

## Job Description

### Teacher of Modern Foreign Languages

George Watson's College wishes to appoint a Teacher of Modern Foreign Languages who has the ability to offer two languages from French, Spanish and German. The position is available on a temporary basis from early January or February 2022 to cover a period of maternity leave. The vacancy represents an opportunity for an outstanding practitioner to make a high profile contribution to the success of one of Scotland's leading schools.

#### THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 by a local merchant concerned for the education of young minds, it fulfils to this day the role intended by its founder. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Melvyn Roffe, took up his post in 2014. Leadership of the Senior School is delegated to Gordon Boyd, Head of the Senior School, and the Senior School Leadership Team, including three Deputy Headteachers. A similar structure exists in the Junior School.

## **The Senior School**

The leadership of the Senior School is delegated by the Principal to the Head of Senior School who works with a team of three deputy headteachers. The leadership model enables Principal Teachers to shape the character of their department within an overall ambition for the Senior School and the School as a whole. Principal Teachers are encouraged to play a role in the development and implementation of practice in all aspects of the School, especially in curriculum design and in improving learning and teaching.

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences, including in two foreign languages. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

## **The Department**

The Department has twelve full time members. Pupils are taught using a predominantly communicative approach with an emphasis on extensive processing and the ultimate aim of achieving spontaneity in the production of chunks of language. Results are excellent in all five languages.

Pupils are introduced to both French and Spanish in the Junior School and all P7 pupils are given taster lessons in German and Mandarin before selecting two languages they would like to study in S1 to S2

whereupon they must select at least one of these languages to study until the end S4. Numbers are strong in all four languages and the majority of pupils are presented for SQA National 5. All languages are offered at SQA Higher and Advanced Higher level, with the additional possibility of taking SQA Higher Italian in S5 or S6.

The Department is very committed to promoting language learning through school trips and exchanges. Taiwan, France, Germany and Spain are all represented and almost all members of the Department are involved in leading or accompanying a trip each year.

The Department is committed to integrating ICT successfully into learning and teaching. All rooms in the Department have fixed PowerPoint projectors and SMARTboards. All Modern Languages rooms have visualisers. The school's network can cater for all devices, supporting whatever software teachers require. All pupils bring their own devices.

The Department welcomes Foreign Language Assistants each year from China, France, Spain or South America, Italy or Germany. The assistants speak only in the target language with the pupils and we arrange for them to facilitate target language practice with each member of the Department, timetabling them to spend one period a term developing staff oral competency individually.

The Department retains high pupil numbers, achieves excellent results each year and can be considered a thriving, innovative, collaborative place to work and learn. It offers many opportunities to develop professionally and in conjunction with its excellent resources, continually evolves to offer the best educational experience to all of its pupils.

## **PERSON SPECIFICATION**

The person appointed will:

- be a trained and qualified graduate teacher of Modern Languages, registered or eligible for registration with the General Teaching Council of Scotland;
- be an academically rigorous, dynamic creative and flexible teacher in developing new ideas and resources, as well as adapting to curriculum changes;
- be a team player with a drive for learning and teaching, who is keen to explore innovative and stimulating ways to use their passion and expertise to positively encourage the next generation;
- strengthen the existing strong team ethos in the department

## **JOB SPECIFICATION**

### **Line Management**

A Teacher of Modern Foreign Languages is accountable directly to the Principal Teacher of Modern Foreign Languages.

## **General Responsibilities**

A full time Teacher of Modern Foreign Languages is currently expected to teach up to 45 out of 60 periods of teaching, over a ten day timetable cycle.

The person appointed will be responsible for teaching classes in the School using their skill, experience and best endeavours.

All members of the Senior School staff contribute to the health and well-being of our pupils. Under the direction of a Year Head, most teachers undertake the first level guidance role of Form Tutor for a mixed Form class of around 20 pupils.

A contribution to the wider life of the School - known as enrichment - is an expectation of all staff.

They will abide by the Code of Conduct for Staff at George Watson's College.

## **Specific Responsibilities**

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement
- prepare and provide activities that are appropriate to each year group and suitable for learners' needs
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation of adults
- develop new resources and course materials, as directed by and/or in collaboration with the other staff in the department
- assess, record and report on work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative
- contribute to the extra-curricular life of the School
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School
- act as a Form Tutor and/or S6 Tutor as required, carrying out the administrative, pastoral and advisory responsibilities of these roles.

## **Additional Responsibilities**

The Teacher of Modern Foreign Languages should also be willing to undertake such other responsibilities as the Head of Senior School and Head of Department may from time to time reasonably require.

## **REMUNERATION**

Teaching staff at George Watson's College are paid at a level which is currently 8% higher than the Scottish Teachers' Pay Scales. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

## **DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME**

All staff must be prepared to undergo screening to confirm their suitability to work with children and young people.

## **CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW**

All staff are required to participate in appropriate programmes of continuing professional development and undergo professional review as set out in the School's policy.

## **APPLICATION PROCESS**

To apply, please send a letter of application of not more than 800 words giving us more information about you and why you would like the role, addressed to Mr Gordon Boyd, Head of Senior School. The letter, completed application form and diversity monitoring form must reach Jane Robinson, Head of Human Resources by email ([vacancies@gwc.org.uk](mailto:vacancies@gwc.org.uk)) no later than noon on Tuesday 30 November 2021

Any specific questions relating to the advertised post can be put directly to Mrs Louise Clarke, Head of Department at [l.clarke@gwc.org.uk](mailto:l.clarke@gwc.org.uk)

Candidates called for interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date: Noon on Tuesday 30 November 2021

Interviews are scheduled to take place on Thursday 9 December 2021.