

Teacher of German Literature

September 2026



Candidate Information



Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co-educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

Eugene du Toit
The Master



The School

Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2025. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



The Department

The MFL Department

The Modern Foreign Languages Department at Haileybury is a team of 15 dedicated teachers and language assistants who teach French, German, Spanish and Italian. All pupils learn French in Year 7 and begin Spanish in Year 8. In Year 9, pupils have the opportunity to pick up German and Italian and all four languages can be studied in the Sixth Form. We also offer Chinese and Russian tuition. Pupils follow the IGCSE Edexcel courses and our Language A Levels are with AQA.

Within our highly international pupil community, languages are popular at Haileybury and we have a healthy number of pupils studying languages in the Sixth Form. We offer the popular IB German Literature A and Italian Literature A courses for our many German and Italian pupils in Year 12 and 13 to enable them to continue studying in their mother tongue.

Beyond the classroom, we offer school trips to Normandy, Paris, Madrid and Berlin and a vast in-school extra-curricular offering which includes French, German, Italian and Spanish Societies, theatre trips, in-school theatre performances, language cafes, participation in external competitions and our 'Languages Week' in September comprising of inspiring talks from interpreters and university language professors.

We hope to instill a life-long love of language learning within our pupils through our own passion for languages, culture and excellent teaching, which focuses on enabling pupils to make progress, feel confident in communicating and above all enjoy the language-learning journey. As a department, we enjoy collaborating across languages to discuss our teaching practice, ensuring pupils receive the highest-quality learning experience.

The German Department

In 2018 German as a foreign language was reintroduced into the MFL Department, and it has since grown in popularity, bucking the national trend, with pleasing numbers in the Sixth Form. The IB German A Literature course has been taught for many years at Haileybury and is a well-established feature of the Sixth Form curriculum for German pupils.

The successful candidate will support the extra-curricular offerings of the department which include film study days, our annual German Cafe and our weekly German Society as well as trips abroad.



Role & Responsibilities

Role

An exciting opportunity has arisen for a talented and passionate teacher of German Literature to join the Modern Foreign Languages Department at Haileybury.

We are seeking a native speaker of German who is an inspiring graduate of German Literature.

The successful candidate will teach the IB German A Literature course to our classes of German native speakers. They will have a passion for Literature and be able to convey their enthusiasm to our pupils. The successful candidate may also be required to teach some lessons of German as a second language and will enjoy contributing to the promotion of languages outside of the classroom.

Responsibilities

- Plan and deliver high-quality, engaging lessons that lead to strong academic outcomes.
- Assess, mark and track pupil progress; provide timely, constructive feedback.
- Adapt teaching to meet the needs of all learners, including those requiring additional support.
- Create a positive and purposeful learning environment that encourages curiosity and independence.
- Maintain accurate records of pupil attainment and contribute to reporting and parents' evenings.
- Support the development of schemes of work, resources and teaching strategies within the department.

- Prepare pupils for internal and public examinations.
- Engage in professional development and whole-school training opportunities.
- Serve as a tutor within a House team, providing academic and pastoral guidance.
- Take part in the boarding life of the School, including regular evening and occasional weekend duties.
- Promote high standards of behaviour, safeguarding and pupil welfare at all times.

All Haileybury teachers contribute to the wider life of the School. This includes involvement in co-curricular activities, pastoral care, and boarding life. Staff are also expected to uphold the highest standards of pupil welfare, behaviour and safeguarding.



Other requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality and Diversity

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.



Benefits

The salary for this position will be commensurate with the previous experience and qualifications of the applicant and will reflect the importance of the role.

Situated in a beautiful 500-acre estate, accommodation may be provided, either on or near the school site, and requirements can be discussed at interview.

Other benefits include pension, private healthcare, and substantial fee remission. Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and participate in the Cycle to Work scheme. Staff are also provided with lunch, and other meals as needed, within our magnificent dining hall.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive. The Common Room is welcoming and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



Application Process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it with a cover letter to teacherrecruitment@haileybury.com by **midday on Friday 27 February 2026**.

For further information, please visit our website [here](#).

Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Please see full details of our [Privacy Notice for Staff](#) and [Recruitment Policy](#).

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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