

IB Diploma Programme Teachers

Full-time, permanent

UWC Red Cross Nordic

UWC Red Cross Nordic is one of 18 United World Colleges worldwide. Our mission is to make education a force that unites people, nations and cultures for peace and a sustainable future.

We are a fully residential college for ages 16-20, set on the shores of a fjord in western Norway. Our students come from around 80 countries, speak more than 60 first languages, and are selected independently of their ability to pay. Over half study on full scholarships.

All students follow the **IB Diploma Programme**, alongside **extra-academic and residential life** programmes.

We warmly welcome applications from teachers who want to **facilitate high-quality learning** and be part of a deeply engaged, values-driven community.

The roles

We are seeking full-time, qualified teachers who can teach **at least two** of the following IB Diploma Programme subjects:

- **English A** (Language & Literature and Literature)
- **English B** (Language Acquisition)
- **Mathematics** (Analysis & Approaches and Applications & Interpretations)
- **Physics**
- **Spanish B and ab initio** (Language Acquisition)
- **Theatre**

Alternatively, one of the above subjects may be combined with expertise in **all of**:

- supporting visually-impaired students
- supporting learners in mathematics, physics and chemistry
- preparing individual education plans
- coordinating whole-school 'learning support'

The ability to teach additional subjects is an advantage. All teachers may also teach Theory of Knowledge classes.

Who we are looking for

The ideal candidate will be inspired by the UWC mission and committed to positively contributing to our educational community within and beyond the classroom. We particularly welcome applications from candidates who can demonstrate the ability to contribute actively to our extra-academic and residential life programmes.

Essential

- A relevant degree and teaching qualification
- Experience teaching your subjects at an appropriate level
- Professional proficiency in English

- Understanding of inclusive pedagogy and safeguarding practices
- Willingness to contribute to the extra-academic and residential life of the school
- Strong communication, organisational, collaborative and IT skills

Desirable

- IB Diploma Programme teaching experience
- Ability to teach an additional subject
- Experience or interest in:
 - peacebuilding development and implementation
 - music or performing arts
 - bicycle maintenance skills
 - lab preparation skills
 - outdoor education (e.g. hiking, skiing, climbing, paddling)
- Experience working in a residential or boarding school
- Qualifications related to safeguarding, wellbeing or mental health
- Willingness to learn Norwegian

Safeguarding

UWC Red Cross Nordic is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to child protection screening and satisfactory references. Training in safeguarding, First Aid, mental health First Aid, and diversity, equity and inclusion will be provided.

How to apply

Before applying, we encourage candidates to read the school, student and teacher profiles below.

Please submit:

- A CV (maximum two pages)
- Copies of degree and teaching certificates and relevant qualifications
- Contact details for at least two referees (including your current or most recent employer)
- A letter (350-700 words) outlining:
 - the subject(s) and/or learning support role you are applying for
 - how you meet the role requirements
 - how you would contribute to the academic, extra-academic and residential life of the College

Please email applications to Natasha Lambert (Rektor) at appointments@uwcrn.no.

Application deadline: 18 February 2026

The College reserves the right to appoint before the closing date.

Questions about the roles should be addressed to Emma Mitchell (Academic Programme Leader) at emma.mitchell@uwcrn.no. Questions about human resources matters or practicalities of moving to Norway should be addressed to Leif-Arne Skaar (HR Manager) at leif-arne.skaar@uwcrn.no.

Online shortlisting conversations are likely to take place on Wednesday 25 February.

Online or on-campus interviews including a tour, lesson, opportunity to meet students and staff, and interview with the Education Leadership Team are likely to take place between Monday 2 and Friday 6 March.

Further information

School profile

UWC is a global movement that uses education as a force to unite people, nations and cultures for peace and a sustainable future. Across 18 schools and colleges worldwide, students are selected through national committees based on their potential to contribute positively to their communities, independent of their financial means.

Founded in 1995, UWC Red Cross Nordic offers a two-year academic and experiential programme for approximately 200 students aged 16-20. All students study the International Baccalaureate Diploma Programme, which provides a rigorous academic framework grounded in inquiry, critical thinking and global contexts.

Academic learning is complemented by a rich residential, experiential and extra-academic programme, guided by our educational model: Red Cross humanitarian action, peacebuilding, environmental stewardship and Friluftsliv advocacy. Through this, students develop awareness of self and others, systems thinking, respectful communication, inclusive collaboration, community participation, and compassionate leadership. Teachers contribute to all three programmes, creating learning that is purposeful, relational, reflective and transformative.

Students live in one of five residences and are supported by House Leaders and personal Advisors.

Student profile

UWC Red Cross Nordic students are academically motivated, curious and open to challenge. They come from a wide range of educational and cultural backgrounds, with the majority speaking a first language other than English. Some students arrive having experienced disruption or gaps in their prior schooling.

Students are selected for their potential to contribute meaningfully to a diverse community of learners and to grow through challenge, reflection and collaboration. They are encouraged to bring their experiences, values and perspectives into the classroom and community life.

Teacher profile

Teaching at UWC Red Cross Nordic is challenging, demanding and deeply rewarding. Teachers are expected to engage fully in the life of the College - as subject specialists, educators, advisors and community members.

We are looking for teachers who:

- care deeply about excellent teaching and learning
- can make their subject meaningful within local and global contexts
- enjoy working with highly diverse groups of young people
- are reflective, collaborative and open to ongoing professional growth

IB teaching experience is welcomed but not required. We value strong subject knowledge, thoughtful pedagogy and a clear commitment to educating young people in a holistic, student-centred environment.

The IB's Approaches to Teaching and Learning underpin academic life at the College. Teachers are expected to engage with conceptual understanding, Theory of Knowledge, Extended Essays and

assessment. We value inquiry and continuous improvement, and are working towards NEASC accreditation.

All academic staff act as Advisors to a small group of students and contribute actively to the community life programme, supporting students' academic growth, wellbeing and sense of belonging within a deliberately diverse community. Teachers typically live on or near campus and are linked to one of the student residences.

Location and moving to Norway

UWC Red Cross Nordic is located in a beautiful and remote rural setting on the western coast of Norway, approximately three hours by car from Bergen and one hour from Førde. The College sits beside a fjord and is surrounded by mountains, forests and open water, offering exceptional access to outdoor environments.

Living and working in this location offers unique opportunities - for connection with nature, community life and a slower pace - as well as practical challenges. Applicants should be prepared for rural living, seasonal variation in light and weather, and limited immediate access to urban amenities. The nearest village shop is 40 minutes on foot from campus. The nearest (small) town is 15 minutes by car.

The College supports international staff in relocating to Norway, including guidance on visas, registration and practical matters. Willingness to adapt, learn and engage with Norwegian society and culture is important, and learning Norwegian is encouraged.

Learn about us in our [students' own words](#) and enjoy the highlights of a recent [Utøya and Oslo trip](#).