



As an expanding school, we are making the following appointments for August 2018-2019. Interviews will take place in London in the week beginning  
**5th March 2018**

- Year 1 Teachers
- KS3 - Science Teacher

**Are you a reflective practitioner, eager to investigate new and creative ways of teaching and learning?**

*"At St. Andrews Samakee, kids flourish and fulfill their potential. This is because Samakee sets 'top notch' academic standards, but this is not the only reason: it is a school with a heart! Every staff member knows you and your child by name and nature. The teachers are cherry picked not only for their teaching skills but also for the ability to nurture highly reflective individuals, support parenting dilemmas and see your child as a whole learner." Samakee Parent Testimonial.*

**Do you have the vision to work flexibly with colleagues in a dynamic school that is continually moving forwards?**



**Applicants must hold the Qualified Teacher Status (QTS) certificate**  
**Closing Date for Applications - 19th February 2018**



### Samakee offers...

- The opportunity to join an outstanding international school accredited by EDT (Education Development Trust) as a gold standard establishment for two consecutive inspections, and an outstanding BSO inspected school;
- A commitment to ongoing professional development opportunities and in-house guidance and support;
- Small class sizes to enable learning to be personalised and pertinent to individual needs;
- An innovative, British-style curriculum in a highly inclusive setting;
- Work within an inspiring, friendly and supportive team of dedicated and happy staff;
- Teachers the freedom to be creative in their approaches to teaching and learning as well as opportunities to expand their skills in the areas of leadership in an EYFS-KS3, all through school.

### For this post we are looking for...

- Commitment to the ethos of the school;
- Patience, enthusiasm, a sense of humour and an ability to accept and act on constructive feedback;
- Professionals with a secure working knowledge of the curriculum (particularly Development Matters in the Early Years Foundation Stage, and 2014 National Curriculum for England);
- Professionals with experience of working in an inclusive environment;
- Excellent communication, interpersonal skills and team working abilities;
- Excellent organisational and time-management skills;
- A satisfactory health record and up to date criminal record check through the Disclosure and Barring Service (DBS) or equivalent.

Interviews will take place in London in the week beginning  
5th March. Please send your CV, cover letter, referees and  
copy of your teaching qualification to:

## St Andrews Samakee International School

43 Soi Tiwanond 48,  
Nonthaburi Thailand 11000  
Phone: 66 2 952 4003  
Fax: 66 2 952 4002

Email: [application@standrews-samakee.com](mailto:application@standrews-samakee.com)

Website: <http://www.standrews-samakee.com>

Map: <http://goo.gl/maps/43j3p>







## Teaching at St.Andrews Samakee International School



Welcome!

We have produced the information that follows so that all applicants for teaching positions at St. Andrews Samakee can gain a brief overview of our educational philosophy and terms & conditions of employment.

As you read the information that follows please take some time to reflect on whether you possess good flexibility and excellent curriculum knowledge, along with bags of enthusiasm. With Gold Standard ISQM status, Outstanding BSO status and a growing international reputation, we are looking to appoint teachers who have the vision to work collaboratively with colleagues across the school to develop our school's curriculum and extend the work already undertaken.



Applicants must show the ability to inspire children with a clear love of teaching and deliver fun and effective lessons.



Our school's ethos is deeply rooted in a child centred approach to learning and teaching and a comprehensive understanding of the needs of each child. Our imaginative and innovative curriculum has been created to promote high achievement and everyday it captures children's interest and enthusiasm for learning. You will find a range of teaching methods being used to ensure that each child is given the best opportunity to achieve maximum efficiency in literacy, numeracy, science, ICT and a wide range of subjects.





This summary is not intended to be exhaustive and I am sure that it will prompt many areas of discussion if you are selected for interview. I hope that it does however, enable you to gain a clear impression that St. Andrews Samakee is serious about being seen as an employer of integrity.

With all best wishes,  
Monica L. Sudhirak  
Headteacher  
St. Andrews Samakee International School

## SAS Recruitment:

Thank you for your interest in working at our school, St Andrews International School Samakee (SAS).



## The context:

St. Andrews Samakee is an inclusive, independent, privately owned, co-educational school that currently caters to children from age 1+ to 14+ years, (Little Learners - Year 9) and draws children from multicultural backgrounds. The school is set in a residential area on the outskirts of Bangkok, Nonthaburi, in close proximity to a large expat community and a range of local amenities.



## The philosophy:

As we hope our website makes clear, our school's work has been strongly endorsed by a UK accrediting team and we have been awarded 'Outstanding School Status', the first school worldwide to merit such an achievement. In addition to this, we are a BSO (British School Overseas), meaning we are endorsed by the DFE and therefore qualified to employ and mentor newly qualified teachers to complete their NQT year.

As a truly inclusive and child-centred school, we welcome children of all abilities and are able to offer a range of support services including EAL & SEN, specialist therapists, Learning Support Assistants as well as highly differentiated mainstream classrooms and individualised programmes when required.

Another key feature of the school's philosophy is its commitment to outdoor learning and the environment. As a soon to be certified Forest School, learning outside the classroom, is a prominent part of our curriculum. The school is immensely proud of its very own on-site farm where children immerse themselves in various projects, tend the animals, plant and grow food plants and then harvest and eat what they have grown.



It follows that only teachers with a similar degree of conviction will find our school attractive.

## Our teachers:



The school is extremely well staffed by qualified and experienced teachers that we have recruited from around the world. Our teachers are all fully qualified and employed for their special talent and enthusiasm for teaching using student-centred approaches. New teachers come to Thailand with a very wide range of professional experiences, but all share the same passion and commitment,

and an eagerness to investigate new ways of learning with a friendly, enthusiastic team in a dynamic child centred environment.

## Our Mission:

### *independent, confident lifelong learners*

Our curriculum is based on the UK National Curriculum and then adapted to suit the needs of our learners in an international environment. Subjects are integrated where appropriate, and learning is blocked into exciting, relevant topics. The Samakee philosophy encompasses the whole child, and our campus is small and exclusive by design. Our values allow the students to get to know all the staff in the school and our teachers are highly aware of each child and their particular gifts. We place a great emphasis on the development of social and physical skills and the importance of valuing individual talents.



*'The school fully meets and often exceeds all of the required standards for the curriculum. The curriculum is outstanding. It is broad, balanced and engaging and provides meaningful experiences that meet the interests, aptitudes and needs of pupils extremely well. It has been carefully planned to provide pupils with a programme of interesting, varied and stimulating learning activities that incrementally build upon their existing levels of knowledge, understanding and skills' – BSO (British Schools Overseas) May 2015*





## Salaries and benefits received by full-time staff



### Principles:

At St. Andrews, we wish to be seen as an exemplary employer and we take the issue of staff retention very seriously. It is important therefore at the recruitment stage, for everyone to be clear about the salary and benefits package that accompanies a teaching position at our school. Please feel free to raise questions if there are any issues that you think need further clarification.

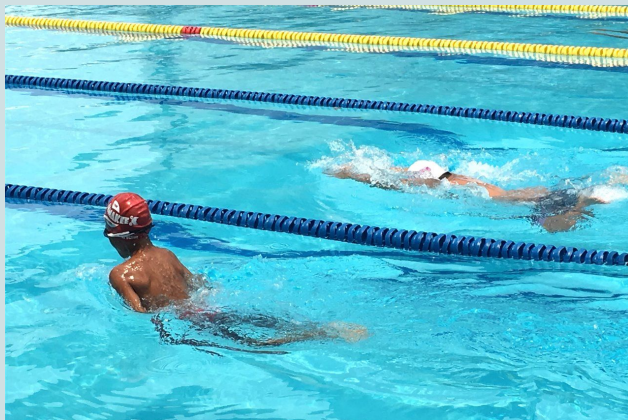
The information below is just a brief summary of the detail contained in the standard contract of employment. If there is any doubt concerning the interpretation of this summary, then the contract itself is the superior point of reference.

### Salary Scales:

St. Andrews teachers receive a net monthly salary paid in Thai Baht. Entry to the 25 point salary scale is according to qualifications and experience, and movement up the scale is made at the start of each academic year.

**We operate a spirited and authentically child-centred school which has been described by our accrediting agency as ‘a highly inclusive and outstanding environment for learning’. Samakee is flourishing, vibrant and enormous fun.**





## Salary Scale

### Placement on the scale:

New teachers are placed on the scale according to the number of years that they have been teaching. The maximum entry on the scale is point 12.

### Settling-in allowance:

Upon arrival in Thailand, each expatriate teacher will receive a one-off payment of 30,000 Baht to assist with the purchase of essential household items for their new home. Any costs incurred with the shipment of personal effects must be borne by the teacher and these costs can be deducted from this amount.

### Repatriation allowance:

Upon leaving the company's employment, each teacher will receive a repatriation allowance equal in value to the settling-in allowance that they received on arrival.

### Bonus payments:



Assuming satisfactory performance, all teachers will receive a two-month salary bonus upon completion of each two-year contractual period. This bonus payment is approximately 8% of salary and is considered to be equivalent to the UK employer's pension contribution.

## Benefits

### Flights:

Teachers who are employed on expatriate contracts, together with their contractual dependents, will receive annual economy flights. This agreement includes start and end of contract flights. The school will calculate the cost of these flights by averaging economy ticket prices across five major carriers on May 1st each year, and the cash value will be paid into the employee's June salary. The costs of these annual flights will be calculated within three contractual home zones:

- Heathrow for all European contractual home destinations;
- Sydney for all Southern Hemisphere contractual home destinations;
- New York for all North American contractual home destinations;

Teachers will receive this payment as cash, which can be used for any purpose. The school will pay the additional income tax attracted by this contractual benefit.

### 3 Months Accommodation:

The school will provide an apartment in a nearby condominium for the first 3 months of the initial contract in order to allow teachers to settle into their new role without the urgency of having to source accommodation. Airport transfer on arrival, security deposit and 3 months rent payment will be covered by the school while water, electric and Internet amenities will be payable by the teacher.

### Medical Cover:

The school's medical scheme provides a good level of health insurance. Just like all such schemes there are pre-set limits and details of these are available from the school.

### Police clearance and other formalities:

All teachers selected are required to demonstrate that they are cleared by authorities in their own countries to teach children. For example, in the case of UK teachers, this means providing proof of clearance from the UK Disclosure and Barring Service (DBS) checks (previously CRB checks). Everyone must also be in possession of originals of their University Diploma or Certificate showing that they are appropriately qualified to teach the subject/age group for which they are applying. If these are not available, then fully authenticated copies must be provided. In the absence of these documents, it is tough to secure teaching licences, work permits and appropriate visas in Thailand and we may not be able to consider your application.





## Personal issues:

Many children attending International Schools in Thailand come from Asian countries and about a third of our children are in fact, Thai. Here, in particular, teachers are held in extremely high esteem, and this can place perhaps unfamiliar expectations on our staff. For this reason, we only appoint those whose appearance and behaviour suggest that they will have no difficulty in living up to these expectations.



**At Samakee we promote 7 Key Values and they underpin the attitudes and characteristics of effective learning that we cherish and nurture in our children. We believe that these 7 key values are the dispositions children need to become independent, confident, lifelong learners.**

## Principles of teaching and learning

High-quality teaching and learning is a consistent element within our school. We recognise this in the way we recruit our teachers and in the ethical principles of management that we operate once they are working with us. We ensure that every child, in every classroom, experiences the curriculum and standards we promise in our promotional literature. All of our teachers understand that we intend to deliver all that we claim.

*‘The standards required for pupils’ spiritual, moral, social and cultural development have been fully met and often exceeded. Consequently, pupils’ personal development is outstanding. The school’s seven key values and its promise to make pupils ‘confident, independent, lifelong learners’, ensure pupils develop self- knowledge, self-esteem and self-confidence exceptionally well.’ - BSO May 2015*



★ **Inquisitiveness**

★ **Individuality**

★ **International**

★ **Imaginative**

★ **Inspired**

★ **Innovative**

★ **Intrepid**

## We promise:

Independent, confident lifelong learners. This principle is the commitment we make to our parents, and we, therefore, ensure that it is lived through the daily experiences of their children in our school.

## Governance:

To join St. Andrews Samakee International School as a student is to become part of an extended family, which has common goals and a shared commitment to achieve something very special. We aim to excel in what we have chosen to do and the only route to success lies in the classroom and in the day-to-day endeavour of our teachers and children. These principles of teaching and learning provide the essential framework in which that 'something special' will occur.

