

Position: Waldorf Kindergarten Teacher

We are seeking an exceptionally talented and passionate Waldorf Kindergarten Teacher to join our dynamic teaching team at The Island Private School of Limassol in Cyprus. The ideal candidate will have a strong background in Waldorf education and a deep understanding of early childhood development. As a qualified teacher, you will be committed to delivering engaging and holistic learning experiences that foster creativity, self-inquiry, and a love for learning. You will be an excellent communicator who collaborates effectively with colleagues, students, and parents to create a nurturing and inclusive learning environment.

Key Responsibilities:

Curriculum Delivery & Instruction

- Kindergarten teachers are expected to develop and deepen their understanding of the child development principles that form the foundation of the Waldorf Early Childhood approach. This includes a working knowledge of the twelve senses and the importance of sensorimotor integration, and how these relate to the daily experiences of the young child. Teachers should be able to implement this understanding through meaningful movement, play, rhythm, and sensory-rich activities that support the healthy development of the whole child.
- The daily and weekly rhythm in the Kindergarten forms the curriculum, and should be carefully designed to support the physical, emotional, social, and cognitive development of the children. Activities such as baking, painting, singing, storytelling, handwork, and seasonal crafts should be interwoven in a natural, nourishing way, following a rhythm that allows for both repetition and variation.
- Kindergarten teachers are responsible for creating and maintaining a calm, predictable environment with a healthy rhythm of in-breathing and out-breathing – moments of focused activity followed by periods of free, imaginative play. The curriculum should include a balance of teacher-led and child-initiated experiences, all delivered in a warm, loving, and intentional way.
- Teachers are expected to observe their group closely and plan their weekly rhythm with care, paying particular attention to the developmental needs of the children in their care. The curriculum should:
 - Integrate movement purposefully throughout the day

- Offer opportunities for imitation and practical, real-life tasks
- Provide age-appropriate artistic activities (e.g. painting, modelling, drawing)
 - Support the development of the senses through sensory-rich and meaningful experiences
- Foster social interaction and the growth of empathy through shared work and play
- Encourage language development through singing, verse, and storytelling
- Teachers should actively engage in their own continued professional development, including the study of anthroposophy, child development, and related educational research. They are also encouraged to collaborate with colleagues, attend training and workshops, and remain open to insights from other fields of education that align with the values and ethos of Waldorf education.
- By maintaining a strong, living connection to the pedagogy, and by nurturing their own inner development, Kindergarten teachers create the conditions for each child to grow with confidence, joy, and a deep sense of security.

Assessment & Student Development

- The Early Childhood teacher has the primary responsibility for the overall welfare of the children in their care. This includes: supporting the creative play, artistic and domestic activities; the celebration of festivals (seasonal and multicultural) creative discipline and work with parents, carers and families.
- Class teachers are asked to provide for the children a conscious model of responsible behaviour that together with loving authority and discipline, conveys to them a living sense of respect, reverence and gratitude.
- Class teachers are to develop the ability to work with the class as a whole, while concurrently being aware of (and tending to) individual needs.
- Observations are to be made of the class as a whole and of individual children, and working with these, the children are to be taken into the teacher's awareness and mindfulness practices.
- The class teacher is responsible for keeping the children's work in an organised manner, and developing methods of evaluation of the children's physical,

emotional and intellectual development through record-keeping (working within the guidelines of the Waldorf curriculum).

- Class teachers are expected to engage with parents in a manner that is honest, courteous, warm, and professional, working in partnership with them to support a deeper awareness and understanding of their child's school experience.
- Parent evenings and conferences should take place at least three times during the school year. During these meetings, the class teacher is to share updates on current and upcoming activities in the classroom, promote understanding of the Waldorf curriculum through discussion or practical engagement, and communicate relevant school-wide information.

Collaboration & Professional Development

- Conducting interviews with prospective families, supporting the admissions process by fostering an initial connection and assessing the child's readiness for the school environment.
- Collaborating closely with colleagues across the faculty – sharing observations, reflections, and questions – to support one another's professional growth and personal development.
- Taking an active role in the administration and management of the class, including communication with parents, maintaining records, and supporting individual pupil needs.
- Engaging in the school's public relations by participating in all information events or open days each academic year.
- Ensuring the classroom environment is beautiful, orderly, and inspiring for learning, with particular attention to cleanliness, artistic presentation, and seasonal elements. Class teachers also contribute to the care of shared school spaces and the wider school grounds.
- Attending all scheduled meetings, including weekly departmental meetings, one-to-one sessions with colleagues, mentorship discussions, professional development training, and INSET days.

Community & School Engagement

- Participate in parent meetings, school events, and celebrations in alignment with the school's ethos.
- Support students in developing self-confidence, resilience, and a strong sense of community.
- Encourage meaningful engagement with nature, artistic expression, and hands-on learning experiences.
- Work collaboratively with colleagues to plan, prepare, and coordinate lessons and activities in line with the Waldorf curriculum.
- Engage in ongoing study and self-development, including anthroposophical perspectives on child development and Waldorf pedagogy.
- Contribute to curriculum development and the continued growth of the Waldorf programme within the school.

What We're Looking For:

Qualifications and Experience:

- Bachelor's degree in Early Years Education (mandatory).
- Steiner Waldorf teaching qualification (mandatory) and/or a minimum of 2 years of professional teaching experience in a recognised Steiner Waldorf School.
- Knowledge and understanding of anthroposophy and child development within the Waldorf framework.
- Experience in fostering a nurturing, creative, and engaging learning environment for young children.
- Ability to work independently while also demonstrating the capacity to collaborate effectively with colleagues, maintaining open and clear communication at all times.
- Willingness and ability to engage in all necessary domestic tasks required to create and sustain a rich, sensory Waldorf Early Childhood environment, including activities such as cooking, baking, and related practical work.

Skills:

- Strong organisational and lesson-planning abilities.
- Ability to work creatively and artistically within the Waldorf education framework.
- Excellent written and oral communication skills.
- Professionalism in speech, dress, and manner.
- Commitment to continuous learning and professional growth.
- Fluent English Language (C1-C2).

Benefits:

- Competitive remuneration package based on qualifications and experience.
- Paid vacation and discounted tuition fees for children (if applicable).
- Assistance with migration application processes for the whole family.
- Modern and professional work environment with a supportive teaching community.
- Paid accommodation and car rental for the first two weeks, with assistance in securing long-term housing.
- Optional participation in the company's group medical scheme.
- Opportunities for professional development and training.

Working Hours: Monday to Friday, 08:00-16:00

Recruitment Process:

- Panel Interview: Discussion with the Head of School, Faculty Lead, and People & Culture Partner (30-45 minutes).
- Teaching Demonstration: Practical classroom session or online trial lesson (60 minutes).

Safeguarding: At The Island Private School of Limassol, we follow safer recruitment practices and are committed to the safeguarding of our students. This post is subject to reference and police checks.

GDPR Compliance: Based on the General Data Protection Regulation (GDPR), all applications/CVs are kept in our database based on the consent period each candidate applied for. If you have previously submitted your CV and are interested in this position, please reapply.