



JOB DESCRIPTION: EAL SPECIALIST

Job title	English as an Additional Language Specialist
School	Junior School
Hours	Full Time
Contract	Fixed Term
Classification	Academic
Reporting to	Head of Junior School EAL Department
Key duties and responsibilities	
<p>The successful candidate will be expected to:</p> <ul style="list-style-type: none"> • support and actively promote DCSPD's Vision and Purpose • plan, resource, and support identified students in acquiring and effectively mastering English • support class teachers with co-planning to ensure language scaffolds and vocabulary development are embedded throughout core subjects • have a safeguarding, wellbeing, and pastoral duty of care, in accordance with College and School policy and practice • contribute effectively and regularly to the School's co-curricular programme, in accordance with College and School policy and practice • take initiative with regard to personal professional development and learning • attend training days, parents' information events, staff meetings, community events and the like, as required • cover for absent colleagues as required and contribute to the School's student supervision duty rota • ensure that professional behaviours at all times enhance the positive reputation of the College, particularly mindful of our international context • carry out any other duty as may reasonably be required by the Head of Junior School. 	
Teacher Competency Framework	
<p>The EiM Teacher Competency Framework describes the competencies and practices of effective teaching and learning across the EiM family of schools. These competencies and associated descriptors have been developed by EiM teachers and are grounded in research with Dr Gerard Calnin from the University of Melbourne, who carried out the initial literature review. The framework is an overview of our pedagogical beliefs and provides the basis for teachers to both self-reflect on their teaching and for peers to provide evidence-based feedback and developmental suggestions. This framework is embedded into all pedagogical processes across our family of schools including job descriptions, feedback loops, professional learning and annual goal setting plans. You can read about the TCF here.</p>	
Person Specifications	
<p>The successful candidate must have:</p> <ul style="list-style-type: none"> • a degree in a related subject • a recognised teaching teaching qualification • at least 2 years' teaching experience • experience of the National Curriculum of England • alignment with our core values • strong written and verbal communication skills • a hard-working, flexible attitude 	



- a commitment to fulfil all pastoral, welfare, and supervisory duties effectively and willingly
- a mindset of continuous Professional Learning and improvement
- a commitment to meeting deadlines, attention to detail, and high standards
- a sense of fun.

International school experience is preferred.

This job description is designed to outline primary responsibilities but not limit the employee nor DCSPD to only the work identified. It is the expectation of the College that each employee will offer their services wherever and whenever necessary to ensure the success of our organisation.

Dated

May 2026