



Director of Residential Life  
East Campus

Education  
like no other

## The Post

UWCSEA has a vacancy for August 2018 at its East Campus for a Director of Residential Life. The Director of Residential Life oversees all aspects of strategic and operational matters for East Residential Community. He or she will maintain and enhance our strong, supportive and successful Residential culture of around 170 students from grade 8 to 12, through leading a team of Deputy Director of Residential Life, four houseparents, one deputy houseparent, five boarding support staff a number of non-resident staff. Extensive liaison across the wider College is required, and the Director of Residential Life plays a key role in ensuring that the highest standards of pastoral care, academic support and mission alignment are in place. The Director of Residential Life is a member of the East Campus Leadership Team.

## The Context

UWCSEA welcomes applications from all qualified candidates. UWC South East Asia is committed to safeguarding our students and protecting them from harm. In keeping with the expectation that all staff and volunteers share this commitment, those applying for a position at the College must be willing to undergo employment background checks and screening appropriate to the post.

If you have a strong sense of adventure and an exceptional level of commitment to teaching and learning, UWCSEA might be the perfect next step for you. Here are some reasons why:

- You can be part of the College at an exciting time in its development. The implementation of our bespoke College-wide curriculum, the integration of technology into teaching and learning, and a significant focus on educating for ethical dispositions are just some of the exciting initiatives our staff are currently involved in.
- As a non-profit organisation, we invest a percentage of income into scholarships for approximately 100 students each year. These scholars come from a wide variety of cultural and socio-economic backgrounds. You can teach and learn from these exceptional students.
- Our academic results are outstanding, but our focus on holistic education means teachers are involved in all aspects of the programme. At UWCSEA you can take students trekking in the Himalayas or kayaking in Thailand, building houses in Cambodia or skiing in Switzerland. Equally, you can support them in making real connections with the local community, working with children with multiple disabilities or teaching life skills to domestic workers who have been the victims of violence. All our students and teachers, from Kindergarten 1 to Grade 12 are involved in our activities, outdoor education and service programmes.
- We provide a professional learning programme that brings international experts to the school and supports teachers in their professional learning journey.

## Person specification

- A good degree and a recognized teaching qualification or certification are expected.
- Previous experience of residential life is required; leadership experience is highly desirable.
- Demonstrated ability to provide consistent and considerate supervision and guidance in order of adolescents and young adults.
- Nurturing, and where necessary, enforcing, the existing culture of self-direction, in order to support appropriate decision making and behaviours in line with UWC values.
- Honesty, integrity, compassion.
- Can establish strong trust within a large and diverse community.
- Able to actively elicit, understand and respond to the perspectives, needs, thoughts and ideas of others.
- Able to work as a positive and supportive team member.

- Able to lead and address small and large groups, inspiring colleagues.
- Able to engage with students and to engender enthusiasm for learning .
- Able to communicate confidently and fluently, with clarity and precision, to inspire confidence in written and oral forms.
- Reflective, culturally sensitive self-manager.
- An efficient and effective administrator.
- Teachers should be willing and eager to participate in the five key elements of a UWCSEA education: Academic; Personal & Social Education; Service; Activities; Outdoor Education.
- Academic expectations include enthusiastic participation in Professional Development, both that which is mandated by the College and that which is identified by the teacher.
- On average the College expects a yearly contribution of two sessions per week in each season to Activities and/or Service.
- The College expects that teachers will participate enthusiastically in the curricular Outdoor Education experiences which are relevant to their students and will also occasionally volunteer for holiday Outdoor Education trips.
- Applicants should be enthusiastic about teaching within a multi-cultural environment. Flexibility of approach and a collaborative style are essential.

### **Main Responsibilities**

- Taking a strategic overview of Boarding issues by working with the Head of Campus, Principals and Boarding Colleagues to ensure that the Boarding experience reflects UWC values, and Campus practices. This may involve:
  - Fostering a culture and practices which support Boarder well-being and success
  - Oversee the professional and pastoral care of all boarding staff.
  - Ensuring the provision of a thorough Orientation programme to enable new students to become successfully established in the Boarding Community, in UWCSEA and in Singapore
  - Develop relationships with parents through proactive communication, both on an individual and group basis
  - Identifying Professional Learning opportunities and liaising with the Professional Learning Committee to develop opportunities for the Boarding Community
  - Collect and analyze ongoing data regarding residential life
- Ensuring sound operational processes in Boarding. This may involve:
  - Working closely with colleagues on Scholarship matters, and supporting the UWCSEA Foundation in its fund-raising work
  - Liaising with the Dover Campus Director of Residential Life, facilitating opportunities for cross-campus alignment and engagement
  - Liaising with the College caterers to ensure quality food services for the UWCSEA Boarding community
  - Liaising with Finance and HR as necessary to ensure the appropriate structures are in place
  - Working with Security on relevant issues to provide a safe environment for our borders
  - Working with the Head Nurse and College doctors to ensure that that the College Clinic and Boarding community are closely aligned
  - Working with the Head of Campus and Principals to ensure that the Boarding experience reflects UWC values, and Campus practices
  - Liaising with the Counseling Department regarding extra support for boarders
  - Overseeing duty and roster schedules as appropriate

This list of responsibilities is not intended to be exhaustive but simply highlights a number of the major tasks of the post.

## About UWCSEA

### UWC mission

The UWC movement makes education a force to unite people, nations and cultures for peace and a sustainable future.

### UWCSEA educational goal

We educate individuals to embrace challenge and take responsibility for shaping a better world.

### UWCSEA ambition

UWCSEA will be a leader in international education. We will have a worldwide reputation for providing a challenging, holistic, values-based education with an emphasis upon academic achievement, service to others, environmental stewardship, teamwork and leadership.

### UWCSEA community member profile

The UWCSEA learning programme provides a breadth of opportunity that enables learners to develop the qualities and skills of the UWCSEA profile. The profile is derived from our mission and supported by current research in education. Through the development of these skills and qualities, members of our community lead by example, embrace challenge and take responsibility for shaping a better world. While each quality and skill is identified separately, they are interconnected and impact each other.

#### **Qualities**

- Commitment to care
- Principled
- Resilient
- Self-aware

#### **Skills**

- Critical thinker
- Creative
- Collaborative
- Communicator
- Self-manager

## The UWC movement – a history

“I regard it as the foremost task of education to insure the survival of these qualities: an enterprising curiosity, an undefeatable spirit, tenacity in pursuit, readiness for sensible self denial, and above all, compassion.” - Kurt Hahn

The UWC movement was founded in 1962 by Kurt Hahn, a German educator, whose ideas were crystallised by the destruction he witnessed during the first and second World Wars. In 1958 Hahn was inspired by the cooperation between former adversaries he witnessed at a NATO Staff Conference. He was convinced that education should prepare young people for a life with service, leadership and meaningful action at its heart. By educating young people from around the world together, he thought that future conflicts could be prevented. From this belief in the power of education to change the world, the UWC movement was born, with a mission to make education a force to unite people, nations and cultures for peace and a sustainable future.

Today, there are 17 UWC schools and colleges around the world, with UWCSEA in Singapore the largest of these. As well as providing an international education for young people living in Singapore, each year the UWC movement and UWCSEA provide scholarships for more than 100 students from all over the world to attend UWCSEA. In the words of Nelson Mandela, Former Honorary President, UWC International: *“The striking thing about the United World Colleges is that they embrace the entire world across all divides of race, history, culture, wealth, religion, economic status and political belief.”*

The first UWCSEA campus on Dover Road was opened in 1971 by then Prime Minister, Lee Kuan Yew, under the name of Singapore International School. In the late 1990s, the Dover Campus gradually expanded its age range from a secondary school to include primary and kindergarten students. Today, it has grown to a school of 3,000 students from Kindergarten–Grade 12. Opened in 2008, the purpose-built East Campus has grown to more than 2,500 students from Kindergarten–Grade 12.

### UWCSEA students

Students at UWCSEA are selected through a process that takes a holistic view. Previous school reports and references, as well as the student’s potential to contribute, support and participate fully in the life of the College are all taken into account. Where appropriate, entry tests and English language assessments are required.

The 5,591 students currently enrolled at the College represent 100 nationalities and speak 56 different first languages.

### Student numbers 2017/2018

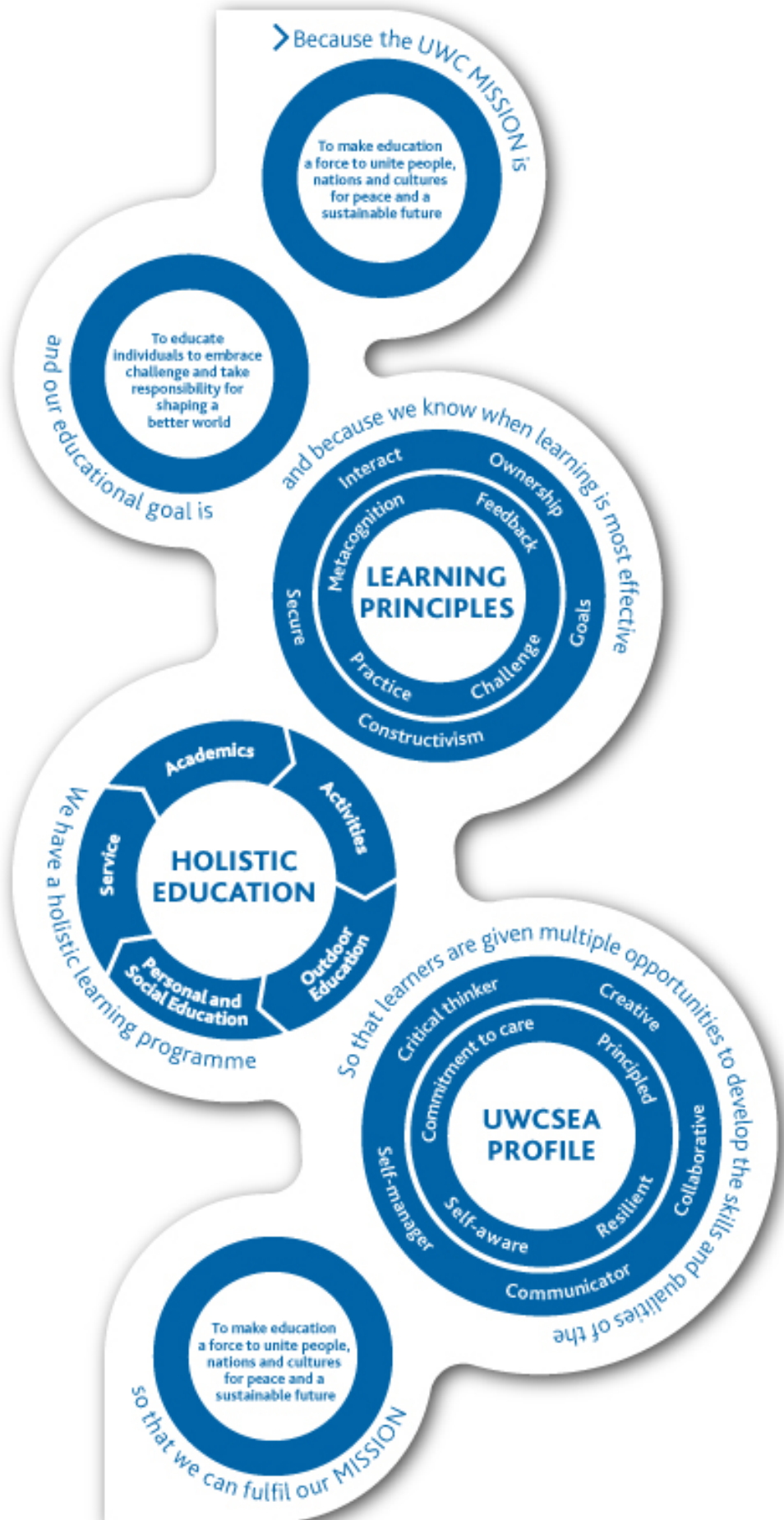
School	Dover Campus	East Campus	Whole College
Infant School (K1–G1)	288	327	615
Junior School (G2–5)	673	676	1349
Middle School (G6–8)	783	607	1390
High School (G9–12)	1277	960	2237
Boarders (G8–12)	178	164	342



## The UWCSEA learning programme

The UWCSEA learning programme has the UWC mission as both our inspiration and our goal.

With our mission and educational goal as starting points, and basing our practice on learning principles that tell us when learning is most effective, we have developed a holistic learning programme, consisting of five elements: academics, activities, outdoor education, personal and social education and service. Through this programme, students develop the skills and qualities of the UWCSEA profile, while help them to fulfil the UWC mission to make education a force to unite people, nations and culture for peace and a sustainable future.



## Academics

At UWCSEA, students experience the joy of intellectual engagement and the satisfaction of scholarly pursuit. Through the academic element of the programme, they gain an understanding of the connections between individual subjects and how to solve complex problems using different approaches.

UWCSEA is an IB World School, offering the IB Diploma Programme in Grades 11 and 12. Our K–12 academic curriculum is shaped by our mission and educational goal and guided by the UWCSEA profile and learning principles. Learning goals in languages, mathematics, sciences, the Arts, humanities, technology and physical education build logically through each grade, preparing students for the next academic challenge. UWCSEA offers the (I)GCSE programme in Grades 9 and 10, with students who enter in Grade 10 taking a Foundation IB (FIB) course.



## Activities

The College offers an extensive Activities programme to students from Grade 2 onwards. More than 900 activity events take place across both campuses each week. The programme is divided into sports, arts (dance, drama, music and visual arts), leadership, clubs and special interests. It is designed to provide students with opportunities to explore new interests, develop their strengths and pursue their passions. Activities invigorate the life of the College by bringing students together for creative, athletic, leadership and other endeavours.

## Outdoor Education

The opportunities for learning at UWCSEA extend far beyond the classroom as students take on experiential challenges that build resilience, collaboration and leadership. Our Outdoor Education programme offers an incremental progression of age-appropriate experiences to students across the K–12 curriculum. Whether going on a forest adventure in Malaysia in Grade 3 or trekking in Nepal in Grade 9, students develop confidence in their physical abilities and emotional resilience to withstand difficult situations.

## Personal and Social Education

There are opportunities for personal and social development in all elements of the UWCSEA learning programme, but the importance of this aspect of the student experience is recognised by our dedicated Personal and Social Education (PSE) programme. The PSE programme supports students in dealing with the personal and social challenges that all young people face. From younger students identifying and celebrating mastery of new skills to Grade 12 students using their self-knowledge to select their path after graduation, the PSE programme is a dedicated time for students to explore their identity and place in the world.

## Service

The Service programme empowers students to become aware, able and active contributors to the community. Students become involved in College service, where they offer a service to other members of the school community; in local service, where they connect with members of the Singapore community; and in global service, which incorporates Global Concerns (GC) projects, the Initiative for Peace and our extensive Gap Year programme. GC is a dynamic initiative enabling students to put their ideals into action by working to support causes and communities through direct links with partner organisations outside Singapore.

The greatest impact of the Service programme is on our students, as they put their ideals and values into action and grow as compassionate people and active agents of change.

## The Benefits

Along with a very competitive package, UWCSEA offers the incredibly high rewards that come from working with remarkable young people in a climate of innovation, collaboration and collegiality. Furthermore, the College offers outstanding levels of professional learning; we not uncommonly hear from new teachers that they have learnt more with us than at any other stage in their careers. Opportunities include structured internal courses, a self-driven Professional Learning Programme, support for further studies, an emphasis on conceptually-based teaching and learning, and specific foci that we adapt to our own context, such as, Reggio, Reading and Writing Workshop, IB courses, Philosophy for Children.

Teachers arriving from overseas will be provided with relocation support, housing allowance, medical insurance, and repatriation support at the end of contract. It should be noted that the medical insurance is provided within industry-standard limits.

Teachers arriving from overseas are entitled to tuition fee exemption at the College for up to three children. Teachers' children are subject to the same admission standards as all other applicants. It should be noted that provision for learning support is limited in scope.