of Conduct, ICT Acceptable Use Policy and Safeguarding & Child Protection Policy.

Person specification

We keep an open mind in the consideration of any applicant who believes they have something special and valuable to contribute.

Essential Experience

- Experience of teaching Geography at Key Stages 3, 4 and 5
- Degree in Geography or associated discipline such as environmental science
- Knowledge of the English National Curriculum, GCSE and A-Level Geography
- An enthusiastic and creative approach to teaching, which inspires pupils and enables learning to be engaging and relevant
- Commitment to an interconnected curriculum and to working with colleagues across a range of disciplines
- Commitment to helping pupils to develop a broad range of skills and attributes
- The ability to communicate effectively with pupils, colleagues and parents and to work as part of a collaborative team
- An interest in education beyond the classroom and across the age range
- Flexibility, a sense of humour, and a willingness to take part in all aspects of school life, including tournaments trips, projects, special events and extracurricular clubs
- Qualified Teacher Status
- Experience in leading and/or accompanying Geography fieldwork trips
- Good IT skills

How to apply

Applications should be made through our TES school portal in English and consist of a covering letter (no more than two sides of A4) outlining how you meet the person specification and a completed online application form. The covering letter can be uploaded as part of your application on the TES. Please do not apply outside of the TES platform.

In your application letter you should ensure that you outline your impact and successes and how you meet the job description and person specification. Due to the large number of applications we get for every role, it may not be possible to contact every candidate but we thank you in advance for your interest in our school.



Safer recruitment and equalities

GES is committed to equalities, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We welcome applications from suitable candidates no matter their gender, race, religion, sexual orientation, or disability. Applicants must be willing to undergo child protection screening, including checks with past employers, enhanced national/international criminal records checks and prohibition from teaching checks. In some instances social media/Internet checks may also be carried out.