

House Leader

Full-time permanent position (50% House Leader, 50% other duties), starting 1st August 2026

Particularly interested in applicants who could teach a Group 3 or a Group 5 subject within the IB Diploma.

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 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.

We are seeking a full-time permanent House Leader commencing 1st August 2026. The role combines 50% House Leader responsibilities with 50% additional duties, depending on the successful candidate's background and the needs of the College.

The House Leader plays a pivotal role in shaping a vibrant, supportive and inclusive residential community. As a key figure in the pastoral care of students, you will foster a home away from home where every individual feels valued, empowered and inspired to contribute.

This is a residential position requiring commitment to evening and weekend work. To balance this, House Leaders have 10 days off per 5-week period, although these do not always fall at weekends.

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 residential setting. We particularly welcome applications from candidates who can demonstrate strong relational skills, experience working with adolescents, and a commitment to holistic education and wellbeing.

Essential

- Qualifications in education, residential/boarding, counselling or related fields
- Professional proficiency in English

- At least two years' experience working within a residential boarding role or demonstrated commitment to residential life in a boarding school context
- Experience working with adolescents
- Understanding of inclusive practices, safeguarding and student wellbeing
- Proven ability to work collaboratively within student-oriented teams
- Strong communication, organisational, collaborative and IT skills

Desirable

- Prior experience working in an international environment
- A second language
- Driver's licence
- First Aid qualifications
- Mental Health First Aid qualifications or similar
- Experience or training in nonviolent communication, restorative practices or conflict resolution
- Ability to secure the right to work in Norway and relocate (if necessary) in time for an August 2026 start

Key responsibilities

The responsibilities below are indicative and intended to provide a general sense of the role.

House Leaders are at the heart of residential life at UWC Red Cross Nordic. They help create a house environment where students feel safe, welcomed, supported and challenged to grow. This is a deeply relational role, centred around building trust, fostering belonging and helping young people navigate life in a deliberately diverse and fully residential community.

House Leaders are expected to be a visible and engaged presence in the life of the College. This includes supporting students through transitions, facilitating house meetings and conversations, encouraging student leadership, and helping shape a warm, inclusive and respectful house culture. The role also involves regular evening and weekend responsibilities, including weekly "Connect" check-ins and participation in a rotating duty system.

House Leaders also act as Deputy Designated Safeguarding Leads within the College safeguarding structure. They are expected to respond appropriately to student concerns, contribute to safeguarding processes and documentation, and work closely with the wider safeguarding and wellbeing teams to help ensure students receive timely and appropriate support. Training and ongoing professional development in safeguarding and student wellbeing will be provided.

The position requires close collaboration with Advisors, educational staff, safeguarding structures, health and wellbeing teams, and families to support students in a holistic and coordinated way. House Leaders contribute to both proactive and responsive student support, including participation in restorative and disciplinary processes where needed.

Alongside the pastoral dimensions of the role, House Leaders contribute to the organisation and day-to-day running of residential life, including communication, reporting and practical student processes. They are also expected to engage actively in the wider life of the College and in ongoing professional learning connected to safeguarding, facilitation, wellbeing and community life.

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 (300-600 words) outlining:
 - 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@uwrcrn.no by no later than the 29th of May.

Questions about the role should be addressed to Ainhoa Orensanz (Deputy Rektor) at ainhoa.orensanz@uwrcrn.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@uwrcrn.no.

Interviews are likely to include a tour, opportunity to meet students and staff, and interview with the Education Leadership Team. They will take place online or in person at the earliest possible opportunity.

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](#).