WELLINGTON COLLEGE
INTERNATIONAL SCHOOL
BANGKOK

Application for Founding Junior School positions at WCIB for 2018-19

June 2018

For August 2018

Application is encouraged from outstanding UK-trained Primary or Junior School teachers who would like to join the founding staff team at this very exciting new 2-18 school in Bangkok, a South-East Asian hub of excellence in British international education.



Wellington College International Bangkok in Thailand opens in August 2018 and will grow to accommodate up to 1,500 girls and boys aged 2-18 years. The school's facilities will be world-class: the design and appearance are modern yet combine distinctive features of Wellington College, Berkshire and elements of Thai culture. The building is set amidst a large, attractive, green campus in Krungthep Kreetha, an area midway between Bangkok city and Bangkok International Airport, nestled within the Unico Grande Golf Course.

The School

Wellington College International Bangkok opens in 2018; its mission is to deliver the most exceptional international school education in Thailand—and across the region. We are proud—and thrilled—to be able to provide a significant piece in the jigsaw of Bangkok's growing prominence as a Southeast Asian hub, and we are delighted to welcome families of all nationalities.

Our School is purpose-built on an expansive greenfield campus. The buildings, designed by world-class architects, are airy and modern yet retain echoes of the grandeur of the past. Our sports facilities include a full Olympic-size 50-metre pool, a huge gymnasium, a 400-metre track, sports pitches, basketball and tennis courts—and a golf course. Our fully-equipped specialist Arts and Music areas, our theatre, our sophisticated V&A Café, as well as the recreation areas—the green of the trees and the grass, the blue of the water—all play their part in making the experience of being at Wellington unique, exciting and, on top of that, fun.

The global family of Wellington Colleges—in the UK, China and here in Thailand—has a very strong reputation for the development of academic excellence, international-mindedness, leadership, responsibility, service to others, outstanding pastoral provision and an exceptionally rich programme of co-curricular activities.

Our values grow from those of our close partner school, Wellington College in Berkshire. It is our fundamental belief that every child can thrive when provided with outstanding, wide-ranging and open-ended opportunities to develop, explore and learn. Our students' individual responses to these opportunities, shepherded by some of the best teachers in the world and supported by our uniquely dedicated pastoral teams, can set them on the path to extraordinary academic achievement—which, at Wellington, routinely goes hand-in-hand with excellence in performing and visual arts, sport and service to others. This is what it means for *the whole child* to flourish.



A Note from the Master



I'm delighted that you are considering a move to WCIB. We are offering an extraordinary opportunity to be a part of the founding team of what will—assuming we get this recruitment right—instantly become one of the best schools anywhere in the world.

The staff we select will need to be resourceful, creative, resilient and strongly motivated. The chance to build the character and identity of a school such as this from its infancy is not one many teachers ever get—and a lot don't want it, either. We require enormous commitment: you may (and should!) be attracted by Bangkok itself, and the beautiful country of Thailand, but please be aware that, during term time, you won't have much time to see them.

I'm looking for many qualities in applicants. Excellence in the classroom, thoughtful professionalism, unwavering determination—these are the obvious ones. I want to see *awe* as well. It seems to me that, to be able to open the eyes and minds of students, we all need to be pretty much constantly amazed, enthralled and astounded by the complete extraordinariness of the world and everything we're teaching. If we aren't awed, it's less likely that our students will be—and they should be.

Students of every age should be reflecting, at the end of every day, on something motivatingly astonishing.

Please have a good look through this booklet; if you like what you see, and believe that you could be part of the new team, do put in an application. Despite having opened thousands of recruitment emails over the years, I'm still excited about this process: the thrill of getting a well-crafted letter and a clear, impressive CV never diminishes!

Good luck

Christopher Nicholls, Master
Wellington College International Bangkok

The Wellington Identity

What we expect from our students we must access in ourselves. Wellington teachers must be:

Inspired

We want Wellingtonians to have been genuinely excited by everything they have done during their years with us. They will have developed a zest for life so that they go into the world ready and able, in turn, to inspire others. This is the core pillar of the Wellington Identity.

Intellectual

Wellingtonians must move into the world able to think critically and to engage in deep learning. They will be able to study beyond the bounds of any curriculum, to be inquisitive and ask questions of everything around them, and be imbued with a lifelong love of learning.

Independent

Wellingtonians develop personal, cognitive, social and study skills to enable them to cope with the challenges of university and their lives beyond. They adapt, cope and thrive in an ever-changing world. This is reflected in our academic curriculum, our co-curricular programme, our commitment to the coaching philosophy, and our focus on character development and leadership.

Individual

The aim of a Wellington education is to allow students to develop themselves fully in every sense. The pastoral care and focus on student wellbeing at the College values each student as a unique individual. The journey to individuality is also reflected in our broad curricular and co-curricular opportunities: all our students discover and develop fully their own talents, passions and interests, knowing that interested children become interesting adults.

Inclusive

Wellingtonians will leave the College not in a bubble of elitism, privilege and exclusivity, but with the moral values and social conscience to serve others and do good in life. This inclusivity includes a strong pride in coeducation, a commitment to internationalism and a service programme rooted in depth and honesty.



The Curriculum

WCIB will offer the EYFS followed, from Year 1, by the National Curriculum for England as a basis for the core subjects. We will include some philosophical and practical elements of the IPC to bolster our multi-discipline, project-focused approach. The school will prepare students for the IGCSE in the Senior School and the IB Diploma (subject to ratification) or A-levels in the Sixth Form.

The taught curriculum is very important and we take it very seriously. Our task is never to deliver the standard experience—the lesson that *everyone* gets—but to give our students the best every day. It's a challenge that not every teacher desires, but we only want those who *cannot wait* to follow this principle.

An extensive co-curricular programme of sports and other enrichment activities will be provided to balance and broaden the experience of the students. The highest quality of pastoral provision, and personal focus, is central to the Wellington philosophy; a thriving House system and a purposeful Wellbeing programme are central features of all Wellington schools. Teachers will be expected to take a full part in the daily life of the School, assisting or leading activities; monitoring and engaging actively with children during their Prep and other independent work time; contributing positively to the House structure and programme of events.



Class Teachers

Wellington College International Bangkok is fully committed to safeguarding and promoting the welfare of children and young people.



The following list is not exhaustive but represents the main professional duties of a WCIB Class Teacher. This Job Description should be read and understood in conjunction with any relevant Specialist Teacher Job Description as well as the WCIB Teacher Standards, the Staff Handbook and the teacher's contract.

1. Teaching

1.1. Planning and preparing schemes of work and lessons, in collaboration with other staff as appropriate and in accordance with the School's Curriculum Policy

1.2. Teaching the students in your class and setting and marking their work, including internally-assessed tests or examinations carried out by these students

1.3. Assessing, recording and reporting on the progress, development and attainment of students using the School's systems appropriately

1.4. Promoting the progress and wellbeing of individual students and of classes or groups of students that are assigned to you

1.5. Keeping records and creating reports on personal and social development and needs of students

1.6. Communicating, and developing a strong working relationship, with parents of all assigned students and meeting them whenever required or necessary

1.7. Communicating and working with agencies outside School where required

1.8. Attending and participating in meetings relating to anything outlined in this Job Description

1.9. Taking students out of school on School trips including, as required, residentials

1.10. Actively supporting and taking part in the School's programme of co-curricular, House and other activities

2. Professional Development

2.1. Playing an active and constructive role in the School's Research and Development programme, including a minimum of thirty-five hours of professional development activity annually and active membership of at least one R&D group per year

2.2. Taking a full part in the School's Performance Management process
2.3. Reviewing on a regular basis your teaching methods and related schemes of work
2.4. Taking part in regular in-service training and continuing professional development, as discussed and agreed with the School

3. Child Protection, behaviour management and health and safety

3.1. Promoting and safeguarding the welfare of children and young people for whom you are responsible, and with whom you come into contact
3.2. Maintaining high standards of behaviour and safeguarding students' health and safety both on School premises and during School activities elsewhere

4. Administration

4.1. Registering the attendance of students, and supervising before and after school, as required

5. General

5.1. Actively supporting and embodying the Values, Identity and Ethos of the School
5.2. Any other reasonable duties as requested by the Head of the Junior School or the Master.

The Person

Successful candidates will have an honours degree plus PGCE and/or QTS. Further qualifications and evidence of ongoing training or study in the field of education are desirable but not essential. Experience of teaching in a British Primary or Junior School is necessary and knowledge of British international schools an advantage. Being an excellent teacher, as evidenced by confidential references from current and past employers, as well as direct observation by WCIB senior staff, is essential; experience of teaching a range of age groups an advantage. We expect all our staff to be motivated, committed, respectful, inclusive, intellectual, independent, individual, inspired, reliable, tenacious, culturally aware and sensitive, calm, flexible and able to laugh at themselves.

Remuneration

The successful candidate will receive a competitive salary and package with benefits including a generous housing allowance and medical insurance as well as places in the School for Primary-age children; further details will be discussed at interview.



Application for this Post

Candidates should, in the first instance, email three documents: a completed Staff Application Form; a full, up-to-date CV; and a letter of application addressed to the Master, to hr@wellingtoncollege.in.th. The closing date for applications is **17th June 2018**.

Longlisted candidates will be interviewed via Skype on a rolling basis (please note that longlisting begins *before* the deadline for applications); those on the shortlist will be asked to permit lesson observation in their current schools, where possible; alternatively, a live video lesson will be requested**.**

References

We contact all the referees of all shortlisted candidates; if you have a specific preference that we not contact someone immediately, please indicate this in your application.

Identification and Qualifications

Shortlisted candidates will be asked to show originals of all qualifications referenced in their applications, along with proof of identity. Qualifications may be further checked by phone or other means.

Safer Recruitment

WCIB is fully committed to safeguarding and promoting the welfare of children, young people and adults. All applicants must be willing to undergo child protection screening, including checks with past employers and Disclosure and Barring Service checks.

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