

Position Summary – Scotch Global Teacher

A Scotch Global Teacher is a highly competent, experienced educator who combines deep conceptual mastery of their subject with the ability to inspire and engage students in an innovative online environment. Working within the International Baccalaureate framework and Scotch Global's philosophy of "*delivering education differently*", the teacher designs and delivers inclusive, inquiry-based learning experiences that support diverse learners worldwide. The role requires flexibility, independence, and a commitment to fostering a positive, student-centered online learning culture.

Essential Criteria

Education and Training

- Bachelor's Degree or higher tertiary qualification in subject specialty or closely related discipline, with a Diploma of Education or Bachelor of Education.
- Registration with the Teacher Registration Board of Western Australia.
- Current Working with Children's Check (WA).
- IB qualification or willingness to undertake IB training (IBDP teaching experience highly desirable).
- Experience teaching in an online, blended, or remote learning environment (highly desirable).

Technical

- Proven ability to design and deliver engaging, inclusive, and differentiated online lessons that meet the requirements of the WA Curriculum and/or the International Baccalaureate Diploma Programme.
- Strong conceptual understanding of subject content and the ability to teach using frameworks that promote higher-order thinking and deep understanding.
- Skilled in inquiry-based learning and explicit teaching of disciplinary skills and approaches to learning.
- Ability to create dynamic, technology-enhanced learning experiences that maximise student engagement and achievement.
- Proficient in using data to track progress, inform teaching, and personalise learning.
- Experienced in designing and applying inclusive strategies for diverse learners, including neurodiverse and remote students.

Workplace Practice

- Builds positive, trusting relationships with students and families in a virtual environment.
- Works collaboratively within a small, high-functioning team while maintaining professional standards, meeting deadlines, and showing initiative.
- Demonstrates cultural competence in a global classroom.
- Reflective practitioner, open to giving and receiving constructive feedback.
- Models and promotes Scotch Global's values of inclusivity, respect, and high expectations.
- Proactively initiates communication with students, families, and colleagues to anticipate needs, address emerging issues early, and maintain strong engagement in an online environment.
- Demonstrated capacity to work autonomously, manage flexible hours across time zones, and adapt to evolving educational technologies and learner needs.

Core Responsibilities and Tasks

Teaching Practice

- Deliver subject content in an engaging, age-appropriate, and inquiry-based format in line with IB and/or WA Curriculum requirements.
- Integrate explicit teaching of Approaches to Learning into all units.
- Provide a personalised learning experience, adjusting for individual student needs and collaborating with support staff as required.
- Maintain accurate records of student progress, adjustments, behaviour, and attendance.
- Communicate proactively and regularly with students and families using varied modes (video conferencing, discussion forums, email, and one-on-one meetings) to support learning progress, engagement, and wellbeing.
- Contribute to a safe, supportive, and inclusive virtual classroom environment.
- Use varied communication modes to maximise engagement.
- Actively support Curriculum Leaders to implement change.

Undertaking Professional Development

- Engage in ongoing professional learning to remain current in IB pedagogy, subject specialised education, and online teaching practices.
- Maintain professional relationships with relevant associations (e.g., AISWA, IB).
- Participate actively in the school's Professional Development and Review process.
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Note: This job description is intended as a guideline to illustrate the main job responsibilities. It is not intended to be an exhaustive list and may change within the scope of the role at the Manager's discretion. Employees may also be required to undertake other reasonable duties as directed.

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