



Queen  
Elizabeth's  
School

GURUGRAM, INDIA



CANDIDATE BRIEF FOR THE APPOINTMENT OF

**EAL Teacher**



# Welcome Message

Thank you for your interest in joining Queen Elizabeth's School, Gurugram. I am delighted you're exploring the possibility of becoming part of our extraordinary journey. At Queen Elizabeth's Global Schools, we are doing something truly special. We are building an ambitious and inclusive family of schools inspired by the values and heritage of our founding school Queen Elizabeth's School, Barnet—one of the UK's most academically distinguished institutions. But while our standards are world-class, our mission is deeply human: to nurture confident, able, and responsible young people, who are ready to shape the world with both intellect and integrity.

We are unapologetically aspirational for every child and every colleague. That means we expect the best, but we also give our best. As part of our team, you'll find yourself surrounded by high-performing, like-minded professionals who support, challenge, and inspire one another every day. You will be empowered to lead, to grow, and to make a genuine impact. We are proud of the diverse and inclusive communities we are cultivating across our schools, and safeguarding is central to all that we do. This is a place where every individual, regardless of background, is seen, heard, and valued.

If you believe in the power of education to transform lives, and if you are excited by the idea of helping shape something exceptional from the ground up, we warmly invite you to take the next step with us.



**Caroline Pendleton-Nash**  
CEO, Queen Elizabeth's Global Schools



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# The School

At Queen Elizabeth's School, Gurugram, we proudly extend the distinguished legacy of Queen Elizabeth's School, Barnet—one of the United Kingdom's most celebrated academic institutions. Founded on centuries of tradition and intellectual rigour, our branch schools uphold an uncompromising commitment to academic excellence, character formation, and cultural enrichment.

Our vision is to cultivate dynamic, world-class learning environments where the next generation of confident, able, and responsible young people are shaped. We challenge our students to think independently, lead with purpose, and embrace a global perspective—all within a community that values tradition, discipline, and innovation.

By blending the timeless values of our founding school with the opportunities of a rapidly evolving world, we ignite curiosity, inspire ambition, and prepare our students to make meaningful contributions to society—as scholars, leaders, and changemakers.





## The Opportunity

Queen Elizabeth's School, Gurugram is looking for passionate and experienced EAL Teacher to join our inclusive learning team. This is an exciting opportunity for a specialist educator to make a meaningful impact by supporting students from diverse linguistic backgrounds in acquiring the language skills they need to thrive academically and socially.

You will work across key stages to design, deliver, and evaluate high-quality EAL interventions, ensuring that all learners feel confident, included, and empowered.

# The Role

Job Title: **EAL Teacher**

Reporting to: **Director of Multilingual Programmes**

## Language Support & Instruction

- Provide direct EAL instruction to individuals and small groups using appropriate strategies.
- Develop targeted lessons that focus on speaking, listening, reading, and writing skills.
- Differentiate instruction based on students' language proficiency levels and academic needs.
- Integrate academic language instruction to support access to Cambridge International Curriculum subjects (e.g., Science, Geography, Mathematics).

## Collaboration & Inclusion

- Work closely with subject teachers to modify content and assessments for EAL learners.
- Support teachers in using inclusive classroom strategies and adapting instruction for multilingual learners.
- Participate in curriculum planning to ensure language accessibility and integration across subjects.

### **Assessment & Progress Monitoring**

- Assess students' English proficiency using recognised tools (e.g., CEFR or Cambridge standards).
- Monitor student progress and adjust instructional strategies accordingly.
- Provide regular reports and feedback to teachers, coordinators, and parents.

### **Student Wellbeing & Integration**

- Support students' confidence and participation in classroom and school life.
- Help EAL students adapt to a new school environment and foster positive peer relationships.
- Promote intercultural understanding and celebrate linguistic diversity across the school.

### **Professional Engagement**

- Engage in relevant professional development in EAL, bilingual education, or international teaching practices.
- Maintain accurate records and contribute to school improvement initiatives, particularly around inclusion and multilingualism.
- Participate actively in school events, community outreach, and parent communication.



# The Person

## Qualifications and Experience

- Bachelor's degree in English, Education, Linguistics, or a related field
- Recognised teaching qualification (e.g., B.Ed., PGCE, CELTA, TESOL, or equivalent)
- Minimum 2–3 years of relevant EAL teaching experience, ideally in an international or Cambridge International Curriculum school
- Familiarity with language-supportive strategies across multiple subject areas

## Personal Qualities

- Strong interpersonal and communication skills with students, parents, and colleagues
- Culturally responsive and empathetic educator who values diversity
- Organised, resourceful, and reflective practitioner

# The Package

We believe that outstanding educators deserve outstanding support. Our compensation and benefits package reflect our deep commitment to attracting and retaining exceptional colleagues who share our ambition and values. Subject to individual status, our package includes:

**Salary** We offer a generous salary aligned to our internal salary scale, which is based on qualifications and experience. This scale is reviewed annually by the Governing Body to ensure it remains competitive with leading international schools. The salary reflects our expectation that staff contribute fully to the co-curricular, pastoral, and house life of the school. A strong commitment to holistic education is at the heart of our professional culture.

**Accommodation** A housing allowance is provided for international hires to support a high standard of living.

**Relocation Support** For international hires, flights are covered for the employee and eligible dependents. A relocation/shipping allowance is included to ease the transition.

**Annual Airfare** Annual return airfare is provided for international employees and eligible dependents.

**Medical Insurance** Comprehensive medical insurance is provided for the employee and dependents (where applicable).

**School Fee Remission** Subsidised education for up to two children attending Queen Elizabeth's School, Gurugram.

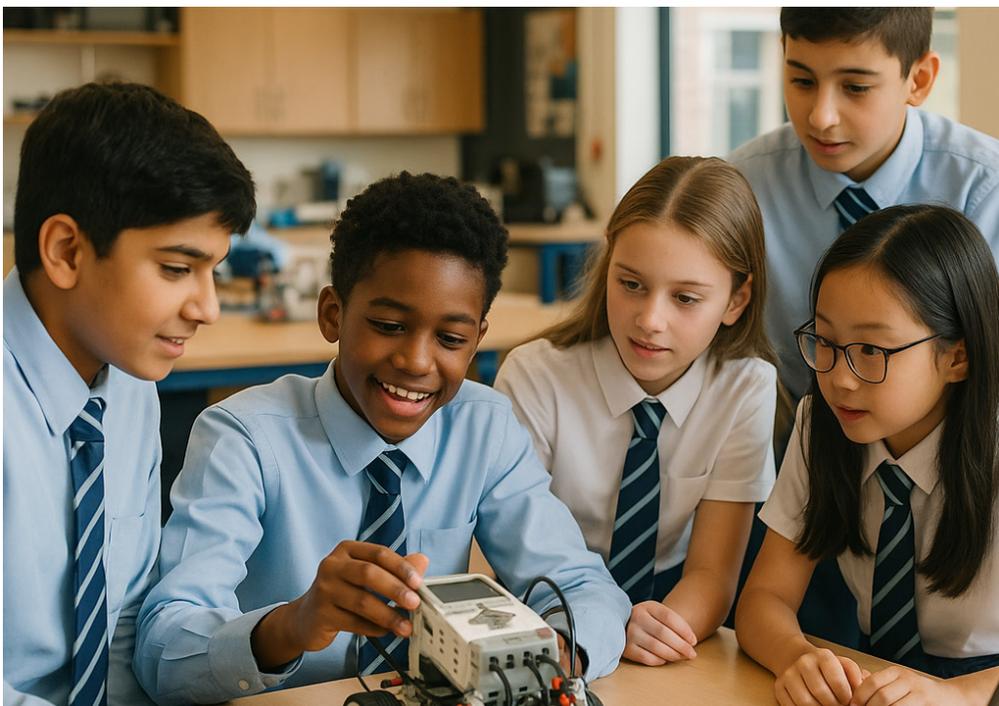
**Gratuity** End-of-service gratuity provided in accordance with local Labour Law.

**Professional Development** A dedicated Professional Development Fund is available to support continuous growth through courses, certifications, or attendance at leading educational conferences.

**Discretionary End-of-Contract Bonus** A discretionary bonus may be awarded upon completion of the contract, in recognition of performance and contribution to school life.

**Wellbeing & Staff Culture** A calendar of staff wellbeing and enrichment activities, focused on balance and connection. A supportive, inclusive environment where all colleagues are valued, inspired, and empowered.





## The Process

Applications should be submitted electronically via the TES platform. Please ensure that all required documents are uploaded as part of your application.

Shortlisted candidates will be asked to present sample lessons, share a portfolio of student work or projects, and reflect on their approach to innovation, cross-curricular integration, and student engagement to nurture confident, able, and responsible young people, in alignment with the mission of Queen Elizabeth's Global Schools.

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Queen Elizabeth's Global Schools are an equal opportunities employer and is deeply committed to safeguarding our students, ensuring their safety and wellbeing. We expect all staff and members of our community to share this commitment and to promptly report any concerns about a student's or community member's safety or wellbeing. Applicants must be willing to undergo rigorous child protection screening, including checks with past employers and providing Police Clearance Certificates from all countries that the applicant has resided in.

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\*Some images within this document have been generated using Artificial Intelligence (AI).

\*Opening and operations are subject to building completion and final approval from the Government of Haryana Education Department and Cambridge International Education.