A Boldly Diverse Learning Community

Inspires Curiosity
Embraces Challenge
Nurtures Personal Growth

POSITION DESCRIPTION

Secondary School EAL Teacher

DEPARTMENT	LOCATION	EMPLOYMENT TYPE	REPORTS TO
Secondary School	**Harare, Zimbabwe**	**Full-time**	**Secondary School Principal**

POSITION SUMMARY

The Secondary School English as an Additional Language Teacher delivers rigorous, inquiry-based instruction within the International Baccalaureate Middle Years Programme (MYP) and Diploma Programme (DP). The successful candidate will foster an inclusive, supportive learning environment and work closely with colleagues in the Language Acquisition and Learning Support Departments, parents and the wider school community. All secondary teachers serve as an advisor and contribute to co-curricular activities in line with Creativity, Action, Service and Community Engagement.

KEY RESPONSIBILITIES

- Provide both pull-out and push-in support for English Language Learners
- Teach DP English B (Higher Level and Standard Level), preparing students for IB assessment and external examinations
- Preferably with some understanding of Mandarin, Spanish, and French
- Teach intensive English to emergent language learners
- Administer WIDA tests to assist in placement of EAL students
- Plan and deliver inquiry-based, interdisciplinary instruction that develops scientific skills, critical thinking and global citizenship
- Differentiate instruction to meet the diverse needs of all students
- Assess, record and report on student progress against IB criteria, giving timely and constructive feedback to students and parents
- Collaborate with colleagues on curriculum development and unit planning
- Contribute to the school community, including co-curricular activities

QUALIFICATIONS AND EXPERIENCE

Required

- Alignment with the HIS Mission
- Teaching certification in the content areas for the position
- A minimum of a Bachelor's degree in Language Acquisition and/or EAL
- A minimum of three years' relevant teaching experience and knowledge of best practice in EAL education
- Police clearance from the candidate's previous and home country, and a commitment to HIS child protection guidelines

Preferred

- International teaching experience, and experience in the IB PYP, MYP or DP, or IB training
- A Master's degree in a relevant field
- Capacity to teach additional areas being advertised by HIS for the 27/28 Academic Year

REMUNERATION AND BENEFITS

Remuneration: As per the School's policy

- Medical insurance, disability insurance and life cover insurance.
- Professional development opportunities, including IB training.
- Tuition support for dependents, subject to school policy.
- Annual leave in line with the school calendar.
- Fully furnished accommodation for international appointments.
- Relocation support and home leave flights for international appointments.

ABOUT HARARE INTERNATIONAL SCHOOL

Harare International School is a Continuum International Baccalaureate (IB) School located in Harare, Zimbabwe, offering the Primary Years Programme (PYP), the Middle Years Programme (MYP), and the Diploma Programme (DP). Central to these programmes is a rigorous, inquiry-based curriculum that compels students to reflect upon and explore authentic experiences and content in and out of the classroom.

Our academic programmes are complemented by a wide range of co-curricular activities, promoting holistic development in a vibrant community with excellent facilities and a supportive, collaborative environment.

We are looking for staff who foster an inclusive and supportive learning environment which promotes critical thinking, creativity, and a passion for lifelong learning for the challenges of the future.

SAFEGUARDING AND CHILD PROTECTION

We provide a safe, supportive and healthy learning environment, which promotes well-being and maintains appropriate safeguarding procedures.

We require all staff to adhere to HIS child protection guidelines and procedures, supported by relevant and regular professional development.

Application Procedure

Applications that include a CV and a job application letter should be sent to recruitment@his.ac.zw **referencing the position being applied for in the subject line.** Recruiting is beginning November 2026 and will remain open until filled.

*Jobs are also advertised on Search & Tes (formerly Schrole)