DBS

CANDIDATE INFORMATION PACK

Teacher of English as an Additional Language (EAL)

JOB DESCRIPTION

Teacher of English

The Role

DDBS provides excellent additional withdrawal support for students requiring extra support in accessing our Enhanced British Curriculum. The Teacher of EAL is required to teach English as a Second Language across a range of ages, but mainly from Y3 to Y9. The Teacher of EAL will have the ability to develop an integrated approach to the delivery and teaching of EAL across the whole School, including the additional EAL programmes that are offered to students, including the Foundation Programme, which offers an English intensive pathway outside of the mainstream curriculum.

The Teacher of EAL must subscribe fully to the core values of DBS, and understand how academic study, pastoral care and co-curricular activities contribute equally within it. The Teacher of EAL will be responsible to the Head of EAL.

This role has been created due to the school's expansion.





KEY RESPONSIBILITIES

School Values and Ethos

- To actively promote our Unique DBS Vision through enthusiastic participation in all areas of School life.
- To share and support the School's commitment to provide an all-round, outstanding education for all our students.
- To always set high expectations, which inspire, motivate and challenge students.
- To have the highest aspirations for all our students' development and achievements, both in and out of the classroom.
- To offer excellent pastoral care for all students.
- To respect and support Thai culture.

Professional Standards

- To attend assemblies, departmental meetings, parents' evenings, school functions, residential trips and other staff meetings as appropriate.
- To undertake supervisory duties during the school day.
- To recognise the importance of being an exemplary role model to all children within the School.
- To maintain high standards of professional behaviour in accordance with the school ethos, including timekeeping and personal presentation.
- To take personal responsibility for evaluating and reflecting upon your teaching in order to continually develop and improve your practice.
- To always maintain professional and productive relationships with colleagues.





Curriculum

- To deliver a broad, balanced and effective curriculum.
- To facilitate and encourage high-quality learning which provides children with the opportunity to achieve their full potential.
- To deliver well-planned, engaging and creative lessons, ensuring that the needs of all children are met.
- To differentiate appropriately, using approaches that enable every student to access the learning and make excellent progress.
- To demonstrate excellent subject knowledge in all relevant areas.
- To set students challenging learning and developmental goals, and to draw upon varied strategies, resources and technologies to support students in achieving these goals.
- To follow school procedures for assessing, recording and reporting on students' achievements and to use this information effectively to convey progress in report writing and record keeping.
- To provide students with regular written and oral feedback and encourage them to reflect and respond to their feedback.
- To participate fully in the Denla British School co-curricular and school activity programme.



Policies, Procedures and Parents

- To follow and implement school policies and procedures in and out of the classroom.
- To provide a safe, purposeful and well-managed learning environment.
- To prepare assemblies and talks as and when appropriate.
- To value the home-school partnership, working closely with other members of staff to establish and manage good relationships with parents.
- To report to parents on the development, progress and attainment of students, in line with the Assessment and Reporting Policy.

Commitment to Professional Development

- To take ownership of improving one's own practice while also supporting a culture of collective growth across departments and year groups.
- To engage actively in ongoing professional development, demonstrating a commitment to reflective practice and continuous improvement.
- To take full advantage of in-school training opportunities and contribute to the professional learning culture through collaboration, coaching, or sharing best practice with colleagues.
- To participate in professional learning aligned with school priorities, student needs, and personal development goals, including safeguarding, wellbeing, and intercultural understanding.
- To stay informed of current educational research, innovations in teaching and learning, and subject-specific developments, applying them where appropriate to improve practice in line with the school's .
- To seek and respond to feedback in a professional manner, using it to enhance teaching effectiveness and student outcomes.

Contribution to School Improvement, Innovation and Use of Technology

- To contribute actively to the school's strategic goals and improvement priorities, including those linked to accreditation processes.
- To participate in innovation and development projects that enhance learning, wellbeing, or global citizenship across the school.
- To bring creativity and evidence-informed practice to initiatives that improve student outcomes, teacher effectiveness, or community engagement.
- To collaborate with colleagues in project teams, curriculum reviews, and evidence-based professional learning focused on the school's future aspirations.
- To integrate technology meaningfully into teaching and learning in ways that enhance engagement, creativity, and personalised learning.
- To model and promote ethical, responsible, and safe use of digital tools among students, aligned with the school's digital citizenship framework.
- To stay informed of developments in educational technology and incorporate relevant innovations that support high-quality learning.
- To use digital tools effectively for assessment, communication, collaboration, and resource creation.
- To support the development of students' digital literacy and critical thinking skills, preparing them for life in a connected and rapidly evolving world.

Person Specification
(E is Essential; D is Desired)

Qualifications

- Bachelor Degree. (E)
- A recognised Postgraduate Qualification in Teaching English to non-native speakers of English. (D)
- Postgraduate Certificate of Education (or equivalent). (D)
- Qualified Teacher Status. (D)
- CELTA or equivalent certificate in TEFL. (D)
- Licenced TEMC tutor. (D)

Skills and Experience

- Experience of preparing students for IGCSE ESL examinations. (D)
- Experience of preparing students for IELTS (or equivalent) examinations. (D)
- Excellent working knowledge of the Common European Framework (CEFR) for English Language. (D)
- High levels of subject knowledge. (E)
- A proven track record of high quality ESL teaching. (E)
- A strong academic background, stature and experience that will command the respect of students, parents, colleagues and the wider community. (E)
- Experience of delivering the TEMC course to teaching staff. (D)
- A commitment to academic progress and the welfare and safeguarding of students. (E)
- Knowledge and understanding of recent educational developments and best practice. (E)
- A minimum of four years relevant teaching experience. (D)
- Excellent working knowledge of the National Curriculum for England. (D)
- An understanding of the demands of a UK independent day school environment. (D)
- Experience of curriculum development in ESL. (E)

Personal Qualities

- Ability to inspire children with a love of learning. (E)
- Ability to understand the needs, challenges and opportunities of an international school community. (E)
- Energy, charisma and dynamism with the vision and drive to create productive learning environments and excellent outcomes for all children. (E)
- Ability to be a self-starter. (E)
- Target driven and driven to succeed. (E)
- Strong personal-relations and team-working skills. (E)
- Ability to use ICT to enhance learning. (E)
- Ability to work with and apply all school policies. (E)
- Rigorous can-do attitude, positive team player with a sense of humour. (E)
- Be willing to work hard and with enthusiasm, avoiding a 'nine-to-five' approach. (E)



REMUNERATION

The successful candidate will receive excellent salary and benefits commensurate with their experience.

This will include:

- Competitive salary.
- On-site accommodation (if recruited from overseas) for first year of contract at least. Option to move off-site and receive housing allowance from the second year.
- Start and end of contract flights (for dependent spouse and children too).
- Annual flight allowance (for dependent spouse and children too).
- Medical insurance (for dependent spouse and children too).
- 100% Tuition fees contribution for up to two children (50% for subsequent children).
- An end of contract gratuity.



APPLICATION PROCESS

Please apply through through the school's **TeachApply Portal.**

If you have any additional questions about the role then please contact:
Pattarawan Ruenroeng, Headmaster's PA at pattarawan.r@dbsbangkok.ac.th




DENLA BRITISH SCHOOL


DBS
Always to Greater Things