

IB Second Native Speaker recruitment policy

Version 1.1

26/10/2018

1. Document purpose

The purpose of this document is to specify the minimum requirements applicants must meet in order to be considered as an IB Second Native Speaker for either the Middle Years Programme (MYP) or Diploma Programme (DP) language assessments. In addition, the document also outlines desirable qualities which may be taken into account during the appointment process.

2. Applicant requirements

The list below identifies the requirements an applicant **must** have in order to be considered as an IB Standardizer.

- Applicants **must** be a native speaker of the language of the subject for which they are applying. Applicants **must** have a degree or equivalent in the subject (or a related subject) for which they are applying.
- Applicants **must** have proofreading experience.
- Applicants **must** have the ability to communicate, read documents and write reports in English.
- Applicants **must** have no perceived conflict of interest from involvement with schools or students taking this assessment. Please refer to the Assessment IB Educator conflicts of interest policy.
- If successful, the applicant **must** relinquish any IB Workshop leader, Online Facilitator, Programme Field Representative, DP Advantage Coach or Building Quality Curriculum role that they currently undertake.

3. Desirable qualifications and experience

The list below provides information on the qualifications and experience that are desirable for an applicant to possess when applying to become an IB Second Native Speaker.

- Experience teaching the subject (or a related subject)
- Experience of teaching the MYP or DP.
- Experience as an examiner in the subject (or a related subject).
- The ability to read documents and write reports in languages other than English.

4. Essential administrative requirements

- Applicants **must** be available at pre-arranged times throughout the year to fulfil commitments, attend meetings and respond to queries in a prompt manner.
- Applicants **must** have access to the internet, via a broadband connection with a minimum speed of 256kbps (2Mbps minimum recommended), in a secure environment that is suitable for writing or reviewing confidential assessment material.
- Applicants **must** provide the IB with contact details for at least two referees. An applicant will not be appointed until the IB has received at least two satisfactory references directly from the referees listed.
- Applicants **must** have a bank account held in their own name. Payment will only be made into a bank account held in the post holder's name. Under no circumstances will payments be made to a

third-party account, that is, an account held in the name of a relative, company/organisation or other representative.

- Applicants with bank accounts in the following countries/areas must receive payment in the local currency; (i) Canada, payments in Canadian Dollars (CAD), (ii) European "Eurozone" countries, payments in Euros (EUR), (iii) India, payments in Indian Rupees (INR), (iv) Singapore, payments in Singapore Dollars (SGD), (v) USA, payments in US Dollars (USD), (vi) United Kingdom, payments in British Pounds (GBP), (vii) Switzerland, payments in Swiss Francs (CHF).

5. Appointment principles

If an applicant meets the requirements stated in sections 2 and 4 the applicant will be considered for the post they have applied for.

During the recruitment process, references will be sought and applicants may be asked to undertake tasks or respond to questions within a set timeframe. Shortlisted applicants will be invited to an interview (which will normally be conducted using teleconferencing tools) on a mutually agreed date. The exact timeframe for appointments will be communicated during the recruitment process.

The scope of work offered to successful applicant(s) is dependent on connections with IB world schools and language ability.

The IB must comply with the laws and regulations of all countries in which it appoints IB educators.