

**Instructional Leader for Individuals & Societies and Design
and**

**IB MYP/DP Individuals and Societies Teacher
Full-time, permanent role**

Application Deadline: March 9, 2026

The International School of Helsinki (ISH) is a vibrant, inclusive, and non-profit learning community offering education to students aged 4 to 18 through the International Baccalaureate (IB) continuum. Located in Finland's capital, ISH fosters a global mindset and prepares students for the complexities of the modern world. Our community includes over 100 staff members and approximately 500 students representing diverse cultures and nationalities.

The school seeks to appoint an **energetic and visionary Instructional Leader** to lead the Individuals & Societies and Design departments across both the IB Middle Years Programme (MYP) and Diploma Programme (DP). This role combines strategic instructional leadership with teaching responsibilities in MYP and DP Individuals & Societies and Design.

This is a full-time, permanent position within our IB World School, where inquiry-driven learning, academic rigor, critical thinking, and global citizenship are at the heart of the educational experience. The successful candidate will play a pivotal role in shaping teaching and learning across the continuum, fostering innovation, and ensuring excellence in programme implementation.

Key Instructional Leader Responsibilities

- **Provide strategic leadership for the Individuals & Societies and Design Faculties**, setting a clear vision for excellence in teaching, learning, and curriculum development aligned with the school's mission and the IB continuum.
- **Drive pedagogical innovation and instructional excellence**, inspiring and empowering faculty to implement research-informed, student-centred practices that enhance engagement, conceptual understanding, and authentic learning.
- **Ensure coherent vertical and horizontal curriculum alignment (Grades 6–12)**, safeguarding progression, rigor, and consistency across the MYP and DP programmes.
- **Lead the monitoring and evaluation of instructional quality**, using data, classroom observation, student voice, and professional dialogue to ensure high standards of provision and continuous improvement.
- **Actively contribute to and collaborate with the team of Instructional Leaders and the Pedagogical Leadership Team**, shaping whole-school teaching and learning strategy and ensuring collective efficacy.
- **Safeguard compliance with IB Programme Standards and Practices**, ensuring programme integrity, smooth student transitions across the continuum, and a deep commitment to inclusivity and access.

- **Align faculty goals and instructional strategies with ISH's strategic vision and long-term priorities**, translating whole-school direction into impactful classroom practice.
- **Model exemplary teaching and learning practices**, demonstrating deep pedagogical knowledge and credibility as a leader of learning.
- **Lead professional growth through coaching and mentoring**, building teacher capacity, reflective practice, and instructional leadership within teams.
- **Cultivate trust-based professional relationships**, fostering collaboration, psychological safety, and a positive, high-performing school culture.
- **Promote equity, inclusion, and diversity**, ensuring that teaching practices and curriculum design reflect and value the richness of the school community.
- **Engage in ongoing professional reflection and growth**, using feedback and evidence to refine leadership impact and sustain continuous improvement.

Key Teaching Responsibilities

- **Teach Individuals & Societies within the MYP/DP**, delivering a rigorous, concept-driven curriculum that reflects the philosophy and standards of the IB framework.
- **Design and implement engaging, inquiry-based learning experiences** that promote curiosity, conceptual understanding, and meaningful connections to real-world contexts.
- **Cultivate critical thinking, research competence, and international-mindedness**, enabling students to engage thoughtfully with historical perspectives, cultural developments, and contemporary global challenges.
- **Develop students' analytical and evaluative skills**, encouraging them to interpret evidence, consider multiple perspectives, and construct well-reasoned arguments.
- **Differentiate instruction effectively**, responding to diverse learning profiles, language needs, and abilities to ensure equitable access and sustained academic growth.
- **Assess student learning using IB criteria-based assessment practices**, providing timely, constructive feedback that supports reflection, goal-setting, and continuous improvement.
- **Integrate technology, interdisciplinary learning, and experiential approaches** to deepen engagement and strengthen transferable skills.
- **Collaborate actively with colleagues** to design coherent, cross-curricular learning experiences that support the holistic development of students across the IB continuum.
- **Maintain a culture of vigilance regarding student well-being**, proactively identifying changes in behaviour or engagement and reporting concerns in accordance with the school's safeguarding policies and procedures.

What We Offer

This role provides significant opportunities for professional growth and collaboration within a vibrant international learning community. ISH offers competitive compensation, professional development opportunities, and a supportive work environment that emphasizes inclusion, wellbeing, and autonomy.

Qualifications & Experience

- Bachelor's or Master's degree in History, Geography, Political Science, Education, or a related field.
- Teaching certification and significant experience teaching Humanities, preferably in an IB setting or international school.
- Strong understanding of IB philosophy, inquiry-based learning, and global citizenship education.
- Ability to foster debate, discussion, and independent inquiry in the classroom.
- Experience with project-based learning, primary source analysis, and historical inquiry.
- Excellent communication, adaptability, and classroom management skills.
- High levels of proficiency in speaking, reading and writing in English

Child Protection & Safeguarding

ISH is committed to the highest standards of safeguarding and promoting the welfare of children and young people. Successful candidates will be asked to sign the school's Child Safeguarding Code of Conduct, and will need to pass background checks, including police clearance and reference verification.

How to Apply

Please submit the following to employment@ishelsinki.fi:

- A letter of application explaining your suitability for the role and alignment with ISH's values and IB inclusion principles.
- A current CV.

Employment Dates

- Start date: August, 2026

Statement of Anti-Discrimination

At ISH, we celebrate diversity and are committed to creating an inclusive environment for all. We actively promote Diversity, Equity, Inclusion, and Justice (DEIJ) and ensure equal opportunities for all individuals, regardless of gender, ethnicity, nationality, age, physical abilities, sexual orientation, or beliefs.

For all positions, a criminal record check as required in § 3 Law of working with children, must be presented by the applicant chosen for the position.



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