

# School Counsellor

Candidate Brief



[www.rwiss.eu](http://www.rwiss.eu)

# Introduction to Raoul Wallenberg International School (RWIS)

Raoul Wallenberg International School Palma (RWIS) is a values-driven learning environment committed to fostering future-focused, inquiry-based education. Guided by the values of honesty, compassion, courage, and drive, we provide a nurturing yet challenging space for students to thrive academically and personally. Located in the stunning setting of Mallorca, Spain, RWIS is dedicated to empowering learners from diverse backgrounds to become ethical leaders and global citizens.

## RWIS Guiding Statements

### Vision Statement

An inspiring and nurturing learning community that appropriately challenges and empowers students to be future-ready global citizens.

### Mission Statement

The Raoul Wallenberg International School's mission is to make a positive difference for every single student in our care, helping to develop their full potential. We aim to nurture confident, independent, and resilient students in an inclusive, caring, challenging, diverse and joyful international learning environment. This outstanding student experience will empower RWIS graduates with the attitudes, skills and attributes to thrive in a rapidly changing world by enriching their own lives and those around them.

### Watchwords



**Courage**



**Drive**



**Honesty**



**Compassion**

## School Counsellor

**Location:** Raoul Wallenberg International School, Palma, Mallorca, Spain

**Position:** School Counsellor (Whole School) Part/Full time

**Reporting to:** Student Life Coordinator and Head of School

**Salary and Benefits:** Competitive salary commensurate with the role's responsibilities and the candidate's experience. Additional benefits include professional development opportunities, group health insurance options, free lunch, tuition for children, and a relocation allowance for international hires.

**Visa Requirements:** Candidates must be an EU/EEA/Swiss citizen or have a work Visa to apply. We are unable to organise work and residence permits.

**Deadline for Applications:** Applications will be reviewed on a rolling basis, and an appointment will be made as soon as the ideal applicant has been found.

**Start Date:** Negotiable, but no later than September 2025.

**Enquiries/Applications:** [hr@rwiss.es](mailto:hr@rwiss.es)

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## The Opportunity

Raoul Wallenberg International School (RWIS) in Palma, Mallorca, is seeking a compassionate, organised, and experienced **School Counsellor** to support the wellbeing and holistic development of students across the entire school. Working closely with the Student Life Coordinator, Head of School, principals, teachers, families, and students, the School Counsellor will play a critical role in fostering a positive and inclusive school culture through a restorative approach to wellbeing and positive discipline.

The School Counsellor will provide direct counselling services to students, oversee wellbeing-focused curricula, and work collaboratively with staff and families to ensure a coordinated approach to student support. This individual will also manage first aid training and oversee medical support, ensuring the school community is prepared to address health and safety needs effectively. Additionally, they will play an integral role in safeguarding, supporting the Designated Safeguarding Lead (DSL) in managing safeguarding concerns, mitigating risks, and training staff in safeguarding practices.

This role is ideal for a highly motivated and empathetic individual who is passionate about student wellbeing and holistic education, and who thrives in a collaborative, dynamic educational setting.



## Position Scope

### Student Wellbeing and Support:

- Provide individual and group counselling to students, addressing their emotional, social, and academic needs through a restorative approach to wellbeing and positive discipline.
- Support students in areas of transition (e.g., new students, year-level changes, or moving to/from the school) to ensure a smooth adjustment process.
- Collaborate with the Learning Support Leader to identify students requiring additional support and implement tailored, restorative intervention plans.
- Serve as a point of contact for students in need of immediate emotional support, offering crisis counselling when necessary.

### Family Engagement:

- Act as a liaison between the school and families, supporting parents in addressing their children's emotional, social, and academic challenges using restorative strategies.
- Conduct parent workshops, information sessions, and support groups on topics such as mental health, restorative parenting strategies, and student wellbeing.
- Communicate with parents in cases of medical emergencies or significant wellbeing concerns, ensuring timely, transparent, and compassionate updates.

### First Aid and Medical Support:

- Oversee school-wide first aid training and ensure staff are adequately prepared to handle minor injuries or emergencies in alignment with a wellbeing-focused approach.
- Provide immediate first aid assistance to students as needed, escalating cases to parents or arranging hospital referrals when necessary.
- Maintain a record of first aid incidents and ensure proper follow-ups with students and families.

### Referrals for Assessments:

- Coordinate referrals for psychoeducational assessments or other specialised evaluations, collaborating with external professionals as required.



- Work closely with the Learning Support Leader to analyse assessment results and develop personalised, restorative support plans for students.

### **Community Engagement and Class Involvement:**

- Actively participate in Community Time and Class Connect sessions, regularly joining classes to engage with students, foster wellbeing, and promote positive discipline strategies.
- Work with teachers to create a supportive classroom environment and address wellbeing topics during class sessions.

### **Curriculum Oversight:**

- Develop, implement, and oversee a wellbeing curriculum that includes sexual health education, drug education, and other forms of wellbeing-focused education.
- Ensure curriculum alignment with British national standards and international school standards, tailoring content to the needs of a diverse school community.
- Collaborate with the Curriculum Coordinator and teachers to integrate wellbeing education into the broader school curriculum with a restorative approach.

### **Staff Collaboration and Development:**

- Work closely with the Student Life Coordinator, Head of School, and other staff to promote a restorative culture of wellbeing and positive discipline across the school.
- Provide professional development sessions for staff on topics such as mental health awareness, restorative approaches to discipline, and effective communication strategies.

### **Community Outreach and Events:**

- Organise and run parent information sessions on key topics related to student wellbeing and development.
- Lead workshops and support groups, fostering a collaborative and informed school community.
- Represent the school in external wellbeing initiatives or partnerships, contributing to the school's reputation as a leader in holistic education.

### **Safeguarding and Risk Management:**



- Act as a member of the school's safeguarding team, supporting the Designated Safeguarding Lead (DSL) in managing safeguarding issues effectively.
  - Assist in identifying, reporting, and mitigating risks related to student safety and wellbeing, ensuring adherence to safeguarding policies and procedures.
  - Provide training for staff on safeguarding issues, including recognising signs of abuse, understanding restorative approaches to student wellbeing, and following appropriate reporting protocols.
  - Support the development and implementation of strategies to address safeguarding concerns in a manner that aligns with restorative practices and positive discipline.
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## Ideal Candidate

### Qualifications and Experience:

- A degree in Counselling, Psychology, Social Work, or a related field (Master's degree preferred).
  - Professional certification or licensure in counselling or a related area.
  - At least 3–5 years of experience in a school counselling role, ideally in an international school setting.
  - Familiarity with British National Standards and international school standards in wellbeing, education, and safeguarding.
  - Strong interpersonal, communication, and organisational skills.
  - Experience in delivering first aid training and managing medical emergencies is highly desirable.
  - Ability to work collaboratively with diverse stakeholders, including students, parents, teachers, and external professionals.
  - Proficiency in English (fluency in Spanish is an advantage).
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### Additional Expectations:

- Uphold the school's core values of honesty, compassion, courage, and drive, serving as a role model for students and staff.
- Maintain confidentiality and adhere to ethical standards in all aspects of the role.



- Be flexible, proactive, and solution-oriented in addressing the needs of a dynamic and growing school community.

## Benefits of Living in Mallorca

Mallorca offers an exceptional quality of life, blending stunning natural beauty with a vibrant cultural scene. Highlights include:

- **Natural Beauty:** From pristine beaches and turquoise waters to the breathtaking Tramuntana Mountains, Mallorca offers a paradise for outdoor enthusiasts.
- **Cultural Richness:** The island boasts a rich history, charming villages, and a vibrant arts and music scene.
- **Mediterranean Climate:** Enjoy over 300 days of sunshine annually, making it an ideal location for an active, outdoor lifestyle.
- **Expat-Friendly Community:** With a diverse international community, you'll find ample opportunities to connect with like-minded individuals.
- **Convenient Lifestyle:** Excellent healthcare, education, and infrastructure make Mallorca an ideal location for families and professionals alike.

## How to Apply:

Interested candidates should submit the following to [hr@rwiss.es](mailto:hr@rwiss.es) as soon as possible:

1. A detailed CV.
2. A cover letter highlighting your suitability for the role.
3. Contact details of at least two professional references, one must be your current Head of School.
4. Feel free to share any publications, policies, reports or programs that you are proud to have produced.

Next Stages:

- Longlisted candidates will be contacted for an initial interview on an ongoing basis.



- Shortlisted candidates will progress to a panel interview.
- Finalists will have a 1:1 call or meeting with the HOS.
- Pre-employment reference checks and criminal record clearance will be conducted as part of our safer recruitment procedures.

\*Due to the high number of applications, we will only contact shortlisted candidates.

## **Safeguarding & Equal Opportunities:**

RWIS is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

RWIS believes that every child has the right to grow up in a healthy, safe, secure, and supportive environment. As an institution, we prioritise and promote child protection above all else and adopt a strict zero-tolerance policy towards the mistreatment or abuse of children. Raoul Wallenberg International School supports the International Task Force on Child Protection (ITFCP) Reports and Recommendations and we hold ourselves to a high standard of effective recruitment practices with specific attention to Child Protection.

As part of our recruitment procedures, RWIS conducts pre-employment reference checks before confirming any appointment. Furthermore, we request all successful candidates to undergo criminal record checks in their country of residence and/or previous countries of employment. Personal data is collected and used for recruitment purposes only in accordance with our Privacy Policy.

Join us in shaping the future leaders of tomorrow at RWIS. We look forward to welcoming a passionate and skilled professional to join our vibrant and values-driven community!





# Welcome to Palma's most beautiful, progressive and values-driven school.

**Raoul Wallenberg International School**

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**Raoul**   
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