



Recruitment policy

Vision

International education which inspires creative thinking, provoking children to become curious and take ownership of their learning.

Mission

Amstelland International School is dedicated to establishing a learning community which empowers student voice, invests in nurturing relationships, fosters compassion for humanity and inspires a shared responsibility of our planet.

School values

- Curiosity
- Community
- Agency
- Relationships
- Responsibility

Introduction

The aim of this policy is to communicate the expectations that apply to all stakeholders when involved in our recruitment process. The safety and well-being of the children and staff is the most important factor at all times. AIS is an advocate for child protection and safe-guarding, relevant procedures to ensure the safety of our community are conducted with care. Through the recruitment process relevant personal information will be handled with care and according to the GDPR regulations in The Netherlands.

About the AIS

At Amstelland International School we welcome children of all nationalities, beliefs and cultures. The AIS is a Dutch International Primary School (DIPS) situated in Amstelveen. AIS is the international school department which forms part of a larger Dutch school group at Onderwijsgroep Amstelland. Together we are a family of twelve schools, one of which is a language school Taalschool Amstelland which we collaborate closely with. The AIS is subsidised by the Dutch government, this enables us to deliver accessible high quality international education. At the AIS we teach the International Primary Curriculum (IPC).

About our Team

As a professional **community** we understand that each member of our team is valuable and has a **responsibility** to take **ownership** of their role in achieving our schools mission. Our aim is to create a **safe, nurturing** and stimulating learning environment which meets the individual needs and interests of all our students.

Recruitment policy

Our goals during the recruitment process

1. To establish a team culture in line with our school philosophy.
2. Identify the talents and strengths in all the applicants, carefully selecting our future colleagues to strengthen the team.
3. Investing in colleagues who share the same love for learning as AIS does, inquisitive and eager to embrace our Reggio Emilia approach to teaching & learning.
4. Welcoming new team members who value student voice and empower children to develop at the best of their individual abilities.
5. Continue to foster a growth mindset & internationally minded community of learners.
6. Create a teaching team who are as excited about their lessons as the children are to engage with open ended project based conceptual learning experiences.
7. Professionals with integrity, embracing diversity and value their own professional development.
8. Establish a rich learning environment where every individual contributes actively to the ongoing development of the whole school community.

You are welcome at AIS

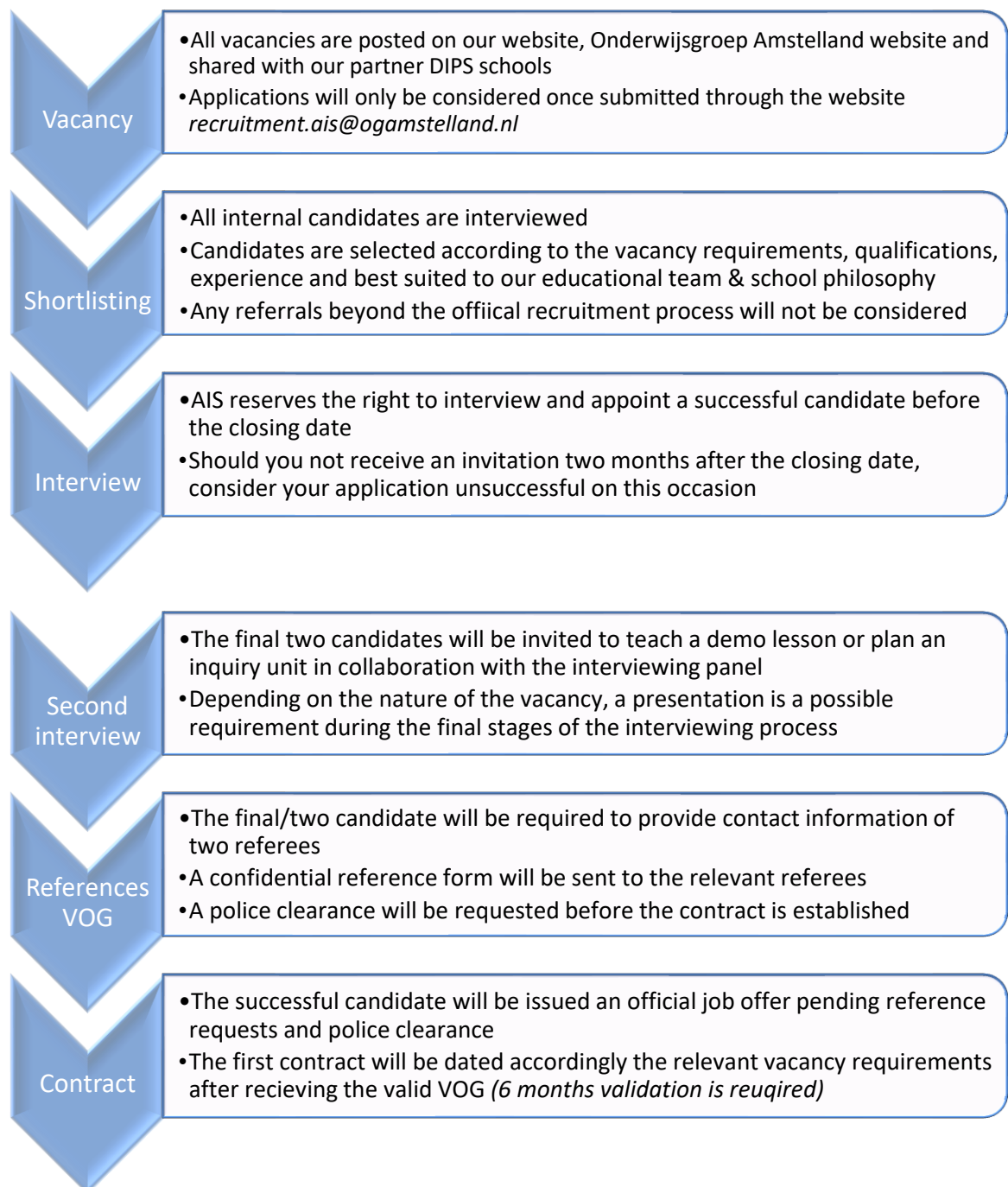
At AIS we aim to ensure a safe recruitment process respecting the privacy of our applicants. Two referees will be requested upon the final interviewing stages. AIS follows a rigorous safety & background check in line with our student safeguarding policy. We welcome all cultures, ethnicity, religious backgrounds, sexual orientations age and disabilities (*not restricting the applicant to successfully achieve the stated requirements of the relevant vacancy*). Our team is diverse and this is an added value to our school. All applicants will be considered equally and according to the same standards relevant to the vacancy requirements. All vacancies are in line with the Dutch labor law CAO and international curriculum standards.

Required qualifications

- Bachelors and/or Master degree related to the relevant field certified by DUO
- Bachelor or Master degree certification in Education
- Primary or Early Year qualification certified by DUO
- Specialist teachers; Bachelors and/or Master degree related to the relevant field certified by DUO. (Duo, Dutch Education Authorities teaching qualification recognition)
- 3-5 year international school teaching experience, Reggio Emilia experience preferred
- IPC/IB teaching experience is preferred
- Teaching qualifications must be officially recognized by your country of origin or declared valid by Nuffic
- **Language proficiency** – English is the main language in which our curriculum is taught. AIS requires their teaching staff to be native near native proficient in the English language, written as spoken
- A health questioner will be sent to the successful candidate, final candidates will be asked to sign a medical fitness declaration (physical & mental health)

Recruitment policy

Recruitment flowchart





Recruitment policy

Privacy

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There is no "I" in "Team". Describe your talents and how you aspire to contribute to our family at AIS. Share what you hope to learn from our team of professionals, what inspires you, and which qualities you possess that will assure you leave the world behind in a better state than you found it.

Include three bullet points **briefly describing your Evidence of Exceptional Ability.*

If your qualifications & experience match the profile described in one or more of our vacancies, you are invited to send your application to recruitment.ais@ogamstelland.nl for the attention of our school director; *Ms. J. Da Silva*.

What do you believe?

If you believe children are intelligent beings in their own right - before - they enter the school building, AIS is the learning environment you will thrive in.

If you believe the world is our playground and learning does not only happen indoors... read further.
If you believe educators are facilitators of exciting experiential challenges where failure is regenerated into inspiration for new ideas, AIS is definitely the school for you.

If you believe it is our duty to role model kindness, empathy and celebrate diversity, find a vacancy on our website which matches your expertise & passion.

Recruitment policy

Our imagination is where we go when our reality just simply won't do.
Imagination is where vision is born, every birth of a new idea forms our new reality.
What are you imagining? *J. Da Silva*

“Is it not wonderful to think that no one need wait
one minute longer to improve the world?”

Anne Frank

