

TEACHING POSITION: English A and/or English B (Full-time, one-year contract)

UWC Red Cross Nordic seeks a full-time, qualified, and experienced teacher to join our faculty for a one-year contract starting 1st August 2025. The successful candidate will be able to teach either English A: Language and Literature or English B within the IB Diploma Programme. The ideal candidate will be inspired by the UWC mission and committed to positively contributing to our educational community within and beyond the classroom. The ability to teach an additional subject is an advantage.

We particularly welcome applications from candidates who can demonstrate the ability to contribute actively to our extra-curricular programme and residential life, which is in line with our values of peace, sustainability, and intercultural understanding.

Key Qualifications and Attributes:

- **A degree in English, Education, or a related field.**
- **Experience teaching within the International Baccalaureate (IB) or similar programmes is strongly preferred.**
- **Demonstrated ability to teach either English A: Language and Literature or English B.**
- **Flexibility to contribute to interdisciplinary learning or teach an additional subject.**
- **A collaborative spirit and a commitment to holistic, student-centered education.**
- **Enthusiasm for engaging in co-curricular activities and the broader UWC life.**

UWC Red Cross Nordic is committed to safeguarding and promoting the welfare of children, young people and adults. All applicants must be willing to undergo child protection screening, including detailed checks with past employers. We require all staff and volunteers to share this commitment, and specific training on safeguarding, First Aid, mental health First Aid, and diversity, equity and inclusion will be provided.

UWC Red Cross Nordic is a uniquely diverse institution, with students from over 90 countries and various backgrounds. We seek to reflect this diversity in our educational faculty and welcome applications from educators with a demonstrable commitment to diversity, equity and inclusion.

Interested candidates should read the attached school, student and applicant profile and submit a CV of no longer than two pages, copies of diplomas & degrees, details of at least two referees (including your most recent employer) and a cover letter of no more than two pages. Your cover letter should address the applicant profile and explain how you would support our mission through your work in our programme's academic, extra-academic, and residential aspects.

Candidates are encouraged to highlight their contribution to the extra-academic programme and, in particular, to note any experience or qualifications in outdoor education (hiking, skiing, climbing, sailing, kayaking).

Please return by email to the Rektor at appointments@uwcrn.no. The application deadline is 27th April 2025. UWC Red Cross Nordic reserves the right to appoint a suitable candidate before the application deadline.

School profile:

UWC is a global movement that makes education a force to unite people, nations and cultures for peace and a sustainable future. Young people can apply through an extensive volunteer National Committee selection system for places in any of the 18 UWC schools and colleges. Our students are selected based on their potential to make a positive difference in their lives, regardless of their ability to pay.

UWC Red Cross Nordic, which was founded in 1995, offers a two-year experiential and academic programme for 200 scholarship students, aged 16-19, drawn from more than 90 nationalities. Students are accommodated in one of five houses in the student village, supported by a House Leader. Each student also has a personal advisor, who helps them navigate and benefit from the extensive academic and experiential opportunities. The International Baccalaureate (IB) Diploma Programme provides the framework for academic learning, complemented by an extensive residential and experiential programme in which students develop social and emotional competencies, intercultural understanding and self-reliance.

UWC Red Cross Nordic is strongly committed to UWC's mission and strives to deliver a challenging and transformational educational experience to a diverse cross-section of students, inspiring them to create a more peaceful and sustainable future. Our work is grounded in our three pillars: Nordic, Environmental, and Humanitarian, and the college collaborates closely with the Red Cross.

One of our most distinctive features is our beautiful, isolated rural location on the shores of a fjord in western Norway, approximately three hours by car from Bergen and one hour from Førde. This location offers unique access to beautiful outdoor environments, and applicants should be aware of the opportunities and challenges of the location.

Student profile:

UWC RCN students are academically motivated and open to challenge. They have been selected based on their potential to contribute to a deliberately diverse community of learners by sharing their experience and understanding. Our students are diverse in characteristics and learning; some have experienced gaps in their education, and the majority speak a language other than English. On a busy, student-oriented campus, students need the care and guidance of their teachers, who also act as their advisor, to achieve and maintain balance in their lives.

Applicant profile:

A teaching position at UWC Red Cross Nordic is remarkably diverse, challenging, interesting, and rewarding. Teachers are expected to fully engage themselves in the education of our students, taking an active interest in the delivery of their academic subject and making it relevant to the context of the UWC mission. We want teachers who will profoundly impact their students' learning, understanding, motivation, and competencies. Teachers who seek a healthy and balanced lifestyle with compassionate empathy for their students will find a place in our community.

UWC RCN seeks to attract applicants from a wide variety of backgrounds and, while IB teaching experience is not a prerequisite, teaching experience or evidence of commitment to embarking on a career in education at this age level is required. We will consider newly qualified individuals with appropriate teaching qualifications and who have outstanding academic knowledge and understanding of their subject and can demonstrate commitment to our educational model. The capacity to teach will also be considered. The successful candidates will have convinced us of a willingness to contribute to a

demanding and highly stimulating international educational and residential community. The working language of the College is English.

The IB's approaches to learning stimulate academic life at RCN; sequences of tasks and units facilitate thinking, communication, social skills, self-management and research. In addition to engaging with local and global contexts, teachers have exceptional conceptual understanding of their subject(s) and their interactions with the theory of knowledge. As a College, we aim to model inquiry and reflection, and current staff projects include working towards NEASC accreditation and thinking critically about assessment and feedback.

Enthusiastic engagement with the **community life** programme at RCN is an integral part of this role. As a student advisor, all academic staff play an essential role in student wellbeing and community building by supporting our students' health, happiness, growth and development. Each teacher acts as an Advisor to a group of approximately ten students. Teachers typically live on or near campus and are attached as an Advisor to one of the student residences.

Our students gain the skills to become agents of positive change through the **extra-academic programme**, developing skills through critical thinking and constructive engagement so that students can develop creativity, responsibility, and a sense of inquiry and adventure. Activity leaders act as facilitators in building endurance, resilience, teamwork, collaboration, ethics and personal challenge of the students. We particularly welcome applications from teachers with particular qualifications, skills or interests that they could bring to our extra-academic programme.

The successful candidate will hold the following:

Essential:

- Commitment to the UWC mission and values
- Teaching experience and teaching certification, or a willingness to become a certified teacher
- Good knowledge of and commitment to safeguarding
- Demonstrable commitment to and passion for educating young people
- Understanding of pedagogical practices to teach a diverse profile of students
- Ability to contribute to the school's extra-academic activities programme
- Willingness and ability to engage fully in the community life programme
- Relevant degree
- Professional proficiency in English
- Excellent professional competencies, including communication skills, organisational abilities, capacity to work in a team and IT skills
- Ability to work under pressure

Desirable:

- Experience teaching the IB Diploma Programme and attendance at IB workshops or other training; IB examining or other IBEN role
- Two or more years of experience teaching students of this age group
- Qualifications in relation to safeguarding/mental health/wellbeing
- Experience learning with a diverse cohort of students
- Education/certification in Outdoor activities and other areas related to the school's extra-academic programme
- Experience working in a residential school
- Willingness to learn Norwegian