



HARARE INTERNATIONAL SCHOOL

Harare International School Is
A Boldly Diverse Learning Community
That Inspires Curiosity,
Embraces Challenge,
& Nurtures Personal Growth.

Job Title:	Middle School Counsellor
Reporting to:	Secondary Principal
Counselling time:	80%
Teaching Contact Time:	20%
Start Date:	August 2025

Job overview:

HIS is a school that places emphasis on diversity, inclusion and personal growth. A Middle School Counsellor should be able to work closely with students in grade 6 - 8 to support them in their individual growth journeys, helping them to build resilience, empathy and individuality. This position requires working with the Secondary Leadership Team to ensure holistic support of students moving both into and out of Middle School while also guiding the journey through.

Counselling responsibilities

- Support in the design and running of the Middle School Wellbeing Program for Grades 6 - 8 (approximately 100 students) with close collaboration with the High School Counsellor
- Support in development and implementation of Middle School Advisory program, in tandem with the High School Counsellor
- Socio-emotional support for Middle School students
- Collaboration with ES and HS Counsellors
- Coordinate Grade 5 transition into Middle School and Grade 8 transition into High School
- Monitor academic, emotional and social progress of students
- Exercise professional responsibility and judgement for the assessment, treatment and exit of students whose problems are managed by need specific care plans, including communication with the referral person and others involved in the care of the student
- Undertake risk assessment and risk management for individual students and provide advice to other members of staff on aspects of risk assessment and risk management
- Liaise with Child Protection Officer
- Receive regular clinical professional and managerial supervision from a senior appropriately qualified external supervisor where appropriate.

- Advise and support staff across the school about new resources, information, and guidance on supporting student wellbeing
- Provide a yearly audit of information on school counselling, e.g. number, gender, age, ranges and types of issues supported
- Assist with running workshops for parents and staff across the school
- Keeping up to date with development in counselling practice and statutory requirements
- Available for emergency support for local schools and other ISSEA schools, as needed

Additional Skills:

- Support of admissions process for Middle School applicants
- Support of student transition process for Middle School applicants
- Utilise International Schools Counsellor Association (ISCA) model of counselling to implement a comprehensive school counselling program

Job Requirements:

Essential

- Alignment with the HIS Mission
- Minimum three years relevant experience and knowledge of best practices in the content area.
- Minimum of a Bachelor's Degree (Masters degree preferred).
- Teaching Certification in the content area for the position.
- Police clearance from your previous and home country.
- Safer Recruitment Review.

Preferred

- International teaching experience is a plus
- IB PYP, MYP or DP experience as applicable to role
- Knowledge of best practices, differentiation and student engagement practices

Application Deadline is **January 17, 2025**