

LOCATION	Nord Anglia International School Al Khor (NAISAK)
JOB TITLE	Early Years Teacher
JOB PURPOSE	The role of the Early Years Teacher is to create an active and engaging learning environment that enables and engages our children in their personal development and learning. The Early Years Teacher will be part of our Foundation Team, sharing responsibility for monitoring and teaching and developing an evolving curriculum that the children respond to. The Early Years Teacher must have a great love and patience for children as well as previous experience in an early learning environment, along with an understanding of early childhood education and its impact on children. The Early Years Teacher will assess and record learning experiences and progress through on going formative assessments in a variety of forms. The role is beyond teaching and learning as it includes: Prime areas of learning, focusing on Communication, Physical, Personal and Social skills. The Early Years Teacher will also manage Learning Assistants, developing professional relationships within the whole team
REPORTING TO	Foundation Stage Leader
DIRECT REPORTS	Primary Team/Learning Assistants
OTHER KEY RELATIONSHIPS	Leadership Team, NAISAK Community

Personal Attributes

- Ability to challenge and inspire students, the vast majority of which speak English as an Additional Language
- High levels of personal integrity
- Conscientious and able to focus on completing work to a consistently high standard
- Flexible and positive approach to work
- Excellent organisational and time-management skills; high attention to detail
- Ability to work to tight deadlines and able to prompt others to ensure deadlines are achieved
- Adaptable to working in a fast paced ever changing environment
- Ability to work under pressure and remain calm
- Proactive and willingness to take on multiple tasks
- Self-motivated and enthusiastic
- Ability to work independently
- Must be a team player, willing to help and be flexible
- Continually strive for improvement

Other

- Hold a current Enhanced Criminal Records Bureau Disclosure or equivalent for countries lived in outside of the UK.
- Compliance with visa requirements for working in [Location].

- A commitment to safeguarding and promoting the welfare of all pupils. And the willingness to undertake appropriate child protection training when required

Philosophy and Values

We are ambitious for our students, our people and our family of schools. We believe that:

- There is no limit to what every person can achieve.
- Creativity and challenge help us get better every day.
- Learning should be personalised.
- Unique global opportunities enhance the learning experience.

The NAE Commitment

At Nord Anglia Education, we work every day to inspire our schools, our students and our employees to be the best they can be, and we are ambitious for them all to achieve more than they thought possible in their personal, social and academic endeavours. Within our family of schools, this aspiration is underpinned by a commitment to always act with **respect, integrity, openness, courage and ambition**. These qualities are the foundation of how we approach our work and roles within NAE and are shared by everyone in our global family.

Role-model the 'Be Ambitious' philosophy each day

Feedback as a valued member of the team and the wider organisation

Key Result Area	Measures of Performance
<ul style="list-style-type: none"> ▪ Promote and embodies The CORE 7 Leadership Capabilities: ▪ Accountable – Establishes a high performing culture and accepts accountability for organisational performance. ▪ Establish a safe and purposeful working environment for all ▪ Plan effective teaching programmes which provide exemplary learning opportunities within and beyond the classroom ▪ Make use of formative and summative assessments to plan challenging learning opportunities for all students ▪ Track student progress to ensure they remain on track to meet challenging targets ▪ Instil a learning culture of pride and respect within the classroom ▪ Engage and challenge student learning through questioning and discussion techniques and proven pedagogical strategies ▪ Maintain high levels of behaviour and discipline 	<p>Student performance and outcomes</p> <p>Classroom observations</p> <p>Performance Review</p>

<ul style="list-style-type: none"> ▪ Meet personal Performance targets ▪ Perform any reasonable task as required by the line manager or head of school. ▪ Act as an advocate for the school within the wider community ▪ Promote and adhere to Nord Anglia Education's vision and values 	
<ul style="list-style-type: none"> ▪ Strategic – Leads opportunity and is committed to continuous improvement aligned with the organisational vision and direction ▪ Contribute to the School Improvement Plan and promote the learning priorities of the School Development Plan ▪ Communicate the school's vision within your own classroom ▪ Implement innovative teaching practices to improve student outcomes and experiences ▪ Analyse student data effectively, implementing necessary changes to improve standards ▪ Reflective on student and personal performance ▪ Operate at all times within the stated policies and practices of the school 	Data tracking/results Classroom observations Performance Review
<ul style="list-style-type: none"> ▪ Collaborative – Works collaboratively with others to achieve organisational outcomes ▪ Work collaboratively and cooperatively with colleagues across the Primary Stage ▪ Engage with all school stakeholders in a respectful, open and inclusive manner ▪ Contribute to the preparation of action plans and other support mechanisms ▪ Enable collaboration by providing opportunities for students to work collaboratively ▪ Create a classroom environment where students act with integrity and are receptive to the ideas of others ▪ Use NAU to collaborate with teachers from across the family of schools ▪ Promote opportunities for students to take advantage of NAE initiatives e.g. Global Campus 	Peer/Parent feedback Classroom observations Participation on NAU
<ul style="list-style-type: none"> ▪ Entrepreneurial – Creates organisational value for diverse stakeholders and achieves commercial success ▪ Take ownership of your classroom by being cognizant of budgets and impact of performance on budgets ▪ Implement innovative ways of engaging students and parents to the wider school and NAE community ▪ Share and contribute ideas within the school and through NAU ▪ Contribute ideas that will increase the revenue of the school 	Classroom observations Supporting capacity
<ul style="list-style-type: none"> ▪ Enabling – Drives excellence through valuing and developing others ▪ Promote excellence in teaching; sharing best practice with colleagues and peers ▪ Engage and motivate students as well as enabling them to make decisions, develop personal goals and achieve success ▪ Celebrate individual and shared success of the Primary Stage ▪ Manage personal PMPD and CPD opportunities 	Classroom observations Student engagement Parent feedback/survey Performance Review Personal Development Plan progress

<ul style="list-style-type: none"> ▪ Provide necessary support and training for your Learning Assistant ▪ Establish positive relationships with students and parents 	
<ul style="list-style-type: none"> ▪ Agile – Achieves personal and organisational success within a changing, dynamic and complex environment ▪ Ensure that students’ personal development is effectively promoted through the curriculum and other activities ▪ Adapt approach and behaviour to meet changing conditions and expectations within the Primary Stage ▪ Prioritise tasks to ensure deadlines are met ▪ Build excellent relationships with students, staff and parents ▪ Act with a high degree of cultural sensitivity and respect diversity of the school community ▪ Demonstrate tolerance to change and acceptance of alternative views, being inclusive and respectful of other’s viewpoints ▪ Open to learning and seeking out new ideas and innovations that will benefit you, the students and the school 	<p>Classroom observations</p> <p>Deadlines met</p> <p>Parent feedback</p>
<ul style="list-style-type: none"> ▪ Resilient – Demonstrates personal resilience within a demanding environment of high expectations ▪ Work well in a fast-paced environment with a relentless focus on improvement ▪ Work independently and as part of a team striving for improvement ▪ Be organised and meets deadlines ▪ Demonstrate enthusiasm for the school, promoting the goals of NAISAK and NAE ▪ Manage emotions and be aware of the impact of personal actions upon others ▪ Face challenges head on, and be open to learning from successes and set-backs ▪ Seek advice and feedback from mentors and line managers 	<p>High expectations are all met</p> <p>End of PMPD cycle rating</p>
<p>Personal Development</p> <ul style="list-style-type: none"> ▪ Continual development through the identification and implementation of your own Personal Development Plan 	<p>Improved performance</p> <p>Performance appraisal</p> <p>Personal Development Plan</p>
<ul style="list-style-type: none"> ▪ Each individual must ensure that they meet their statutory responsibilities and Company policies with regard to Health and Safety, Equal Opportunities and other relevant legislation ▪ A commitment to safeguarding and promoting the welfare of all children. ▪ Willingness to undertake appropriate child protection training when required 	

PERSON SPECIFICATIONS

Qualifications/Training

▪ University educated with an Honours Degree	Desirable
▪ Bachelor's Degree in Early Childhood Education or related field required	Desirable
▪ Hold a recognised teaching qualification	Essential
▪ Previous / Current experience as a Preschool Teacher	Essential
▪ Evidence of relevant professional development	Essential
▪ Hold or working toward masters level qualification or equivalent	Desired

In-depth knowledge and understanding of:

▪ Provision of high standard English as a second language	Essential
▪ Knowledge of the ages and stages document Development Matters	Essential
▪ Assessments using online system	Desirable
▪ Excellent understanding of the principles of child development and preschool educational methods	Essential
▪ Awareness of current educational issues and up to date curriculum developments, internationally	Essential
▪ Application of effective teaching and learning strategies that achieve high levels of teaching and pupil achievement	Essential
▪ Awareness of how international schools vary from state schools	Essential
▪ Have experience of a school self-evaluation	Essential
▪ Awareness of effective use of ICT	Essential
▪ Demonstrate research into an educational theme or topic	Essential
▪ Effective experience of performance management	Desired
▪ Staff development	Essential
▪ Ability to inspire and enthuse pupils, staff and parents	Essential
▪ Ability to effectively handle parental concerns	Essential
▪ Secure the loyalty and confidence of all staff, students and parents	Essential
▪ Take full involvement in the whole life of the school, to include events and after school activities	Essential
▪ An understanding of how to set appropriate targets for school performance, and how to prepare, monitor and evaluate an action plan in relation to those targets	Essential
▪ Ability to communicate (verbally and written) effectively to a wide range of different audiences	Essential
▪ Have classroom credibility	Essential

Personal Attributes

▪ Passionate about delivering quality education	Essential
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▪ Caring and nurturing attitude towards children	Essential
▪ Team player as well as leader	Essential
▪ Able to command respect of pupils, staff and parents	Essential
▪ Respects the contribution of all individuals	Essential
▪ Organised	Essential
▪ Reliable with an attention to detail and a commitment to quality	Essential
▪ Communicator – the ability to communicate inspirationally & effectively to both internal and external audiences, to incorporate successful negotiation and consultation	Essential
▪ Energetic	Essential
▪ Innovative	Essential
▪ Open and Honest	Essential
▪ Have the enthusiasm, initiative and determination to work as a role model for the school	Essential
▪ Cool-tempered, friendly and reliable	Essential
▪ Determined	Essential

Dear Applicant

Nord Anglia Education is the world's leading premium international schools organisation. Our 56 international schools are located in China, Europe, Middle East, Southeast Asia and the Americas. Together, they educate more than 51,000 students from kindergarten through to the end of secondary education. We are driven by one unifying philosophy: we are ambitious for our students, our people and our family of schools.

Each Nord Anglia Education school is unique in character and tailored to meet the needs of their specific location. However, our schools are also united by the quality education they offer, the excellence of the student experience and the dedicated staff and management in our schools.

Most of the Nord Anglia schools benefit from our performing arts collaboration with The Juilliard School as well as our Global Campus, which offers unique global experiences for students at every age. Many of our schools will also benefit from our new approach to teaching STEAM subjects (science, technology, engineering, arts and maths) through our collaboration with the Massachusetts Institute of Technology (MIT). Our goal as the leading international schools organisation is to provide an education so that students can succeed academically, socially and personally.

Our schools educate students from pre-school to the end of secondary education. Curricula taught in our schools include the English National Curriculum, International Baccalaureate, American Curriculum, Swiss Curriculum, French Curriculum and Shanghai National Curriculum.

We have a global community of over 10,000 teachers and staff, working in 56 schools located in 27 countries around the world supporting our students' learning. Together, we educate over 51,000 students globally from the ages of 2 to 18 years old.

Our students come from a wide mix of backgrounds and cultures and a typical school may have up to 60 different nationalities. A Nord Anglia Education student benefits not only from the richness and expertise within their own school environment, but also from other schools across the Nord Anglia Education family through our Global Campus. Similarly, our teachers can interact with fellow teachers around the world through Nord Anglia University, our bespoke online platform designed by teachers for teachers to provide unrivalled professional development opportunities.

Although our schools are non-selective, year on year our students' academic achievement exceeds global averages across every key stage. On average, our students' score almost four points above the global average in their IB Diploma, and one in three students goes on to study at one of the world's top 100 universities.

Our schools are amongst the most respected premium schools in their markets and are a very popular choice for parents.

Yours faithfully

Dave Pontich
Principal NAISAK (on behalf of NAE)