

Job Description: Teacher of Modern Foreign Languages

The Position

We are looking to appoint a teacher of MFL for September 2026. The successful candidate will be able to teach Spanish up to Higher and A Level, and be registered, or eligible to be registered, with GTC Scotland. The ability to teach French will be very desirable.

The MFL department has an enviable track record at Glenalmond, where a passionate team of teaching staff come together to encourage pupils to reach their full potential. IGCSE, Higher and Level results are consistently excellent, and the number of pupils studying a language beyond IGCSE is very high.

Line Management

Reports to: Faculty Head of Modern Languages

Key Duties & Responsibilities

- Possess the necessary in-depth subject knowledge required to deliver the Higher Spanish, A-Level Spanish and GCSE languages curricula (GTCS Registration required).
- Organise and use subject knowledge to develop and review schemes of work, lesson plans and other material, collaborating with others where necessary.
- Motivate pupils through the ability and passion to teach with drive and ambition.
- Set clear and challenging expectations for pupil attainment, believing that all pupils can do well.
- Set and maintain the highest behavioural expectations.
- Make adept use of strategies such as effective questioning, formative and summative assessment, reviewing prior learning, model answers and efficient time management to ensure that all pupils firmly grasp the concepts being taught.
- Create a lively and stimulating classroom environment where pupils want to learn, are happy to take risks and know that it is acceptable to make mistakes and then learn from these.
- Develop trusting and compassionate relationships with pupils based on mutual respect.
- Be fully committed to developing pedagogical skills through continuing professional development.
- Make sound use of technology to enhance and supplement excellent teaching.
- Be highly organised, setting, marking and returning work promptly with clear, constructive feedback on what the pupil needs to change in order to improve.

- Use clear strategies in planning and delivering lessons to take account of the differing needs of learners, e.g. pupils with English as an additional language or those with additional learning needs.
- Take part in regular lesson observations both within and outwith the department.
- Undertake other duties, i.e. supervised study and cover, take a tutor group, carry out boarding duties and on occasion take a weekend duty to cover an activity.
- Contribute to the extra-curricular life of the school.

Person Specification

Education

Essential

- Strong academic background
- Degree from a recognised university in a relevant subject
- Relevant teaching qualification and eligible for GTCS registration
- Experience of working in a secondary school, ideally a boarding school
- Ability to teach a subject to A-level

Desirable

- IT literate and competent in the use of ISAMS.

Experience

Essential

- An in-depth understanding of life in a busy boarding school.
- Demonstrable experience of working as part of a team.
- Ability to work well (without line management supervision) with others, internal and external to the organisation.
- Ability to represent the school to parents, external agencies and professional bodies.
- Excellent planning, organisation, written and verbal skills.

Skills & Aptitude

Essential

- A passion for pastoral care and working with young people
- Able to lead, manage and motivate others
- Able to inspire, to teach and motivate pupils
- Awareness of safeguarding issues, legislation and good practice
- To uphold the College's core values publicly
- Have an excellent punctuality and attendance record
- Be of a smart professional appearance
- Have a willingness to engage in further training
- Ability to adjust to change and development

Terms & Conditions

Hours of Work

- This is a permanent 1FTE post
- There is also a requirement to attend all-school events (such as Open Days and Inset Days), some of which take place outwith the usual working pattern.

Salary Scale

- The College has its own pay scale and accommodation as part of the role. We can offer you a competitive salary, complimentary refreshments during working hours of work, a good working environment as part of a close-knit team, and the possibility of opportunities for the role to grow and develop.

Pension

The College provides a defined contribution pension.

Other Benefits

- Fee concessions are available for staff children who attend Glenalmond, and there are various reciprocal arrangements with local Prep schools.

The Application

Glenalmond is committed to safeguarding and promoting the welfare of children.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers/Disclosure Scotland at an enhanced level. Appointments will be conditional on references acceptable to the College and sight of original qualification certificates.

All applications must be made on the College Application Form. Please also include a covering letter outlining your suitability for this position.

Detailed information about Glenalmond, together with a copy of this job description and application form, can be found at: www.glenalmondcollege.co.uk

All applications will be sent to wardensea@glenalmondcollege.co.uk

The Deadline

Closing date for this post is 12 June at 17.00.

The Interview

The interview process will include the teaching of a lesson, an academic and an executive interview.

Equal Opportunities

Glenalmond College is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability or sexual orientation.