



COGNITA

BRITISH AND IB SCHOOLS IN SPAIN

Candidate Brief for the appointment
of STEM Teachers in Spain.

COGNITA
CELEBRATING 20 YEARS

Discover purpose, create change


Welcome, and thank you for considering us. You're about to embark on a journey that could shape not only your career but the future of education.

At Cognita, we believe in the power of individuals to create a lasting impact. Joining us means being part of a community where your ideas, passion, and drive can truly make a difference.

This candidate pack is your guide to discovering how you can thrive with us.

Inside this pack you'll discover:

- **About Cognita** – learn about what fuels us and keeps us moving forward.
- **Our people promise** – learn about the role you'll play and the impact you'll make with us.
- **Role overview** – understand how we see you contributing and explore what's expected of you.
- **Benefits** – discover the rewards of becoming part of Cognita.
- **School introductions** – learn about the great schools you'll join in Spain.
- **Application process** – find out what's next and how to apply.


 We're excited to see how you'll help shape the future at Cognita. Good luck with your application – we can't wait to see what you'll bring.



About Cognita

A world of schools connected by a single purpose

At Cognita, we don't just provide education – we create environments where students, teachers, and colleagues can truly thrive. As part of our global family, you'll join a unique community that's dedicated to shaping the future of education. Our purpose is simple yet powerful: to empower every individual to **thrive in a rapidly evolving world.**


 Want to understand the thread that connects our schools? See our Quality Framework on the next page.

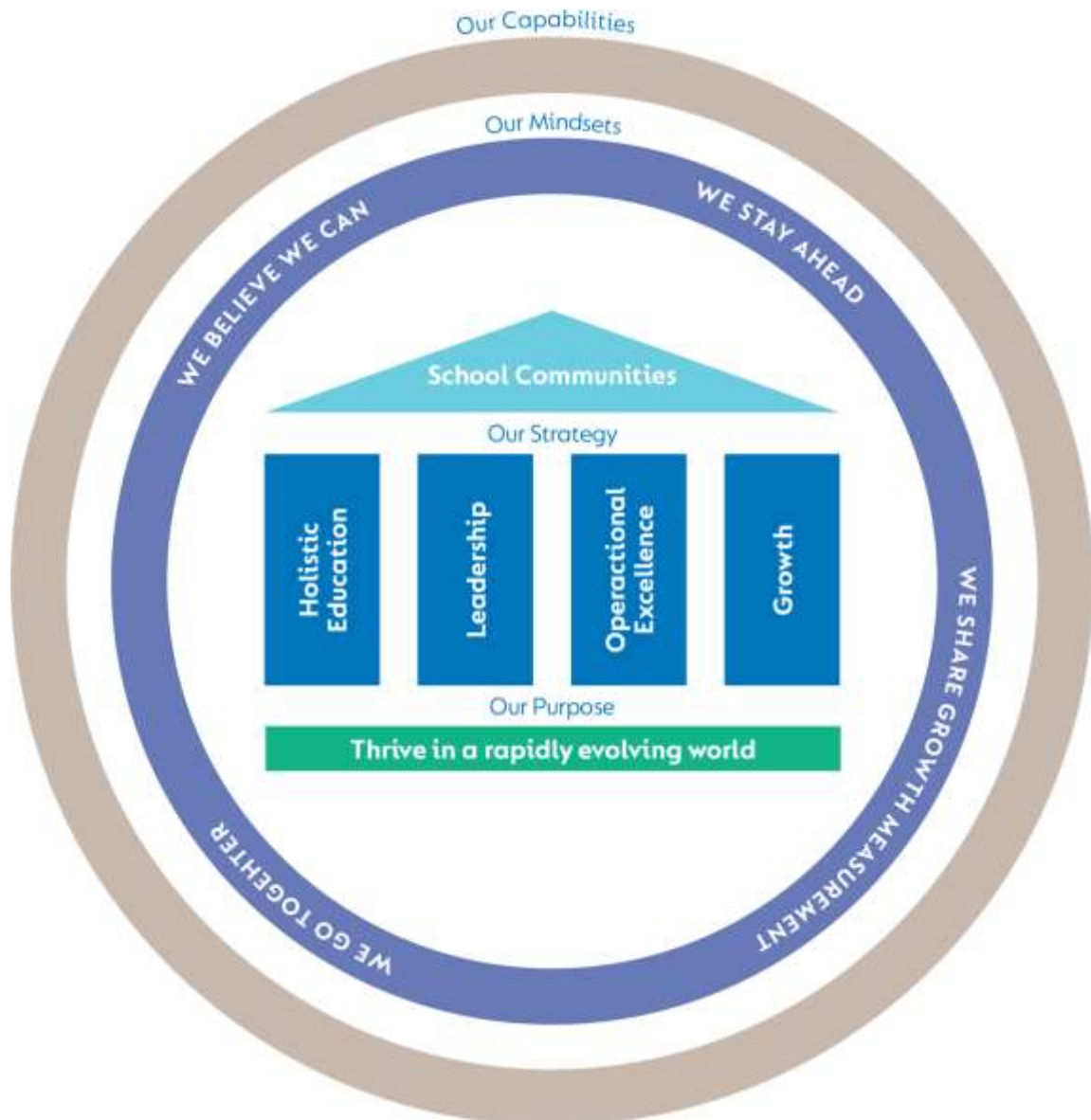
Our Quality Framework

With the support of our Cognita Quality Framework, we ensure that every school maintains its unique identity while benefiting from shared best practices, knowledge, and a global commitment to excellence.

This framework is the golden thread that connects all our schools, helping us create world-class learning environments for everyone.

Every Cognita school is special to us, but we are united by our collective goals, passion for innovation, and commitment to progress. Together, we collaborate, embrace new challenges, and create meaningful change that benefits not only our schools but the communities around us.

 **Keep reading to understand the mindsets that empower us to thrive and brings this all this to life.**



Building a strong culture for an evolving world

For our extraordinary community to fulfil our purpose, we rely on the strength of our culture. We thrive and our students thrive when we go forward together, progress by facing challenge, anticipate the future, and stay open to new ideas and ways of working.

Our Mindsets

Building a thriving culture isn't accidental – it's the result of intentional choices and actions we take every day. By living through our mindsets, we don't just shape the way we work – we build a culture that empowers us to drive purpose and create change so we can grow, succeed and make a lasting impact.

We go together

We are stronger together, as one global schools system and operate with our collective goals in mind. We show up for one another, collaborate widely and share generously.

We believe we can


We are driven and passionate about what we do. Determined learners, we progress fast by facing challenges and empowering others to do the same. We take ownership of our responsibilities and always believe there is a way.

We stay ahead

We embrace change to stay ahead, whilst maintaining high-standards and best practice. We anticipate the future, not afraid to do things differently so that both our students and our business thrive today and tomorrow.

We share a growth mindset

We always consider the needs and perspectives of others. We are open to new ideas and ways of working, connecting to wider perspectives wherever possible.

 **Want to better understand the role you'll play and the impact you'll make with us? Have a look at the next page.**

Our promise to you

Discover purpose, create change with us

We are a diverse community, united by a shared purpose: to **thrive in a rapidly evolving world.**


We empower every school, teacher, colleague and student to focus on what they do best.

As a dynamic, committed team in 100 schools in 16 countries, we move fast but securely and progress while maintaining high standards. Find diversity, autonomy, and challenge to build a purposeful career with a variety of opportunities both upwards and sideways.

Join a welcoming, supportive network of talented people who are resilient and driven to achieve. Embrace change and innovate thoughtfully, take in fresh perspectives to achieve ambitious goals and create an inclusive, sustainable future in education. Striving for excellence and encouraging one another, make your mark through intentional impact and creating meaningful change for children and our incredible school system.

Your voice matters in our collaborative, open environment. We show up for one another, care about everyone's well-being and value input from our whole school community. Our strength lies in our diverse and expansive collaboration, championing local ownership and creating opportunities through our differences.

Achieve more in a place that thinks ahead, is unafraid to do things differently, and welcomes new ideas. Create change, grow, care, and always find purpose in a place committed to helping you and everyone thrive.

 **Find out what this means for your role on the following pages...**



Inspire the next generation by shaping minds and fostering a love of learning

At Cognita, you'll be part of a global family that shares a passion for education and is committed to the well-being and growth of its people. Here, teaching is more than just a job, it's about making a meaningful impact on student's lives. Whether you're joining us for our high standards, growth opportunities, or based on the positive experiences of others, you'll discover a community that supports you to thrive.

Discover purpose and create change with us:

Thrive in an extraordinary community

Collaboration is at the heart of everything we do. You'll be joining a passionate and committed community, where support and well-being are priorities. At Cognita, we believe in working together to achieve shared goals, creating a supportive environment where everyone feels valued.

Create meaningful change every day

Your role as a teacher will be transformative, not just for your students, but for our school community as a whole. You'll have the freedom and trust to make decisions that matter, helping students reach their potential and create meaningful change every day.

Champion progress in education

At Cognita, we are always looking toward the future of education. With access to continuous professional development and career opportunities within our global network, you'll be empowered to grow, innovate, and set new standards for excellence in teaching.

Learn and develop from new challenges

Every day will bring new challenges and opportunities to grow, along this journey you will be supported by a community that values discovery, collaboration, and professional growth. You'll thrive in an environment that embraces continuous learning and development for its people.



Find out more about our Spanish Schools further down...

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**What you'll
bring to
our story**

What you'll be doing

Role purpose

To promote, together with support and collaboration of the SLT, daily learning activities with specific goals and guidelines to achieve success with their students as well as follow professional practices consistent with school and system policies in working with students, parents and colleagues.

As a teacher you will be expected to follow the guidelines set out in the Cognita Teaching Toolkit. This includes clear expectations for planning, assessment, relationships, lesson delivery and wider professional duties.

You will also be expected to contribute towards helping to deliver the whole school strategic priorities.

As a teacher

- Teach lessons in KS3, 4 and 5. modelling and developing outstanding practice in your own subject areas in an innovative and inspirational way.
- To have high expectations of all students and to track progress based on relevant data, observations and wide range of assessments.
- To maintain discipline in accordance with the school's procedures and encourage good practice with regard to punctuality, behaviour and standards of work.
- To assess students work in line with school policies and procedures, referring to student performance targets.

Wider faculty contribution

- Support the delivery of the vision for your Faculty and school more widely. This should translate into high quality learning sequences which engage students, develop student knowledge and skills and help students to become independent learners.
- Support the collaborative planning and formative assessment systems with your Faculty and support the programme for intervention.
- Contribute towards professional development conversations of others within your team and actively seek opportunities for your own personal development.

Other responsibilities

- To continue your personal development and participate in the schools staff development programme.
- To engage actively with the schools performance management programme.
- To attend staff meetings, open evenings and parents evenings. To attend morning assemblies and staff morning briefing unless on duty.
- As a tutor you should support pastoral care for your form group, seeking to help individuals character development.

What you'll bring

Essential	Desirable
<p>Skills</p> <ul style="list-style-type: none">● Native English Language is mandatory or you must have a very high English level.● Strong organisational skills.● Ability to work and contribute in a team● Ability to manage change effectively● High commitment to raise the standards of academic achievement of all pupils.● Clear understanding of effective teaching, learning and assessment techniques.● An instinctive commitment to the safeguarding of young people, and an up to date knowledge of child protection procedures	<p>Skills</p> <ul style="list-style-type: none">● Spanish language
<p>Experience</p> <ul style="list-style-type: none">● Teaching experience in Secondary School at all three key stages essential. <p>Qualification</p> <ul style="list-style-type: none">● Bachelors Degree with QTS in a STEM Related subject or International equivalent essential.	<p>Experience</p> <ul style="list-style-type: none">● Knowledge of both IB and A Level desirable.

Key stakeholders you'll be working with

- Internal: SLT, teachers, parents and students, pupil support services, relevant staff with cross school responsibilities, relevant non-teaching staff
- External : School community, Wider cognita teaching network

Benefits

The benefits that will help you thrive

Our benefits are more than just perks – they're a reflection of our commitment to your growth, well-being, and success. Whether you're looking to expand your professional horizons or ensure a healthy balance between work and life, we offer a range of benefits designed to support you every step of the way.

What you'll get

Core benefits

- Competitive salary based on level and experience
- Free tuition fees for children with permanent contracts
- Support with relocating to Spain (if based outside of Spain)
- Free lunches in school
- A supportive and collaborative teaching community
- Opportunities for professional development and growth

**Where you'll
make an impact**

Discover purpose, create change at Cognita Schools in Spain

Welcome to our schools

British School of Barcelona (BSB)

The British School of Barcelona (BSB) is a great school in a wonderful location.

Over 2000 pupils from more than 74 nationalities attend the school and over 315 staff work at BSB. We are based in three locations, two just outside the city of Barcelona – in Castelldefels, where we have a Primary, Secondary and Pre-University campus, and in the cosmopolitan town of Sitges, where we have another Primary campus. BSB City is in the heart of the city of Barcelona itself with a Foundation campus (built September 2021), and a brand-new main campus which opened in September 2023.

BSB City Secondary has a curriculum based on the English National Curriculum. There is a wide range of GCSEs offered followed by the International Baccalaureate Diploma in Years 12 and 13, all alongside a significant enrichment programme

Hastings School, Madrid

Hastings School aims to provide a high-quality education within a culture of care.

Founded in 1971, Hastings School is a school that is growing rapidly with a new 21st Century Sixth Form teaching block opened in September 2019 and a new Primary campus in September 2021.

Most teachers who come to Madrid choose to stay as it offers a superb quality of life with wonderful weather, culture, sport, food and people (something for everyone!). You can even find skiing during the winter only one hour north. It is a great base from which to explore Spain and Europe and the cost of living is lower than the UK.

The English Montessori School (TEMS), Madrid

For over 40 years, TEMS has been established as a British School that combines the benefits of a British education with the Montessori pedagogy and the possibility to continue in the Spanish Bachillerato or A Levels. Our pupils rank among the very best across both Spanish and international schools in Madrid, in terms of our external examination results. As well as our high academic standards, we work to ensure our pupils are socially able and engaged, with a good level of emotional intelligence, independence and self-discipline.

British School of Valencia (BSV)

British School of Valencia strives to offer a distinct educational model providing an excellent British education both at an academic and human level basing its curriculum on the core values of responsibility, curiosity, respect, and motivation. The school tries to adapt to the students' needs to meet the shifting requirements of an ever-changing world by offering the British Curriculum; a varied, practical, and inclusive system which encourages the students to become the leaders of their learning.

BSV's mission is to build success through a balance of academics, relationships, and character development. Their vision is focused on students valuing their education, to actively explore and investigate in order to achieve the goals they set for themselves. It seeks to empower them with the necessary skills and tools for them to acquire new knowledge that will help them improve their understanding of the world.

Discover purpose, create change at Cognita Spain Schools

Welcome to our schools

El Limonar International Schools (ELIS)

ELIS Murcia

El Limonar International School Murcia (ELIS Murcia), with 875 students between 3 – 18 years, is a dynamic learning community.

ELIS Murcia is a growing school committed to continuous improvement of all aspects of school life; CPD to ensure high-quality learning experiences for our students; and a positive work-life balance for our staff. ELIS Murcia is one of the very best international schools in terms of external examination results with recognition year after year as one of the top schools in Spain through the prestigious El Mundo ranking. Authorised by the British Council, ELIS Murcia is one of only 3 schools in Spain accredited by the prestigious Council of International Schools (CIS).

Furthermore, ELIS Murcia was named the Cognita Europe School of the Year for two consecutive years, 2022 and 2023, and was also awarded Cognita Europe Great Place to Work in 2022. Students graduate from ELIS Murcia with proficiency in three languages. Around 80% of our graduates go onto further education within Spain, with the remaining 20% taking up offers in the UK and other

international destinations.

ELIS Villamartin

El Limonar International School Villamartín (ELIS Villamartín), with 600 students between 3 - 18 years, is always looking to recruit high-quality staff into our dynamic learning community.

ELIS Villamartín is a growing school committed to improvement, CPD, and a positive work-life balance. ELIS Villamartín aims to provide a high-quality education within a culture of care. It is a school that has been growing steadily for the last few years. ELIS Villamartín offers a programme based on the National Curriculum for England and Wales, IGCSE and IAL Level courses, as well as the Spanish Baccalaureate programme.

ELIS Villamartín was named the Cognita Europe School of the Year 2024 and was also awarded Cognita Europe Most Loved by Parents in 2023. Authorised by the British Council, ELIS Villamartín is recognised by the Spanish Ministry of Education and is an approved examining centre for Cambridge International Examinations, Pearson Edexcel, and AQA examinations.

Spain

Where you'll be working

Living and working in Spain offers an exciting blend of cultural immersion, career opportunities, and a high quality of life. Spain's rich history, stunning landscapes, and vibrant social scene make it an appealing destination for expats. From the cosmopolitan vibes of Madrid and Barcelona to the picturesque coasts of Valencia, Spain provides diverse experiences that cater to various lifestyles. The country's Mediterranean climate and emphasis on leisure make it a place where work-life balance is not just an ideal but a way of life.

Adapting to life in Spain is made easier by its welcoming culture and well-developed infrastructure. The healthcare system is excellent, with both public and private options, and public transportation is efficient and budget-friendly. While Spanish proficiency isn't

mandatory for all jobs, learning the language significantly enhances social integration and daily life. Spain's unique customs, such as late meals and lively festivals, add to the charm, making every day a new adventure.

Locations of Cognita Schools in Spain

- British School of Barcelona
- Hastings School, Madrid
- The English Montessori School (TEMS), Madrid
- British School of Valencia
- ELIS Murcia
- ELIS Villamartin



Great, so what happens next?

How to apply

We're excited to get to know you and learn more about your unique skills and experiences. To help us process your application smoothly, here are a few steps to guide you:

- Please submit a completed Cognita application form, along with a cover letter that highlights how your experience and skills align with the role. The cover letter should be no more than two sides of A4 and can be submitted in the specified languages.
- Feel free to include your CV, but please ensure it accompanies the completed application form.
- Submit your application via our applicant tracking system by following the apply now link on the advert. Be sure to submit it by the stated deadline so we can review your application as soon as possible.

We can't wait to meet you. Best of luck with your application, and we'll be in touch with the next steps soon.

Safeguarding at Cognita

At Cognita Schools, we are fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and third parties to share this commitment. As part of our safer recruitment practices, pre-employment background checks will be conducted before any appointment is confirmed

Diversity, equity, and inclusion (DE&I)

At Cognita, diversity, equity, and inclusion are at the heart of everything we do. As a global community spanning over 94 nationalities, we know that our strength lies in our diversity. It's what drives our success and makes Cognita a place where everyone can thrive.

We are committed to:

- Attracting, recruiting, and retaining diverse talent
- Embedding DE&I principles into every part of school life
- Fostering inclusive environments where all voices are heard and celebrated

No matter where you come from or what stage of your career journey you're on, you're welcome at Cognita.

Discover purpose, create change



Your journey towards making a real difference starts here and we're excited to see how you'll make your mark.

Contact us at recruitment@cognita.com and begin your journey today.

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