



ST JOHN'S COLLEGE

SESOTHO FAL TEACHER/ HEAD OF SUBJECT

JANUARY 2027

St John's College is a world-class Christian, African school situated on a beautiful campus in Houghton, Johannesburg, offering quality education from Pre-Primary to Post-Matric. The school has an outstanding academic record, with candidates entering the IEB and Cambridge A Level examinations.

We are seeking an experienced and passionate Sesotho First Additional Language (FAL) Teacher / Head of Subject to join our College. The successful candidate will be responsible for delivering engaging and effective instruction in Sesotho First Additional Language to students in Grades 8–12, fostering a love for the language and culture while driving strong academic achievement. The candidate will employ innovative teaching methodologies and best practices in a supportive, collaborative school environment. In addition to classroom duties, the teacher is expected to work closely with colleagues and actively contribute to the school's extramural programme, aiming to cultivate a passion for the subject and achieve strong academic results. The Sesotho Teacher will deliver outstanding teaching practices and innovative pedagogies in a supportive and collaborative environment.

Main Responsibilities:

- Plan, prepare, and deliver well-structured, creative lessons that inspire, motivate, and challenge students across the College's age and ability range to achieve the best possible academic outcomes.
- Maintain up-to-date subject knowledge and pedagogical skills, and lead, inspire, and motivate all students to support their welfare, success, and a consistently outstanding experience in line with the College's mission statement.
- Set, moderate, assess, mark, and record student assessments and progress in line with school policies, providing timely, detailed feedback and setting challenging goals to support the best possible academic outcomes.
- Analyse and review performance data; set realistic targets in liaison with the Head of Academics; prepare student progress reports; attend parents' meetings; and take appropriate action where necessary.
- Contribute to the smooth running of the department through substitution lessons, enrichment activities, examinations, interventions, partnership activities, and

administrative responsibilities.

- Liaise with colleagues, attend department and other relevant meetings, and participate in conferences relating to academic development to support a varied and engaging curriculum.
- Actively participate in the school's co-curricular programme by running clubs, accompanying students on visits, supporting co-curricular events, and contributing to staff duties.
- Contribute to sports, practicals, academy lessons, and the wider school programme, including workshops, conferences, chapel services, competitions, trips, and open days.
- Promote and safeguard student welfare while maintaining good order, discipline, health, and safety on school premises and during authorised school activities.
- Manage student behaviour and foster a positive, safe learning environment by treating students with dignity, building relationships based on mutual respect, and maintaining appropriate professional boundaries.
- Serve as a tutor and provide pastoral support by monitoring students' academic progress and well-being, assisting the Housemaster, and building strong relationships with students
- Carry out any other reasonable requests as directed by the Head of Academics.

Required Qualifications and Experience

- A Bachelor of Education/PGCE with a speciality in Sesotho.
- Current and active SACE membership.
- A minimum of five years' experience teaching Sesotho at a secondary school level.

Desirable Qualifications and Skills

- A minimum of five years' experience teaching the Independent Examination Board (IEB) Sesotho curriculum is preferable.
- A solid understanding of and commitment to working within the principles of equality, diversity and inclusion.
- Excellent interpersonal and communication skills (oral, written, and presentation), with the ability to build positive relationships with students, staff, parents, and other stakeholders.
- Demonstrable subject knowledge to deliver engaging, imaginative and varied lessons across the age and ability range of students at the school.

- The ability to understand, use, and encourage a variety of teaching and learning styles.

Behavioural Success Factors

- Data-informed decision-making: Apply excellent data analysis skills to guide academic planning, track performance, and implement targeted interventions.
- Collaboration and Communication: Build strong, productive relationships with staff, students, and stakeholders, fostering a culture of trust, inclusion, and shared responsibility.
- Student-centred approach: Prioritise student development by creating an inclusive, supportive, and stimulating learning environment that encourages curiosity and critical thinking.
- Commitment to Child welfare: A strong dedication to the well-being of children, with knowledge of safeguarding principles and in line with St John's College's Legacy of Care.
- Growth mindset: Actively seeks feedback and is willing to consider alternative perspectives and ideas. Uses constructive criticism to improve.
- Organisation and time management: Capable of planning, prioritising and managing workloads effectively to meet deadlines.

Members of staff are expected to demonstrate a commitment to work within the values, Christian ethos and mission of the school.

To apply for this position, please complete the application form using the following link [Application College Sesotho First Additional Language \(FAL\) Teacher / Head of Subject](#) no later than **24 July 2026**.

At St John's College, we are committed to proactive safeguarding and promoting the welfare of all our children. All staff who have access to children will be vetted in accordance with the St John's College safeguarding policy. This policy stipulates that staff are required to undergo all the necessary background checks in keeping with the requirements for safeguarding and child protection in South Africa and all staff perform duties in accordance with our school's HR Policies.

The school reserves the right not to proceed with the filling of the post. The appointment of candidates is at the sole discretion of St John's College, taking into account factors such as St John's College Employment Equity Policy. Applications are welcomed from South African citizens only or persons with a valid work permit. An application will not in itself entitle the applicant to an interview or appointment and failure to meet the minimum requirements of the advertised post will result in applicants automatically disqualifying themselves from consideration. Only short-listed candidates will be contacted. If you have not heard from St John's College within two weeks of the closing date, please assume that you have been unsuccessful in your application.

St John's College, in line with POPIA (Protection of Personal Information Act) will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect personal information but will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognising and accepting this disclaimer.