



JOB DESCRIPTION and PERSON SPECIFICATION

SUMMER SCHOOL EFL TEACHER

Introduction

Concord College is one of the UK and the world's premier international colleges. This reputation is based upon a combination of academic excellence, care for the individual student and professionalism amongst its staff.

Unlike some summer schools, Concord's is run by the school in which it is hosted. The Summer School offers a range of courses, including English Language, Humanities and STEM courses for students aged 11-16 years during the summer period from July to August.

All Summer School staff are expected to actively contribute to and promote the College's ethos of harmony, decency, trust and mutual respect. Our goal is to provide a high quality teaching programme along with a range of recreational activities to ensure students have an enriching and enjoyable experience within a safe and caring community.

Course dates

Session 2: Thursday 16th July – Monday 3rd August 2026

Please note: The above dates include induction training days, which are paid contracted days and attendance is mandatory for all Summer School staff.

Purpose of the role

The EFL Teacher will plan and deliver high quality English lessons, teaching in an engaging and motivational way to enable students to improve their English skills. Teachers should prepare work aimed at the appropriate level of the students. The post holder will report directly to the Assistant Director (Academic Studies - English & Humanities).

In addition, the postholder will also undertake duties to support the Social Programme and organised activities and events.

Qualifications/experience

A degree plus an accredited EFL qualification such as Cambridge CELTA or Trinity CertTESOL is essential. At least one year's EFL teaching experience with young learners is desirable. A PGCE in English/Modern Foreign Languages or Primary QTS may also be considered acceptable.

A proficient level of English (both written and spoken) is essential to the post, as is experience of living or working in the UK.

Other desirable requirements:

A valid First Aid Certificate

A full British driving licence with D1 category along with a willingness to drive a minibus.

Main responsibilities/duties include:

- thorough planning of lessons and organisation of materials;
- teaching classes as assigned by the Assistant Director (Academic Studies);
- taking registration at the start of each lesson;
- informing the Assistant Director (Academic Studies) and Assistant Director (Pastoral) immediately of any student absences from registration or later classes through the required safeguarding channels;
- managing student behaviour and promoting good conduct both in and outside the classroom;
- being mindful of students' attitude, performance and conduct in order to ensure their physical and emotional well-being and informing the Assistant Director (Pastoral) and Pastoral team of any concerns;
- attending and participating in scheduled staff meetings as instructed by Assistant Director (Academic Studies) and Summer School Director;
- writing end of course student reports as instructed by the Assistant Director (Academic Studies);
- attendance at the end of course ceremony;
- attendance at trip and activity briefing meetings;
- assisting with delivery of Social Programme activities and events, including arrival and departure activities such as airport transfers; evening activities; supervising students on half day and full day excursions.
- carrying out specific duties, as allocated by the Summer School Director.

Further details and guidance on the responsibilities of the role will be provided during induction.

Personal attributes/skills

- Energetic and enthusiastic;
- Reliable and demonstrates initiative;
- Ability to work under pressure;
- A team-player;
- Flexible and adaptable;
- Excellent communication skills;
- Good organisational skills;
- Strong attention to detail.

Hours of work

Typical working week for EFL is x 3 or x 5 days of teaching and preparation work between 9am – 5pm each week.

The maximum teaching hours expected are up to 32 hours in each session for senior students between 9am and 3pm, during the Summer School session.

In addition, the post holder will contribute to the Enrichment Activity Programme and the Social Programme and other specific duties as instructed by the Summer School Director, which includes evening and weekend work to be confirmed on a rota basis. Timings may vary.

In the event of staff absence, which is beyond the control of the College, help with providing cover for colleagues may be requested.

A minimum of one day each week will be off duty.

Remuneration

Salary is subject to tax and National Insurance deductions, as applicable. Staff will be paid at the end of the contract period by BACS and should ensure they have a bank account which will accept a transfer in pounds sterling drawn on an English bank.

In addition to salary the College provides accommodation (a single study bedroom, similar to those found in a university hall of residence), a laundry service and three meals a day. Accommodation requests should be made at time of acceptance of offer.

Holiday entitlement and pay

All staff accrue paid holiday during their period of employment based on holiday entitlement of 5.6 weeks per annum pro-rata and entitlement is calculated based on full attendance during the course. It is possible to request one day's leave of absence (but no additional days) during the course for attendance at a graduation ceremony, job interview, family wedding or funeral, which must be agreed during interview or at the earliest possible opportunity with the Summer School Director. Pay may be reduced accordingly.

Special conditions

All staff are expected to behave in a professional manner at all times and to make the welfare of the students in our care a priority.

All successful applicants and returning staff must undergo Child Protection screening which includes checks with past employers and the Disclosure and Barring Service. Concord College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Prior to an appointment being confirmed completed DBS checks and/or overseas police check documents which are satisfactory to the College **must** be provided. Original forms of identity documents, in accordance with DBS requirements, must be brought to interview by applicants.

Summer School staff must comply with Concord's policies and procedures, including those relating to Staff Conduct, Safeguarding and Child Protection, Health and Safety, Welfare, Smoking in the Workplace, Security, Confidentiality and Data Protection, and report any concerns.

Please note:

Applicants must have a right to work in the UK. The College does not apply for work permits, visas or offer sponsorship.

The post of Summer School teacher can be very demanding but also very rewarding and many teachers return to us year after year.