

JOB OFFER

MONTESORI EDUCATOR 3–6 YEARS

Bilingual English–French Position – Full Time Temporary Contract – September 2026

The School

Founded in 2011 and run by the Montessori à Petits Pas Association (a non-profit organisation of general public interest under French law), the **Montessori School of Valence** currently enrolls 50 to 60 children across three environments (2–4, 3–6, and 6–12 years old). The school places Montessori pedagogy at the heart of its project, with a strong commitment to developing each child's capacity for adaptation and respecting their individual pace. We are equally committed to co-education in partnership with families and to the holistic, positive development of every child.

The school is actively developing a bilingual English–French educational project, designed to provide children with natural, daily exposure to both languages from an early age. The English-speaking educator works through full linguistic immersion within the classroom environment: Montessori presentations, daily classroom management, and interactions with children are conducted in English, in close complementarity with the practice of the French-speaking partner educator.

The Position

You will join a dynamic and passionate teaching team in a 3–6 classroom. The position is structured as a **tandem with an experienced French-speaking Montessori educator**. Both educators alternate between the role of Educator No. 1 (responsible for Montessori presentations, delivered entirely in English) and Educator No. 2 (environment management, emotional support, fostering children's independence). This tandem organisation ensures strong pedagogical consistency and a secure, nurturing framework for the 25 children of the environment.

Responsibilities

1. Child Support and Classroom Management

The educator ensures the physical and psychological safety of all children while respecting their individual developmental pace, preparing and maintaining a prepared environment in accordance with Montessori principles. On a daily basis, they support children in engaging with their work, handle conflicts constructively, accompany emotions and respond to physiological needs, while fostering autonomy and independence across practical life activities and broader learning. They lead key daily routines (arrival, transitions, meals and outdoor time in rotation with the team) and transition fluidly between the role of Educator No. 2 (environment management) and Educator No. 1 (presentations), as agreed with the teaching partner.

2. Bilingual Practice and Language Immersion

The educator delivers all Montessori presentations in English, in strict compliance with pedagogical progressions, and conducts all daily classroom management (instructions, transitions, behavioural guidance) in that same language, ensuring a natural and consistent

immersion experience for children. A coherent linguistic posture is fundamental: English is the primary language of interaction with children in this role. The educator also contributes actively to the development of the school's bilingual project, in close coordination with the teaching team.

3. Individualised Pedagogical Follow-up

The educator maintains rigorous individualised tracking of each child's development: continuous observation, adaptation of presentations to each child's stage, and timely completion of assessment reports and progress documents, in connection with the national core skills and competencies framework. They further enrich classroom life by proposing complementary activities – arts, music, sport, outdoor and nature-based learning.

4. Family Engagement

The educator maintains regular, constructive and supportive communication with families, in English and/or French according to needs, co-facilitates parent meetings and school events (open classroom days, open house events), and supports new families in understanding and embracing the school's educational project.

5. Tandem Work and Team Collaboration

The position is built on close partnership with the French-speaking Montessori educator: daily coordination, shared observations and joint pedagogical decision-making, underpinned by open and regular communication to ensure continuity and coherence of children's support. Both educators jointly prepare, maintain and refresh materials and keep the classroom environment tidy and adapted. The educator participates in pedagogical meetings, team projects and collective professional development sessions, collaborates with other classrooms and extended-day teams, and mentors student teachers as needed.

6. Contribution to School Life and Development

The educator plays an active role in the life of the school: contributing to the educational project and its evolution, engaging in collective reflection and school-provided training, and bringing forward concrete proposals to enrich classroom and school life.

Required Profile and Skills

- **Montessori 3–6 qualification** (MACTE, AMI, ISMM or recognised equivalent), or significant, documented professional experience.
- **English–French bilingualism is mandatory:** one language must be the native language; the other must be demonstrably mastered at C2 level or equivalent.
- Proven ability to use English as a language of teaching and classroom management: capacity to deliver Montessori presentations, manage the environment, and interact with children exclusively in English.
- Minimum of one year of experience in a 3–6 Montessori environment.
- Solid knowledge of child development in the 3–6 age range.
- Ability to take on both complementary roles within the tandem with ease and flexibility.
- Commitment to the values of benevolence, non-violent communication, and respect for each child's individual rhythm.

- Strong observational, adaptive and differentiated support skills; ability to identify and address specific learning needs.
- Collaborative mindset, dynamism, initiative and adaptability; genuine ease in tandem working.
- Skills or genuine interest in art, music and/or nature-based learning are a welcome asset.

Contract Terms

Contract type: Fixed-term contract (full time CDD) with the possibility of transition to a permanent contract (full time CDI)

Duration : 1 year

Start date : Beginning of the 2026/2027 academic year

Salary : In accordance with the collective agreement for private independent schools (établissements privés hors contrat)

Working hours: 35 hours per week, annualised, broken down as follows:

Direct teaching hours

- Presence in the classroom environment during school hours, in tandem with the French-speaking educator.

Ancillary and extended-day hours

- Supervision of lunchtime and the midday break.
- Participation in after-school supervision, one day per week.
- Attendance at team meetings and parent meetings.
- Open morning events: 3 Saturday mornings per year.

Support and preparation hours

- Pedagogical preparation: preparing presentations, maintaining and refreshing Montessori materials.
- Completing individual school reports and written follow-up assessments for each child.
- Any other preparation or coordination tasks required for the smooth running of the classroom.

How to Apply

Please send your CV and cover letter by email: secretariat@montessori-valence.fr